



The UNIVERSITY of WESTERN ONTARIO

BOARD OF GOVERNORS MEETING

**1:30 p.m., Wednesday, April 18, 2012
Room 4155 Stevenson Hall**

1. Adoption of Agenda - Open Session
2. **Report of the President** (Amit Chakma)
3. Unanimous Consent Agenda - **Appendix I**
 - Includes Open Session Minutes of the Meeting of January 26, 2012
4. Business Arising from the Minutes
5. Reports of Committees:

Property & Finance Committee - Appendix II	(Chirag Shah)
Audit Committee - Appendix III	(Jim Knowles)
Fund Raising and Donor Relations Committee - Appendix IV	(Jackie Moss)
Senior Operations Committee – Appendix V	(Steve Coxford)
6. Items Referred by Senate - **Appendix VI** (Amit Chakma)
7. Questions from Members
8. Other Business
9. Adjournment to Confidential Session

[Note: Members are reminded to bring the budget documentation circulated with other Committee agendas as duplicate sets will not be provided]



*The*UNIVERSITYof WESTERN ONTARIO

MINUTES OF THE MEETING OF THE BOARD OF GOVERNORS

APRIL 18, 2012

The meeting was held at 1:30 p.m. in Room 4155, Stevenson Hall.

PRESENT: Mr.S. Coxford, Chair
Ms. I. Birrell, Secretary

Mr. J. Adams
Mr. J. Bitove
Dr. A. Chakma
Dr. R. Darnell (?)
Mr. M. Dietrich
Mr. K. Goldthorp
Mr. H. Hassan
Mr. P. Jenkins
Mr. J. Knowles
Ms. G. Kulczycki

Mr. M. Lafortune
Mr. C. Lassonde
Mr. D. Lemieux
Ms. J. Moss (?)
Mr. C. Shah
Dr. S. Singh
Ms. J. Vanderheyden
Dr. J. White
Mr. M. Wilson
Mr. K. Zerebecki

(?) = participated via teleconference

By Invitation: R. Campbell, R. Chelladurai, R. Langille, L. Logan, J. O'Brien, A. Weedon

BG.12-19 **REPORT OF THE PRESIDENT**

The President's report consisted of the following: Provincial and Federal budgets; leadership recruitment; internationalization; IBM cloud computing partnership; Western's United Way donation and activities of the President between January 22, 2012 and April 13, 2012. Details are found in his report distributed with the agenda.

BG.12-20 **UNANIMOUS CONSENT AGENDA** [Appendix I]

It was moved by J. White, seconded by C. Shah,

That the 23 items listed in Appendix 1 be approved and/or received for information by the Board of Governors by unanimous consent.

CARRIED

BG.12-20a **Agreement with Access Copyright**

Dr. Weedon reported that the Association of Universities and Colleges (AUCC) and Access Copyright announced Monday that they had completed negotiations on a model licence allowing universities to reproduce copyright-protected materials in both print and digital formats. Institutions will pay Access Copyright a royalty of \$26 per full-time equivalent student annually. Western, the University of Toronto and Access Copyright reached a separate deal in January. Under that agreement which starts next month, the copyright fee for each full-time student would be \$27.50. However, the agreement states that in the event a more favourable rate was achieved with any other party, Western would be given the more favourable rate. Consequently as a result of the recent agreement Western's full-time students will pay an annual copyright fee of \$23.50 (net of the amount of the fee to be absorbed by the University).

BG.12-20b Masters in Financial Economics (MFE) Degree

Mr. Jenkins applauded Western for establishing the Masters in Financial Economics (MFE) degree, noting that this degree combines two key skill sets and meets demand in both the private and public sectors.

BG.12-21 MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting of January 26, 2012 were approved as circulated.

REPORT OF THE PROPERTY & FINANCE COMMITTEE [Appendix II]

BG.12-22 Operating and Capital Budgets and Tuition Fees

It was moved by P. Jenkins, seconded by K. Zerebecki,

That the Board of Governors approve the 2012-13 University Operating and Capital Budgets (Appendix II, Annex 1), and the proposed Program Specific Fees and Other Supplemental Fees for 2012-13.

Ms. G. Kulczycki, Vice-President (Resources and Operations), presented the 2012-13 University Operating and Capital Budgets, the second year of the four-year budget cycle, detailed in Appendix II, Annex 1. Her presentation highlighted the planning and budgetary context, operating revenues for the next four years, new initiatives and priorities, operating revenues, and expenditures, including recommendations for faculties, and support units, university-wide expenditures, one-time expenditures, operating reserve forecast and an overview of the 2012-13 capital budget. Overhead slides used in the presentation are attached as Appendix 1.

Revenues for 2012-13 are projected to be \$630.2 million with \$636.4 million in expenditures. The operating reserve will be at \$44.1 million at the end of 2011-12 and \$37.9 million at the end of 2012-13. The operating reserve is projected to be \$4.6 million at the end of the four-year budget cycle, 2014-15, which is above the Board of Governors' requirement of \$2.5 million.

Discussion included the following points/concerns:

- Responding to a question about the contingency hold-back fund found on line 12, table 4a, Faculties: Revenue Sharing Allocations, R. Chelladurai responded that this hold-back allows for fluctuations in teaching responsibilities across the faculties in later years of the plan.
- M. Dietrich asked how sensitive the international student population is to increases in tuition fees. Dr. Chakma stated that experience shows that at the undergraduate level the

tuition fee is not a determining factor, but the competition for international graduate students is highly aggressive and at that level fees have an impact.

- Commenting on Western's debt load, Ms. Kulczycki said that Western's debt policy is very conservative. Currently the high debt load includes the costs associated with building the new residence; however, these are costs that will be recouped by Housing. Western's recent credit rating from Standard and Poors is AA which is better than the Province of Ontario's. Mr. Shah noted that the Property & Finance Committee monitors the debt levels on a regular basis.

The question was called and CARRIED

BG.12-23 **Student Fee-Funded Units, Ancillaries and Academic Support Units**

It was moved by C. Shah, seconded by S. Singh,

That the Board of Governors approve the 2012-13 budgets for Student Fee Funded Units, Ancillaries, and Academic Support Units summarized in the report entitled "Student Fee Funded Units, Ancillaries, Academic Support Units, and Associated Companies".

CARRIED

BG.12-24 **Student Organization Fees 2012-13**

The Tables referenced in the motion below are in the report entitled "Student Fee Funded Units, Ancillaries, Academic Support Units, and Associated Companies" (Appendix II, Annex 3).

It was moved by C. Shah, seconded by J. Vanderheyden,

That the organization fees for the University Students' Council for 2012-13 shown in Table 2 (full-time undergraduates) and Table 3 (part-time undergraduates) be approved, as requested by the USC.

That the organization fees for the Society of Graduate Students shown in Table 2 (full-time graduate students – three terms) and Table 3 (part-time graduate students), be approved as requested by SOGS.

That the organization fee for the Honors Business Administration Association for 2012-13 shown in Table 2, note (c) be approved, as requested by the HBAA.

That the organization fee for the Master of Business Administration Association for 2012-13 shown in Table 2, note (b) be approved, as requested by the MBAA.

CARRIED

BG.12-25 **Annual Report and Recommendations of the Student Services Committee**

It was moved by C. Shah, seconded by J. Knowles,

That the ancillary fees collected by the University be those detailed in Appendix II, Annex 4, Table 1, as recommended by the Student Services Committee.

CARRIED

BG.12-26 **Faculty of Engineering – Undergraduate Student Laboratory Endowment Fund**

It was moved by C. Shah, seconded by K. Zerebecki,

That the Undergraduate Student Laboratory Endowment Fund fee in the Faculty of Engineering, detailed in Appendix II, Annex 5, be approved.

CARRIED

BG.12-27 **Affiliation Fee Agreement**

It was moved by C. Shah, seconded by J. White,

That the Affiliation Fee Agreement Between The University of Western Ontario and the Affiliated University Colleges, dated February 13, 2012, detailed in Appendix II, Annex 6, be approved.

CARRIED

BG.12-28 **Information Items Reported by the Property & Finance Committee**

The Report of the Property & Finance Committee, detailed in Appendix II, contained the following items that were received for information by unanimous consent:

- Tennis Bubble Lease Extension
- Investment Committee Membership
- Agreement with Access Copyright
- Standard & Poors (S&P) Credit Rating Update
- Dun & Bradstreet Rating Service (DBRS) Commentary on University Pension Benefits
- Annual Report on Trademark Licensees doing Business with the Western Bookstore
- Suncor Chair in Energy Policy
- Investment Committee Report
- Quarterly Operating Budget Report
- New and Revised Scholarships and Awards

REPORT OF THE AUDIT COMMITTEE [Appendix III]

BG.12-29 **Information Items Reported by the Audit Committee**

The Report of the Audit Committee, detailed in Appendix III, contained the following items that were received for information by unanimous consent:

- Campus Community Police Annual Report 2011
- Health, Safety & Wellness Annual Report 2011

REPORT OF THE FUND RAISING AND DONOR RELATIONS COMMITTEE [APPENDIX IV]

BG.12-30 **Information Item Reported by the Fund Raising and Donor Relations Committee**

The Report of the Fund Raising and Donor Relations Committee, detailed in Appendix IV, contained the following item that was received for information by unanimous consent:

- Quarterly Report on Fund Raising

REPORT OF THE SENIOR OPERATIONS COMMITTEE [Appendix V]

BG.12-31 **Information Item Reported by the Senior Operations Committee**

The Report of the Senior Operations Committee, detailed in Appendix V, contained the following item that was received for information by unanimous consent:

- Vice-Chair, Property & Finance Committee

ITEMS REFERRED BY SENATE [Appendix VI]

BG.12-32 **Establishment of a Master of Financial Economics Degree**

It was moved by J. White, seconded by C. Shah,

That, pending Quality Council approval, the Master of Financial Economics (MFE) degree be introduced in the School of Graduate and Postdoctoral Studies, as shown in Appendix VI, Annex 1, effective September 1, 2013.

CARRIED (By Unanimous Consent)

BG.12-33 **Information Items Referred by Senate**

Appendix VI, Items Referred by Senate, contained the following items that were received for information by unanimous consent:

- 2012-13 University Operating and Capital Budgets
- Spring 2012 Honorary Degree Recipients
- Fall 2012 Entrance Standards for Undergraduate First-Year Admissions
- Five-Year Enrolment Projections
- Vice-Provost's Report on Faculty Recruitment and Retention
- Excellence in Teaching Award Winners 2011-12
- Reports of the Academic Colleague

QUESTIONS FROM MEMBERS

BG.12-34 **Dissemination of Correspondence to the Board**

Mr. Adams asked for clarification regarding the procedure for distributing correspondence to Board members, noting the SOGS letter regarding Access Copyright contained in the Property & Finance Committee Report. The Secretary noted that the Board's practice has been to have such documentation provided at the meeting at which the item is being addressed. The Chair agreed to review this with the Secretary to determine whether a different practice should be adopted.

The meeting adjourned to the confidential session.

S Coxford
Chair

I. Birrell
Secretary

Western University

2012-13 Operating and Capital Budgets

Board of Governors
April 18, 2012

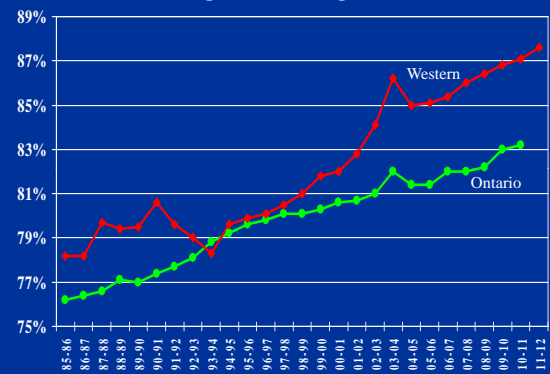
Recommendations

- That the Board of Governors approve the 2012-13 University Operating and Capital Budgets and the proposed Program Specific Fees and Other Supplemental Fees for 2012-13.
- And...approve the 2012-13 budgets for Student Fee Funded Units, Ancillaries, and Academic Support Units...

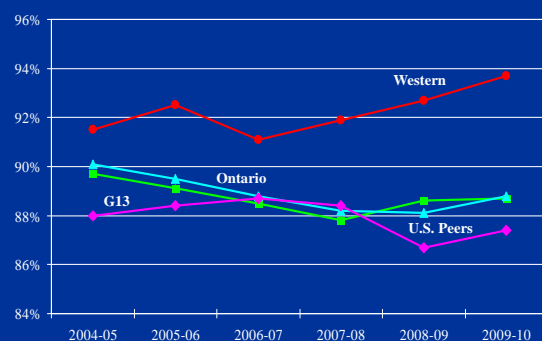
Context/Background

- Year 2 of 4-Year Plan
- Strategic Plan guides our priorities
- *Reaching Higher and Putting Students First* – and associated investments – have ended
- Provincial Budget – March 27, 2012
 - Province facing significant debt
 - Post Secondary Education did better than other sectors
 - Some uncertainties about grant funding from 2013-14
 - Tuition framework extended only to 2012-13

Average Entering Grade

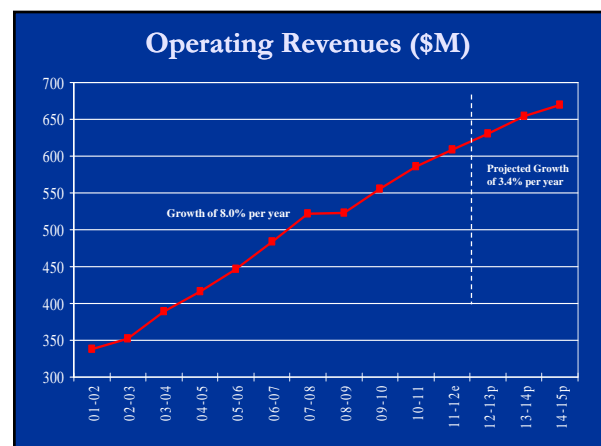
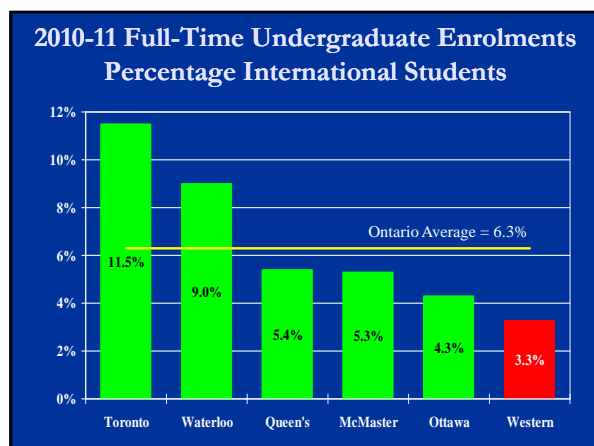
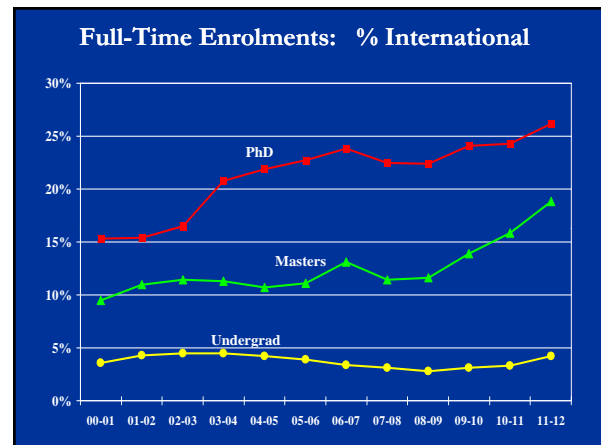
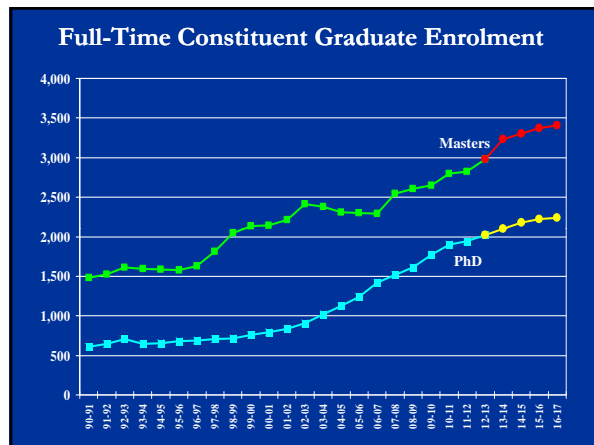
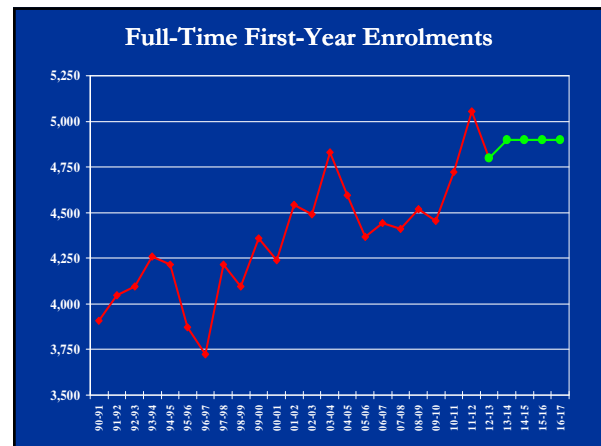
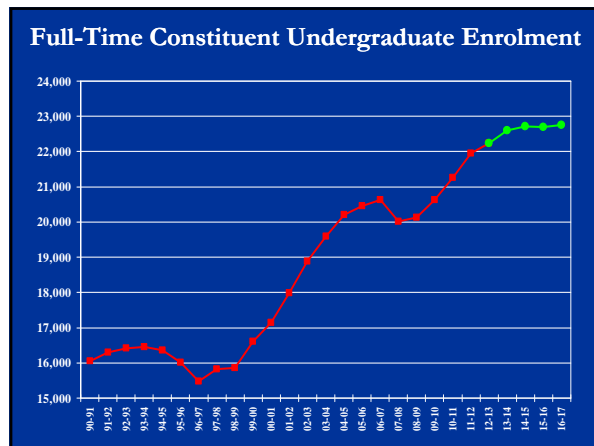


Year 1 to Year 2 Retention Rates 2004-05 to 2009-10 Entering Cohorts



Operating Revenues for Remaining 3 Years

- Modest Enrolment Growth is Key to Additional Revenues
 - About 1,500 additional students – roughly 50/50 undergrad/grad
 - Undergraduate growth is International Students
- Government Grants
 - Province has confirmed enrolment growth funding
- Tuition Fees
 - Domestic Tuition – framework continues in 2012-13
 - International Tuition Increases planned

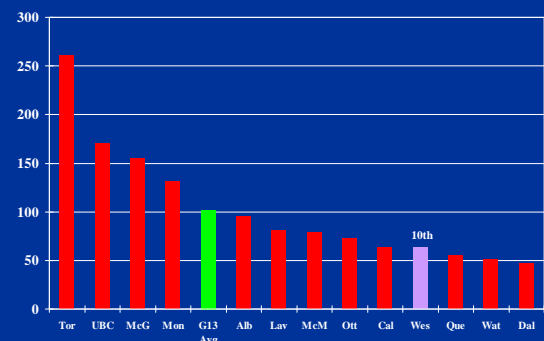


New Initiatives and Priorities

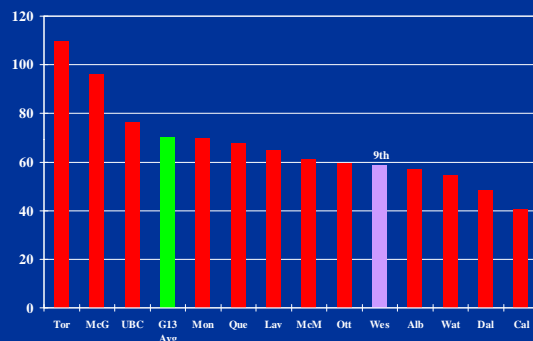
■ Enhancing our Research/Scholarship Profile

- Highest Priority operationalized through:
 - Establish New or Strengthen Existing Research Clusters
 - Attract and Retain Internationally-recognized Scholars
 - Plan and Design International Visits, Exchanges, and Conferences
 - Aggressively pursue/support Canada Excellence Research Chairs, Canadian Foundation for Innovation Initiatives, and Federal Granting Council Proposals
- Recommending \$2.6M Base and \$30M One-time Funding – to be used over next 7 Years

G13 Universities Total Granting Council Funding (\$M) (Grants, Career Awards, and Scholarships)



G13 Universities: 2009-10 Total Granting Council Funding per Eligible Researcher (\$000)



New Initiatives and Priorities

■ Graduate Expansion

- Continues to be of High Priority
- Our Enrolment Strategy includes commitment to maintain overall proportion of Graduate Students
- Nearly 22% of Graduate Students are International
- Government's Focus is on Domestic Students
- In order to support expansion of Domestic Graduate Enrolments, the Doctoral Supervision Grant is being re-instated – for remaining 3 years of 4-year plan
 - \$2,000 per new domestic Ph.D student
 - Estimated Annual Budget of \$1M

New Initiatives and Priorities

■ Support for our Fundraising Campaign

- Campaign Goal set at \$750M
- Focus is on Endowed Chairs, Student Financial Aid, Support for Major Research Initiatives
- Recommending allocation of \$856K Base and \$1.35M One-time Funding

Summary of the 2012-13 Operating Budget (Table 2)

- Revenue Forecast = \$630.2M
 - Increase of 3.6% over 2011-12
- Expenditures = \$636.4M
 - Increase of 6.6% over 2011-12
- In-Year Deficit = \$6.2M
 - Due to \$30M One-time Allocation for "Enhancing our Research and Scholarship Profile"
- Operating Reserve Forecast = \$37.9M
 - To be used (i.e. spent down) as part of 4-year plan

2012-13 Operating Revenues

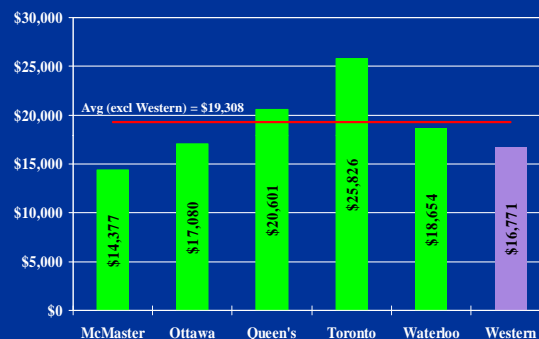
2012-13 Operating Revenues (Table 3)

- Government Grants
 - In total, remain unchanged from previous year
- Tuition Fees
 - Current framework for domestic students continues in 2012-13
 - International tuition increases as indicated in last year's budget – will move us closer to the levels at sister institutions
 - Additional \$19.2M
- All Other Revenues
 - Additional \$2.8M – over a number of revenue lines

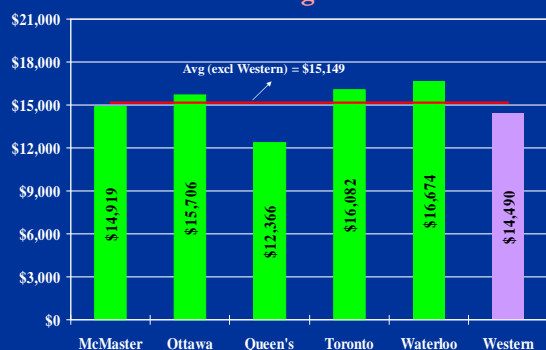
Tuition Recommendations for 2012-13 (Tables 11 to 13)

- Domestic Tuition Increases
 - Based on provincial framework
 - First-entry undergraduate: 4.5% / 4.0%
 - Second-entry undergraduate: 8.0% / 4.0%
 - HBA: 3.0% / 3.0%
 - Graduate Programs: 4.0% to 8.0%
- International Tuition Increases
 - Undergraduate (excl. HBA): 8.0% / 4.0%
 - HBA: 3.0% / 3.0%
 - Graduate (excl. MBA, Law): 6.0%
 - MBA: 0.0%
 - Law: 8.0%

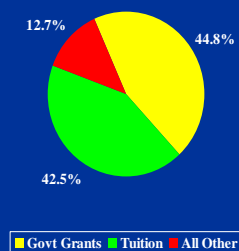
2011-12 International Tuition Undergraduate Arts



2011-12 International Tuition Ph.D. Programs



Projected 2012-13 Operating Revenues (Total = \$630.2M)

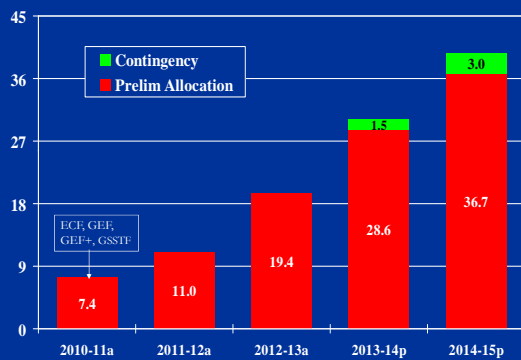


2012-13 Operating Expenditures

Recommendations for the Faculties (Table 4)

- Initial Budget Adjustment (IBA)
- Faculty Turnover Recovery – if applicable
- Academic Priorities Fund (APF) Allocations
- Targeted Medical Program Expansion Funding
- Ivey School's Funding Model continues
- Canada Research Chair (CRC) Allocations
- Revenue-sharing Mechanism for Faculties
- Faculties also receive One-time resources through the Academic Priorities Fund
- Overall increase of \$6.4M

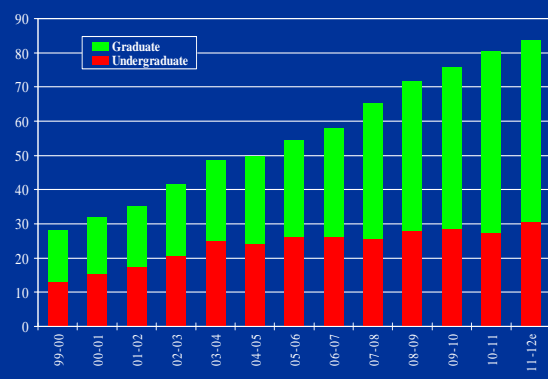
New Revenue-Sharing Mechanism Preliminary Forecast (\$M)



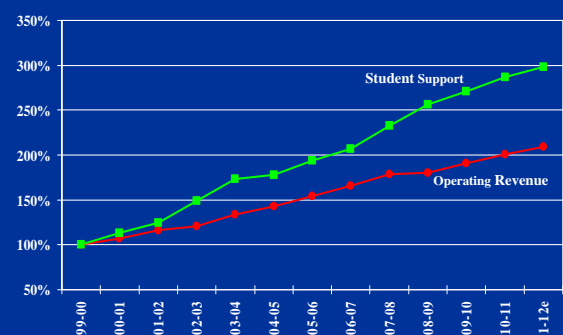
Scholarships and Bursaries (Table 5)

- Undergraduate scholarship increase by \$147K – due to projected increases in student quality
- Government-required tuition set-aside for needs-based student aid increases by \$664K
- Central commitment of \$400K for graduate student bursaries continues in 2012-13
- Government phasing-out “Aim for the Top” Program
- Faculties now responsible for graduate student support – \$52.7M projected for 2012-13

Western: Student Support (\$M)



Western: Operating Revenue and Student Support Indexed to 1999-00



Recommendations for Support Units (Table 6)

- Initial Budget Adjustment (IBA)
- Support Unit Priorities Fund (SUPF) Allocations
- Base Allocations to “Maintain Core Services”
- Operating Costs of New Facilities
 - To Facilities Management and Police
- Additional Funding to support our Fundraising Campaign
- Overall Base Increase of \$1M
- Support Units also receive \$1.3M in One-time Funds from the Support Unit Priorities Fund

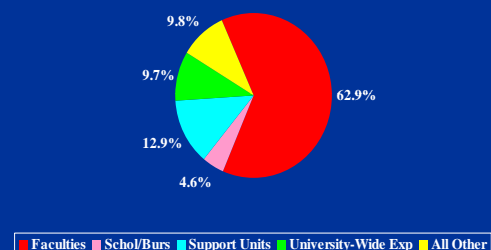
University-wide Expenditures (Table 7)

- Major Items in 2012-13
 - Utilities \$17.8M
 - Library Acquisitions \$13.6M
 - Maintenance & Modernization of Infrastructure (MMI) Transfer \$11.8M
 - IT Infrastructure Fund \$ 7.4M
 - Federal Funding for Indirect Costs of Research (FFICR) Transfer to Capital \$ 3.0M
- Total of nearly \$62M

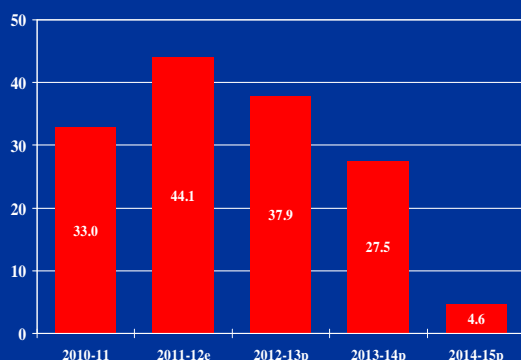
One-Time Expenditures (Table 8)

- Major Items in 2012-13
 - Research/Scholarship Priorities \$30.0M
 - Doctoral Supervision Grant \$ 1.0M
 - Flow-through of Robarts Revenues \$ 5.5M
 - Targetted Medical Pgm Expansion \$ 3.7M
 - Faculty Recruitment Initiatives \$ 0.7M
- Total of over \$48M

2012-13 Operating Expenditures (Total = \$636.4M)



Operating Reserve Forecast (\$M)



The Capital Budget

Overview of 2012-13 Capital Budget

- Total Spending of \$146.0M (Table 16)
- \$93.5M for New Construction (Table 19)
 - New Undergraduate Residence (\$43.1M)
 - New Ivey Building (\$23.4M)
 - WindEEE (\$10.1M)
 - Medical Education Building (\$8.7M)
 - B&G Courtyard (\$3.2M)
 - AMP Support Building (\$2.7M)
 - ICRC (\$2.3M)

Overview of 2012-13 Capital Budget

- \$18.4M for Major Renovations (Table 19)
 - Talbot College – including expansion (\$8.7M)
 - Conversion of Thames Hall Pool (\$3.0M)
 - Final Stages of Physics & Astronomy Project (\$2.5M)
- \$34.2 for All Other Expenditures
 - Utilities and Infrastructure (\$8.4M)
 - Modernization of Academic Facilities (\$4.7M)
 - General Maintenance & Modernization (\$7.1M)
 - Housing Renovations (\$7.9M)
 - All Other (\$6.1M)

Overview of 2012-13 Capital Budget

- Supports Long-Range Space Plan (Table 15)
- Next Set of Projects
 - Delaware Hall Renovations
 - Renewal of University College
 - Interdisciplinary Advanced Studies Building
 - Renewal of Schulich School Facilities
 - Renewal of TH, SEB, HSA, Elborn
 - Expansion of Schulich School Facilities
- Western's Downtown Campus
 - Proposal going to City in the coming weeks

Questions??

REPORT OF THE PRESIDENT

To: Board of Governors

From: Amit Chakma

Date: April 18, 2012

Re: President's Report to the Board

I'm pleased to provide the following update on important developments and achievements since the last meeting of the Board on January 26, 2012.

1. Provincial and Federal budgets: Universities had braced for the potential of significant cuts following the February 15 release of the Drummond Report on provincial deficit reduction, but Ontario Finance Minister Dwight Duncan delivered a budget on March 27 that largely protected funding to the PSE sector. If the budget gains the support of the Ontario Legislature, the government plans to increase overall funding to colleges and universities by 1.9 percent in order to maintain its commitment to accessibility, and has also committed to maintaining the existing tuition framework for another year. However, this increase in the overall PSE budget will not be sufficient to cover the cost of enrolment expansion. As such, per student funding will continue to decline. In addition, there are other budgetary measures that will have a negative impact on our operating revenues this year and in future years. We continue to examine the impact these measures will have, including cuts to capital funding, medical school training, and study-abroad scholarship.

In the Federal government's *Economic Action Plan 2012*, Finance Minister Jim Flaherty demonstrated support for university research and international education through several important funding commitments in a budget otherwise characterized by reductions to the public service and changes to old age security. The budget included commitments of \$500M over five years to the Canada Foundation for Innovation; \$37M annually to the Tri-Council research granting agencies (CIHR, NSERC, SSHRC); \$60M for Genome Canada; \$17M to support development of alternatives to existing isotope production; \$40M over two years to support CANARIE's operation of a high-speed research network; \$14M over two years to double the Industrial Research & Development Internship program; and, \$12M annually to the business-led Networks of Centres of Excellence program. Despite the fiscal challenges facing both the Provincial and Federal governments, the commitments made in their respective budgets will help Ontario's PSE sector continue to compete in attracting and supporting top students and faculty from across the country and around the world.

2. Leadership recruitment: On February 17, Dr. Michael Milde was appointed the new Dean of Western's Faculty of Arts and Humanities. Dr. Milde, who has been serving in the Acting Dean's role since January of 2011, will commence his five-year appointment on July 1, 2012. Meanwhile, the searches for a new Vice-President (Research) and Western's first-ever Vice-Provost (International) continue, with the aim of appointments being made for these roles in the summer. Later this spring, Decanal Selection Committees will be struck for the Faculty of Social Science and the Richard Ivey School of Business. Earlier this month, Carol Stephenson announced her plans to retire from Western at the conclusion of her second term as Dean of the Ivey Business School on July 1, 2013, but she has agreed to stay on for a short-term extension of her appointment until September 30, 2013.

3. Internationalization: In early February, at Prime Minister Stephen Harper's invitation, I attended the PMO's delegation to China, where I was afforded the opportunity to meet with several government, industry and education officials to learn about education opportunities in their country. My focus was not only on the recruitment of students from China to Canada, but also to explore study-abroad opportunities for our domestic students, along with other exchange and research partnership opportunities for Canadian scholars and researchers. Later in February, following consultations with Canadian stakeholders, I returned to Asia with the federal Advisory Panel on International Education that I am chairing to meet with local embassies and see what kind of work is being done on behalf of the PSE sector. The Panel is now writing its final report, which is due in June, and will outline recommendations for shaping the future of Canada's international education strategy.

In early March, I participated in a delegation to Germany with the "U15," constituted by presidents of Canada's major research-intensive universities. During the trip, we met with government, industry and education officials, including presidents of several leading German research universities. I also met with senior executives of Siemens and the Fraunhofer Institute, with which we have partnered to build the new International Composites Research Centre at London's Advanced Manufacturing Park.

In late March, we hosted the Ambassadors to Canada for Macedonia (Mr. Ljuben Tevdovski) and France (Mr. Phillipe Zeller). The Macedonian ambassador's visit was organized by the Depts. of History and Political Science in partnership with the Undergraduate Program in International Relations, and featured a lecture by Mr. Tevdovski titled *"The Dilemma of NATO Enlargement: What Can Canada Do to Strengthen NATO?"* Meanwhile the French ambassador's visit, organized by Western International, included tours of the Brain and Mind Institute and the Boundary Layer Wind Tunnel Laboratory, as well as a lecture by Mr. Zeller on France's diverse contributions to science during the past 200 years.

Later this month, our Provost and Acting Vice-President (Research) Janice Deakin will be in China with London Mayor Joe Fontana and other senior University and City officials to explore education, research and economic development opportunities. The delegation's tour will include a stop in Chengdu (Sichuan Province), where the Schulich School of Medicine & Dentistry has organized a workshop on rural health for local physicians in partnership with West China Hospital. Another stop will be in London's sister city of Nanjing (Jiangsu Province), where WORLDdiscoveries will officially open its first overseas operation—making Western the first Canadian university to open a technology transfer office in China. The trip will conclude in Hong Kong where meetings will be held to explore education and research partnership opportunities with the prestigious Hong Kong University, as well as meetings with the highly engaged Hong Kong branch of Alumni Western.

4. IBM cloud computing Partnership: At the writing of this report, the provincial and federal governments have just announced funding support for the creation of a \$210M high-performance computing initiative in partnership with IBM that will involve a consortium of seven universities led by Western and the University of Toronto. The *IBM Canada Research and Development Centre* is expected to create 145 new highly skilled jobs in Ontario while providing university and industry researchers with high-performance "cloud" computing infrastructure that will better manage and analyze the massive data sets used in finding solutions to global problems—such as water and energy conservation, and rising health care costs. IBM will invest up to \$175M in the project, while \$20M will be contributed by the Federal government, and another \$15M by the Province of Ontario.

5. Another record donation to United Way: Shortly after I wrote my January 2012 report to the Board, our campus community announced that faculty, staff, retirees, and students had collectively donated a record-breaking total of \$716,632 for social service agencies in London and Middlesex County. Western's contribution assisted the United Way in surpassing its citywide campaign goal of \$8.5M, and I wish to acknowledge the generosity and hard work of the individual donors and volunteers who led the way. Western remains the largest organizational donor to the annual campaign.

ACTIVITIES OF THE PRESIDENT

(January 22, 2012 – April 13, 2012)

January	22	London	Deb Matthews' New Years Community Drop In
	23	London	Teleconference with Newfoundland and Labrador Representative (International Education Strategy Advisory Panel)
			LEDC Board Strategy Session
			United Way Campaign Achievement Announcement
			Teleconference with U15
	24	Toronto	CMEC (Council of Ministers of Education), International Education Strategy Advisory Panel
			Chancellor John Thompson
			Phone Call with Minister Fast (International Trade and Asia Pacific Gateway)
	25	London	St. Andrews Lunch (Gibbons)
			Paul Jenkins
	26	London	Board of Governors
			Student2Business Networking Conference
	27	London	Marianne Larsen Gift Announcement Luncheon
	28	London	Family Day Hockey Event
	29	Toronto	1878 Event and Reception
	30	London	Vice President Research Selection Committee
		Ottawa	AUCC Dinner & Briefing Session
	31	Ottawa	AUCC Advocacy Day on the Hill
			Neil Yates (Citizenship & Immigration)
February	1	London	Phone Call Asian University for Women Vice-Chancellor Search Committee
			Phone Call with Minister Glen Murray
	3	London	"Back to Campus" Event
	5-12	China	Prime Minister's Delegation
	13	London	Phone Call with Roslyn Penfound (DM Dept of Education Nova Scotia)
			Interview with Embassy Magazine
	14	London	LEDC
	15	London	UWOFA Executive
			Cassels Brock & Blackwell LLP Reception
	16	London	Western Awards of Excellence
			Phone Call with Deputy Minister Newman
			Coxford Lecture Series in Public Law & Dinner
	17	London	MP Chris Bentley
			Teleconference AUW Vice-Chancellor Search Committee
			Senate
	21	London	Teleconference International Education Strategy

			Advisory Panel
February	22	Toronto	Minister Glen Murray
			Geoff Beattie (Campaign Chair)
	23	London	Dr. Forest (President, Trudeau Foundation)
	24	London	FedDev Announcement
	25-29	China/India	International Education Strategy Advisory Panel
March	1-3	China/India	International Education Strategy Advisory Panel
	5	Toronto	David Naylor (President, U of T)
			Geoff Beattie (Photoshoot)
			Laura Gainey (Regional President, RBC Royal Bank)
	8	Berlin, Germany	U15 Conference
			Dr. Natascha Eckert (Siemens AG)
	9	Berlin	Dr. Raoul Klingner, Mr. Thomas Dickert (Fraunhofer)
	15	Bonita Springs	Larry and Patricia Innanen
			President's Alumni Luncheon
	19	London	Vice-President Research Selection Committee
			Dr. Stephen McClatchie (Principal, Huron)
		Windsor	Dinner with Dr. Alan Wildeman (President, University of Windsor)
	20	London	UWOFA Executive
			Interview with Gerald Seijts
			Phone Call with Deb Matthews
	21	London	Lunch with Andrew Forgione (USC President)
			WUSC Executive Committee Conference Call
			U15 Conference Call
			Ambassador Ljuben Tevdovski (Macedonia)
			Alternative Spring Break Showcase 10 th Anniversary Event
	22	Toronto	Joe Rotman
			Research Ontario Project Meeting
			OCE Board of Directors Meeting
	23	London	Senate
	26	London	Dr. Jack Bend
			Grad Student Zheng Zhang
			Phone Call with Roseann Runte (President, Carleton University)
			Student Residence Reception
			Ambassador Philippe Zeller (French Ambassador to Canada) (Gibbons)
	27	Toronto	International Education Strategy Advisory Panel
			Dinner with Cal Stiller, Bill and Anne Fleming (Gibbons)
	28	London	Phone Call with Paul Davidson (AUCC)
			Engineering, Schulich, Science Research Day
			Charmaine Dean (Science Dean), Kim Baines

	29	Ottawa	Deputy Minister Louis Levesque (DFAIT)
			Dan Guhr (DFAIT)
			Louise Girouard (Director, Policy & Stakeholder Relations, DFAIT)
			Chad Gaffield (President, SSHRC)
			Speaker Noel Kinsella (Speaker of the Senate)
			Federal Budget Announcement
	30	London	PVP Retreat
			STIC (Science Technology & Innovation Council) Conference Call
	31	Ottawa	WUSC Board of Directors
April	2	London	Phone Call with Suzanne Fortier (President, NSERC)
			USC Awards Ceremony
	3	London	Brescia New Residence Groundbreaking Ceremony
			Tom Collins (Student, Chair of WUSC)
			Annual Athletic Awards Banquet
	4	London	Vice President Research Search Committee
			Ivey MBA and EMBA Convocation Ceremony
			MPP Tim Hudak
			Ivey Honorary Degree Dinner (Gibbons)
	10	Toronto	FedDev IBM Announcement
			Minister Gary Goodyear
			Fundraising and Donor Relations Committee
	11	Toronto	Silvio & Ada De Gasperis (Founder and Executive Directors, Burgundy Brick Foundation)
			Kelly Meighen
			Mr. Tony Gagliano (President & CEO, St. Joseph Communications)
	12	London	Chris Bentley "London Energy Forum"
			Faculty Author Reception
	13	London	Senate
			Wall of Champions Dinner

UNANIMOUS CONSENT AGENDA

FOR APPROVAL

Any member who wishes to ask a question, discuss, or oppose an item that is listed below may have it removed from the consent agenda by contacting the Secretary of the Board of Governors prior to the meeting or by asking that it be removed before the Chair calls for a mover and seconder for the following motion.

[See background information at the end of Appendix I]

Recommended: **That the following item be approved by the Board of Governors by unanimous consent:**

Minutes

1.	Minutes of the Meeting of January 26, 2012 – Open Session	ACTION
----	---	--------

Report of the Property & Finance Committee – Appendix II

2.	Tennis Bubble Lease Extension	INFORMATION
3.	Investment Committee Membership	INFORMATION
4.	Agreement with Access Copyright	INFORMATION
5.	Standard & Poors (S&P) Credit Rating Update	INFORMATION
6.	Dun & Bradstreet Rating Service (DBRS) Commentary on University Pension Benefits	INFORMATION
7.	Annual Report on Trademark Licensees doing Business with the Western Bookstore	INFORMATION
8.	Suncor Chair in Energy Policy	INFORMATION
9.	Investment Committee Report	INFORMATION
10.	Quarterly Operating Budget Report	INFORMATION
11.	New & Revised Scholarships & Awards	INFORMATION

Report of the Audit Committee – Appendix III

12.	Campus Community Police Annual Report 2011	INFORMATION
13.	Health, Safety & Wellness Annual Report 2011	INFORMATION

Report of the Fund Raising & Donor Relations Committee – Appendix IV

14.	Quarterly Report on Fundraising	INFORMATION
-----	---------------------------------	-------------

Report of the Senior Operations Committee – Appendix V

15.	Vice-Chair, Property & Finance Committee	INFORMATION
-----	--	-------------

Items Referred by Senate – Appendix VI

16.	Establishment of a Masters in Financial Economics (MFE) Degree	ACTION
17.	2012 – 2013 University Operating and Capital Budgets	INFORMATION
18.	Spring 2012 Honorary Degree Recipients	INFORMATION
19.	Fall 2012 Entrance Standards for Undergraduate First-Year Admissions	INFORMATION
20.	Five-Year Enrolment Projections	INFORMATION
21.	Vice-Provost's Report on Faculty Recruitment and Retention	INFORMATION
22.	Excellence in Teaching Award Winners 2011-12	INFORMATION
23.	Reports of the Academic Colleague	INFORMATION

The Unanimous Consent Agenda

The Board's parliamentary authority -- *Sturgis Standard Code of Parliamentary Procedure* -- explains the consent agenda:

Organizations having a large number of routine matters to approve often save time by use of a *consent agenda*, also called a *consent calendar* or *unanimous consent agenda*. This is a portion of the printed agenda listing matters that are expected to be non-controversial and on which there are likely to be no questions.

Before taking the vote, the chair allows time for the members to read the list to determine if it includes any matters on which they may have a question, or which they would like to discuss or oppose. Any member has a right to remove any item from the consent agenda, in which case it is transferred to the regular agenda so that it may be considered and voted on separately. The remaining items are then unanimously approved *en bloc* without discussion, saving the time that would be required for individual votes.

A number of Canadian university Boards have employed the consent agenda format to include not only routine approval items, but also information items. One reason for using this format is to allow the Board to focus on major items of business. While approval of an omnibus motion saves time at Board meetings, Board members will want to review the agenda materials carefully in order that they properly discharge their responsibilities.

How it works:

The Secretary identifies action and information items that are routine and/or likely non-controversial. In so doing, she may consult with the Chair of the Board, the relevant committee chair, and principal resource persons. In each Committee's report, these items are flagged in the list of items at the beginning of the report. The unanimous consent motion lists each of the flagged items [**see the motion on the reverse of this page**]. Action and information items on the agenda and in committee reports that are not flagged will be presented singly for discussion and voting (when appropriate).

When members receive their Board agendas, they should review all reports in the usual manner. **If any member wants to ask a question, discuss, or oppose an item that is marked for the consent agenda, he or she can have it removed from the consent agenda** by contacting the Secretary of the Board of Governors prior to the meeting or by asking that it be removed before the Chair calls for a mover and seconder for the motion to approve or receive, by unanimous consent, the items listed.

At the Board meeting, before the unanimous consent motion is presented for approval, the Chair of the Board (1) will advise the Board of items that are to be removed from the list, based on prior requests from Board members; and (2) will ask if there are any other items that should be removed from the list. The remaining items are then unanimously approved *en bloc* without discussion, saving the time that would be required for individual presentation and voting. Those matters that have been struck from the consent agenda will be handled in the usual way as each Committee's report is presented.

The minutes of the Board meeting will report matters approved as part of the consent agenda as "carried by unanimous consent". Information items received as part of the consent agenda will be reported as received.

REPORT OF THE PROPERTY AND FINANCE COMMITTEE

Contents	Consent Agenda
Budget and Fees	
<ul style="list-style-type: none"> • Operating and Capital Budgets and Tuition Fees • Student Fee-Funded Units, Ancillaries and Academic Supports • Student Organization Fees 2012 	No
Annual Report and Recommendations of the Student Services Committee	No
Faculty of Engineering - Undergraduate Student Laboratory Endowment Fund	No
Affiliation Fee Agreement	No
Tennis Bubble Lease Extension	Yes
Investment Committee Membership	Yes
Agreement with Access Copyright	Yes
Standard & Poors (S&P) Credit Rating Update	Yes
Dun & Bradstreet Rating Service (DBRS) Commentary on University Pension Benefits	Yes
Annual Report on Trademark Licensees doing Business with the Western Bookstore	Yes
Suncor Chair in Energy Policy	Yes
Investment Committee Report	Yes
Quarterly Operating Budget Report	Yes
New and Revised Scholarships and Awards	Yes

FOR APPROVAL

1. **Operating and Capital Budgets and Tuition Fees**

Recommended: That the Board of Governors approve the 2012-13 University Operating and Capital Budgets, and the proposed Program Specific Fees and Other Supplemental Fees for 2012-13.

The 2012-13 Operating and Capital Budgets are attached ([Annex 1](#)). Supplemental Fees and Other Charges, shown on pages 6-7 of the Program Specific Fees and Other Supplemental Fees report ([Annex 2](#)) are approved by the President throughout the year, as authorized under the Student Fee Policy (Policy 2.4). These are reported for information.

2. **Student Fee-Funded Units, Ancillaries and Academic Support Units**

Recommended: That the Board of Governors approve the 2012-13 budgets for Student Fee Funded Units, Ancillaries, and Academic Support Units summarized in the report entitled “Student Fee Funded Units, Ancillaries, Academic Support Units, and Associated Companies”.

See Table 1 in [Annex 3](#).

3. **Student Organization Fees 2012-13**

The Tables referenced in the motion below are in the report entitled “Student Fee Funded Units, Ancillaries, Academic Support Units, and Associated Companies” ([Annex 3](#)).

Recommended: That the organization fees for the University Students’ Council for 2012-13 shown in Table 2 (full-time undergraduates) and Table 3 (part-time undergraduates) be approved, as requested by the USC.

That the organization fees for the Society of Graduate Students shown in Table 2 (full-time graduate students – three terms) and Table 3 (part-time graduate students), be approved as requested by SOGS.

That the organization fee for the Honors Business Administration Association for 2012-13 shown in Table 2, note (c) be approved, as requested by the HBAA.

That the organization fee for the Master of Business Administration Association for 2012-13 shown in Table 2, note (b) be approved, as requested by the MBAA.

4. **Annual Report and Recommendations of the Student Services Committee**

Recommended: That the ancillary fees collected by the University be those detailed in [Annex 4](#), Table 1, as recommended by the Student Services Committee

5. **Faculty of Engineering – Undergraduate Student Laboratory Endowment Fund**

Recommended: That the Undergraduate Student Laboratory Endowment Fund fee in the Faculty of Engineering, be approved.

Background:

The Undergraduate Engineering Society wishes to establish a voluntary annual fee of \$50 that would be directed to the Undergraduate Student Laboratory Endowment Fund. The fee would be collected by the university along with tuition and other fees. Students would have the opportunity to opt out of the fee. The Fund will support the purchase and/or maintenance of equipment and facilities in undergraduate engineering laboratories. Full details are outlined in [Annex 5](#).

6. **Affiliation Fee Agreement**

Recommended: That the Affiliation Fee Agreement Between The University of Western Ontario and the Affiliated University Colleges, dated February 13, 2012, be approved.

See [Annex 6](#).

FOR INFORMATION

7. **Tennis Bubble Lease Extension**

At its meeting of April 17, 2012, the Property and Finance Committee approved the extension of the current lease of the tennis bubble by The University Tennis Club from June 1, 2015 to May 31, 2017.

In 2000 the University entered into an agreement with the University Tennis Club to lease the tennis court facilities on Lambton Drive. In June 2010, the operators of the Tennis Club approached the university about replacing, at their expense, the two existing domes which had reached the end of their useful life. The University Tennis Club considered that an investment of this nature could be made provided the university would agree to extend the lease for a five-year period, permitting recovery of replacement costs through the operations of the facility. The Property & Finance Committee approved the extension of the lease for a period of five years, commencing on June 1, 2010 and ending on May 31, 2015.

The lease provides for an annual rental payment of \$15,000 for the first year, and an additional 3 per cent cost of living increase each year thereafter (January 2012 - \$15,450.00). In addition, 3 per cent of any gross revenue in excess of \$330,000 in any given year must be remitted to the university.

Recently, the Tennis Club has expressed an interest in completing renovations in the amount of approximately \$50,000 in order to insulate the domes and make the facility more energy efficient and comfortable for their customers. To assist with this investment, they are requesting an extension of the current lease.

The proposed term is an additional two-year period to commence on June 1, 2015 and end May 31, 2017.

8. **Investment Committee Membership**

At its meeting of March 20, 2012, the Property and Finance Committee appointed Ms. Rosamond Ivey for a three-year term (term ending August 2015) and Mr. Jim Knowles for a four-year term (term ending May 2016) to the Investment Committee.

9. **Agreement with Access Copyright**

See [Annex 7](#).

10. **Standard & Poors (S&P) Credit Rating Update**

Standard & Poor's report on its update of the University's credit rating is attached as [Annex 8](#).

11. **Dun & Bradstreet Rating Service (DBRS) Commentary on University Pension Benefits**

A recent commentary from DBRS with respect to university pension benefits is attached as [Annex 9](#).

12. **Annual Report on Licensees doing Business with the Western Bookstore**

The BookStore at Western continues to maintain full compliance of the code of conduct for all clothing vendors.

In 2011, The BookStore at Western added a number of new suppliers to its program as clothing trends are ever changing. There is continued commitment to using Canadian distribution companies that are actively involved in the manufacturing process to reduce the chance of labour issues. These include suppliers that own their own the factories as well as companies that personally attend them to ensure conditions are ethical and meet our standards. This has become increasingly important, as almost every company is sourcing from China and the need for monitoring remains high.

There are currently no issues in the Canadian distribution of apparel relating to labour or ethical treatment of its workforce. The industry has an increased general awareness of possible issues and monitors all situations closely. Monitoring the global situation is still very complex as the bigger companies shift

production regularly to make tracking difficult. The Fair Labour Association (FLA) continues to be the watchdog agency of choice for monitoring efforts within the university spectrum. Western remains connected to them to continue the effort to achieve an ethical and responsible retail environment. In addition, the Maquila Solidarity Network provides reporting and awareness of global issues and remains a source of information on current events surrounding these issues.

There is a movement emerging to focus on 'fair trade' products to ensure these types of products are chosen when appropriate to support the ethical treatment of producers in third-world countries. The Bookstore at Western respects this type of initiative and considers them in the purchasing decision. Such products are currently limited to items not in the core product line but the BookStore will monitor the situation as they develop to more garment-based products.

The BookStore at Western remains committed to holding its suppliers accountable for the ethical manufacturing of its products.

13. **Suncor Chair in Energy Policy – Richard Ivey School of Business**

See [Annex 10](#).

14. **Investment Committee Report**

See [Annex 11](#).

15. **Quarterly Operating Budget Report**

See [Annex 12](#).

16. **New and Revised Scholarship and Awards**

See [Annex 13](#).



2012-13 Operating and Capital Budgets

March 30, 2012

Table of Contents

<u>2012-13 Operating Budget</u>	Pages 1 to 37
A. Planning and Budgetary Context	1
B. Updates on Initiatives Introduced in 2011-12	7
C. Priorities for the 2012-13 Budget and New Initiatives	9
D. Four-Year Operating Budget Forecast	10
E. Summary of the 2012-13 Operating Budget	11
Table 1: Four-Year Operating Budget Outlook	12
Table 2: Summary of the 2012-13 Operating Budget	13
F. Details of the 2012-13 Operating Revenue Forecasts	14
Government Grants	14
Tuition Fees	14
All Other Revenues	14
G. Details of the 2012-13 Expenditure Recommendations	15
1. Faculty Budget Recommendations	15
2. Scholarships and Bursaries	17
3. Support Unit Budget Recommendations	17
4. University-wide Expenditures	18
5. One-Time Recommendations	19
Table 3: Operating Revenues	21
Table 4: Base Budgets for Faculties	22
Table 4a: Revenue Sharing Allocations for the Faculties	23
Table 5: Scholarships and Bursaries	24
Table 6: Base Budgets for Support Areas	25
Table 7: University-wide Expenditures	26
Table 8: One-Time Allocations	27
Table 9: Canada Research Chairs	28
Table 10: Research Infrastructure Support Fund	29
Table 11: Undergraduate Tuition Fees	30
Table 12: Graduate Tuition Fees	31
Table 13: Tuition Fees for Concurrent Programs	32
Table 14: Summary of Enrolment Forecast	35
Table 15: Update to Western's Long-Range Space Plan	37

Table of Contents (cont'd)

2012-13 Capital Budget Pages 38 to 48

A. Capital Expenditures	38
1. New Construction	39
2. Major Building Renovations	39
3. Utility Infrastructure Projects	39
4. Modernization of Instructional and Research Facilities	39
5. General Maintenance and Modernization Projects	39
6. Housing Renovations	39
7. Ancillary Projects	40
8. Carrying Costs and Debt Repayments	40
9. Other Capital Expenditures	40
B. Sources of Funding and Capital Expenditures in 2012-13	42

Capital Budget Tables

.....	43-48
Table 16: Capital Budget Summary, 2008-09 to 2012-13	43
Table 17: Major Capital Projects	44
Table 18: Capital Budget Sources of Funding	45
Table 19: Capital Expenditures for New Construction and Major Building Renovations: 2011-12 and 2012-13	47
Table 20: Capital Reserves and Debt at Fiscal Year-End	48

Long-Term Financial Trends Pages 49-55

A. Capital Reserves and Debt	49
B. Employee Future Benefits	52
C. Deferred Maintenance	53

ACRONYMS used in University Budget Document

	Acronym	Description
1	AMP	Advanced Manufacturing Park
2	AODA	Accessability for Ontarions with Disabilities Act
3	APF	Academic Priorities Fund
4	APPF	Academic Planning, Policy, and Faculty
5	CFI	Canada Foundation for Innovation
6	COU	Council of Ontario Universities
7	CPI	Consumer Price Index
8	CRCs	Canada Research Chairs
9	CRV	Current Replacement Value (of Buildings)
10	CSD	Communication Sciences and Disorders Program
11	DM	Deferred Maintenance
12	EFB	Employee Future Benefits
13	FFICR	Federal Funding for the Indirect Costs of Research
14	FTE	Full-Time Equivalent
15	HBA	Honours Business Adminstration Degree/Program
16	IBA	Initial Budget Adjustment
17	ICFAR	Institute for Chemicals and Fuels from Alternative Resources
18	ICRC	International Composites Research Centre
19	IDIs	Interdisciplinary Initiatives
20	ITIF	Information Technology Infrastructure Fund
21	JD	Juris Doctor Degree
22	MBA	Master of Business Administration Degree/Program
23	MD	Doctor of Medicine Degree/Program
24	MEng	Master of Engineering Degree/Program
25	MESc	Master of Engineering Science Degree
26	MIT	Media, Information, and Technoculture Program
27	MMI	Maintenance, Modernization, and Infrastructure
28	MSc	Master of Science Degree
29	MTCU	Ministry of Training, Colleges, and Universities
30	MTP	Media, Theory, and Production Program
31	OMRI	Ontario Ministry of Research and Innovation
32	OT	Occupational Therapy (School/Program)
33	PhD	Doctor of Philosophy Degree
34	PT	Physical Therapy (School/Program)
35	RISF	Research Infrastructure Support Fund
36	SCUP	Senate Committee on University Planning
37	SUEPP	SCUP's Subcommittee on Enrolment Planning and Policy
38	SUPF	Support Unit Priorities Fund
39	UCC	University Community Centre
40	USC	University Students' Council
41	WindEEE	Wind Engineering, Energy, and Environment (a CFI Initiative)

2012-13 Operating Budget

A. Planning and Budgetary Context

The current planning cycle moves the University forward to the 2nd year of our current four-year budget plan spanning the period 2011-12 to 2014-15. The current multi-year plan has been developed in the context of the recommendations in the update to the University's Strategic Plan – *Engaging the Future* – and the priorities outlined in the Faculties' Academic Plans and the Support Unit Operational Plans.

The budget planning for the remaining three years of our four-year planning period is being carried out in the context of continued uncertainty. The Province's *Reaching Higher* and *Putting Students First* Programs – which provided substantial incremental resources – have come to an end. Since the Province is facing significant financial pressures, similar levels of government grant funding are unlikely. On the tuition front, the Government has extended the current tuition framework only to 2012-13 – and the future of tuition revenues remains uncertain.

At Western, we continue to focus our budget planning on our strategic priorities. The fall 2010 update to our Strategic Plan recommended modest expansion of undergraduate enrolment and continuation of the graduate expansion trends of the past decade – while maintaining admissions standards. Shortly after that, Western's Senate approved the recommendations from the Senate Committee on University Planning (SCUP) and its Subcommittee on Enrolment Planning and Policy (SUEPP) on a new enrolment strategy. The recommendations included the following elements, which are now incorporated into the overall University plan as well as the Faculties' academic, enrolment, and budget plans:

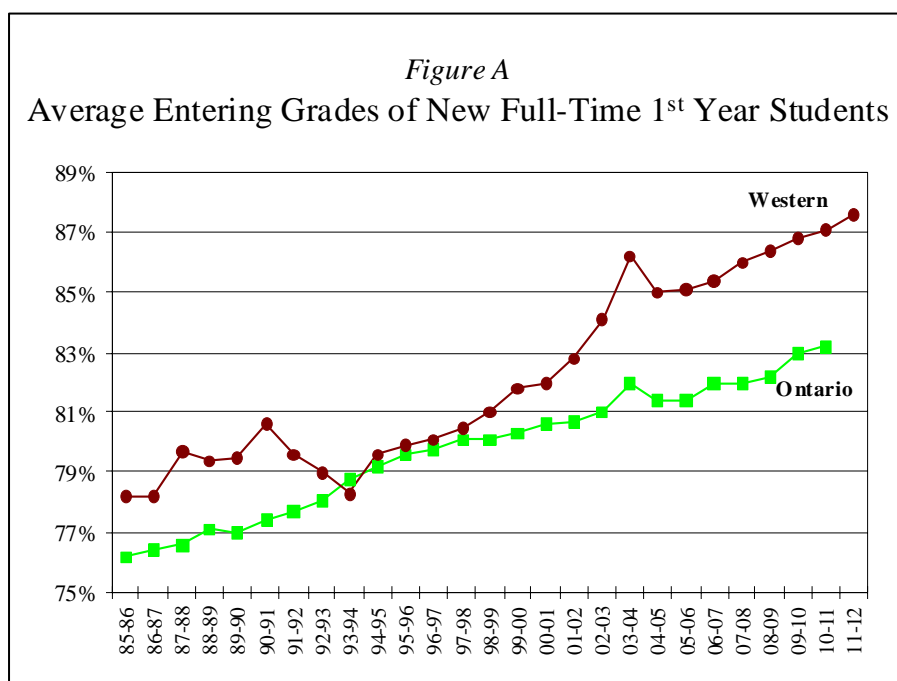
- expansion of our total first-year intake, while maintaining entrance standards
- increasing the number of undergraduate international students
- maintaining the proportion of graduate enrolments (as a percent of total enrolment) at the current level of 17%

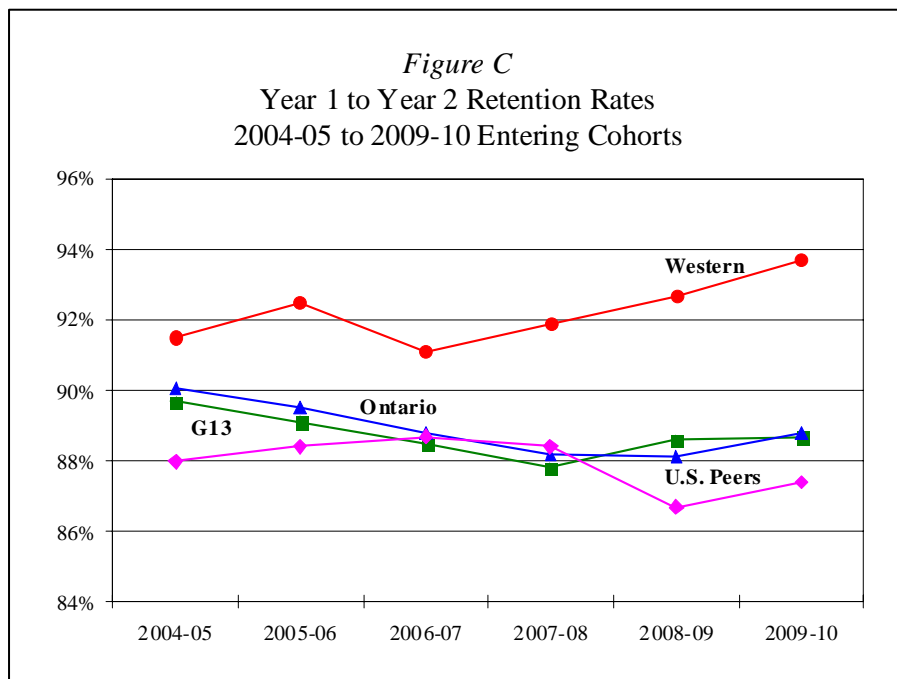
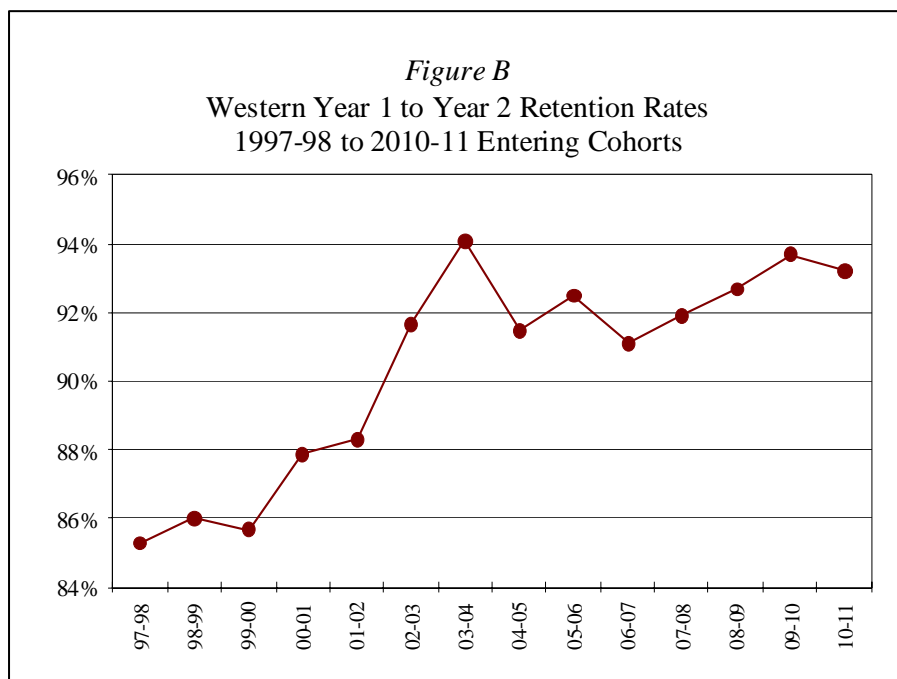
Our approach to enrolment planning and the investments by the Province over the past decade have allowed us to make significant enhancements to the quality of education and educational experience we offer our students.

- Western continues to attract outstanding students and the quality of our incoming undergraduate class continues to increase. In order to attract the very best students, we have put in place a number of recruitment-related initiatives: guarantee of first-year courses, enhanced scholarships and bursaries, and guarantee of residence space to first-year students.
- Western's retention rate has continued to improve with nearly 94% of our first-year students now continuing into their second year. Our retention rates are currently much higher than the rates at our peer universities in Canada and the United States.

- Graduation rates at Western have been increasing steadily – and they are currently much higher than the rates at our peer universities in Canada and the United States. Nearly 80% of Western’s 2004-05 entering cohort has graduated.
- The increases in retention rates – combined with a modest expansion of our first-year class, expansion of existing 2nd-entry programs, and the development of new high-demand undergraduate programs – have contributed to the overall growth in undergraduate enrolment at Western.
- As part of our aspiration to be a leading research-intensive university, expansion of graduate enrolments is a long-term strategic priority at Western. The current plans from the Faculties continue the significant growth trends of the past decade.
- Results of exit surveys and course/instructor evaluations that we’ve conducted indicate that Western’s students rate our courses, instructors, and the quality of their education very highly.

In the coming years, we will ensure that we do not lose ground on the substantial gains we have made in the areas of student quality, educational quality, and the students’ educational experience.





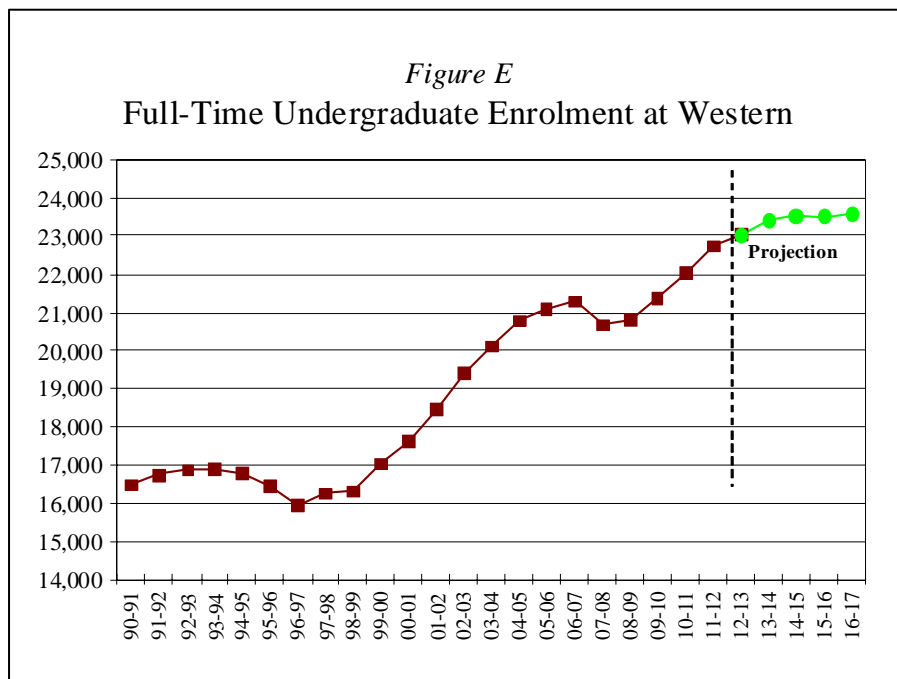
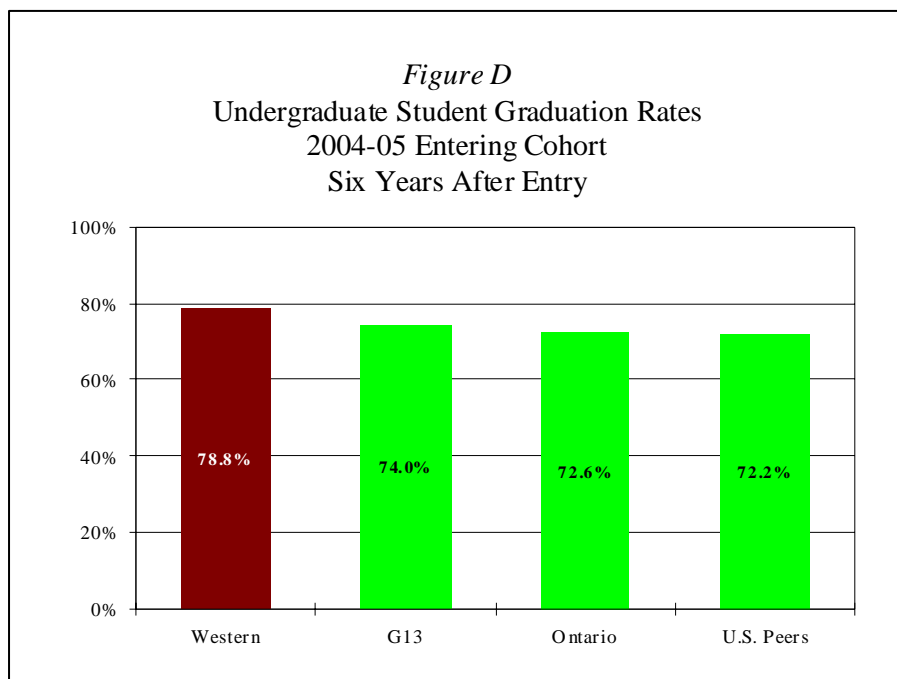


Figure F
Full-Time Master's Enrolment at Western

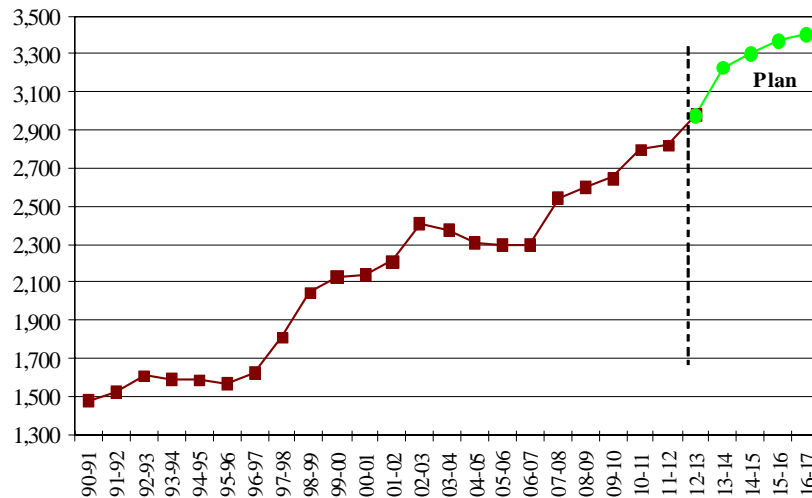
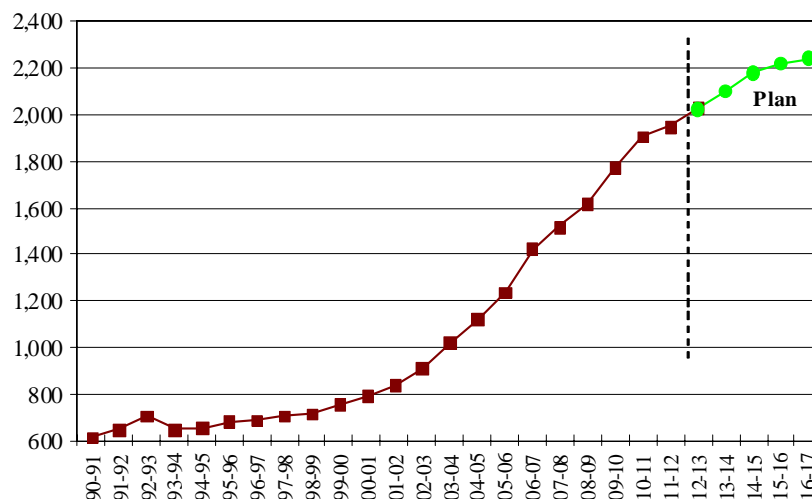
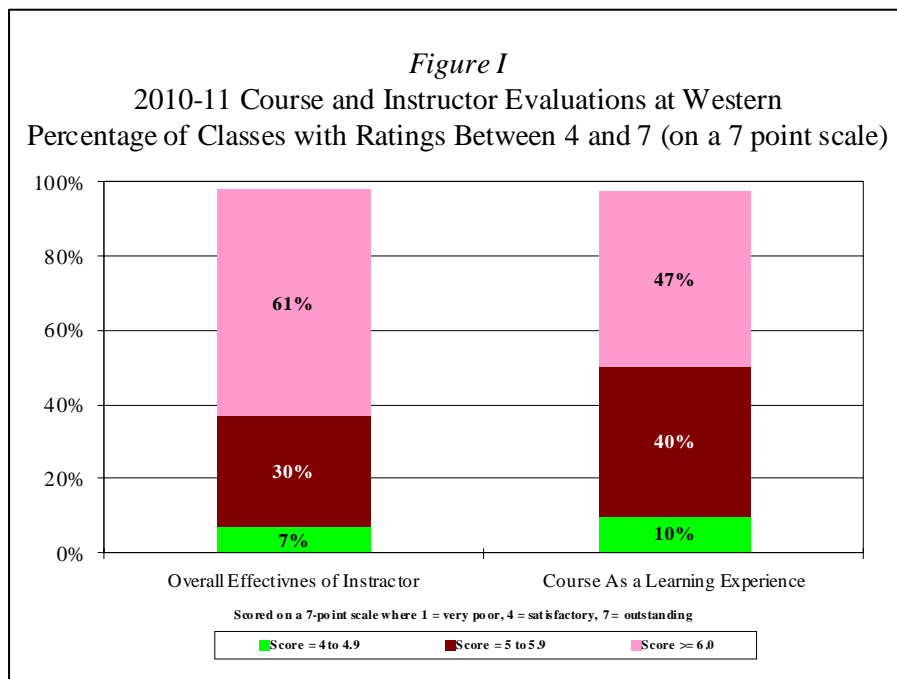
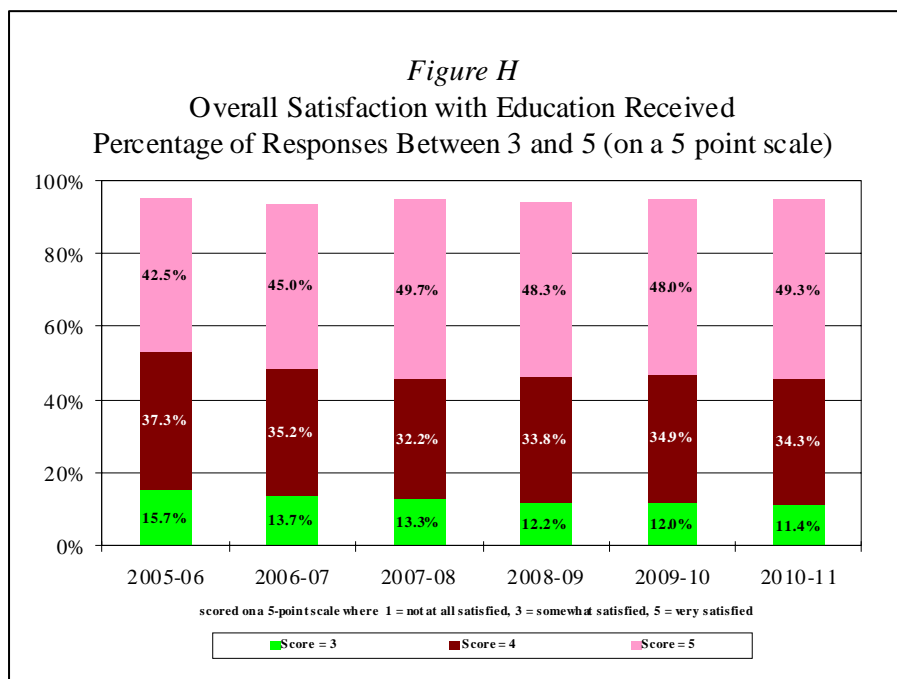


Figure G
Full-Time PhD Enrolment at Western





Looking forward, our revenue forecasts for the remaining three years of the four-year period are based on the following assumptions:

- continuation of government funding for enrolment growth
- achievement of a first-year intake target of 4,900 – of which 500 will be international students by the end of the four-year planning period
- achievement of the graduate enrolment plans developed by the Faculties

Our budgetary investments during the remaining three years of the four-year planning period will focus on the priority of “Enhancing our Research/Scholarship Profile on the Global Stage”.

B. Updates on Initiatives from Last Year’s Budget

The following initiatives were included in the 2011-12 University Operating Budget, and involved substantial investments.

1. Enrolment Expansion and Associated Resources

As noted earlier, in the fall of 2010, Western’s Senate and the Board of Governors approved a new enrolment strategy for Western – which included expansion of undergraduate and graduate enrolments, while maintaining entrance standards.

In order to support our Faculties in accommodating the enrolment expansion described above, starting in 2011-12, a new revenue sharing mechanism was implemented. Under the new mechanism, the Faculties receive – on a slip-year basis – a portion of the incremental enrolment-related revenues (i.e. tuition revenue and applicable government grants) as follows:

- 40% for undergraduate enrolments
- 40% for non-research masters programs
- 85% for research masters and Ph.D. programs

In 2011-12, a sum of \$11 million was transferred to the Faculties through this new revenue sharing mechanism.

2. Internationalization – Expansion of Academic Programs and Student Experiences

Expansion of undergraduate international student enrolment and corresponding budgetary investments to provide the support infrastructure were highlighted as high priorities in last year’s budget document. The enrolment plan approved by SUEPP included a first-year international student class of 250. The actual first-year international student intake in fall 2011 was 347.

In terms of international student services, a new unit “Western International” was created in 2011-12. The new unit will be headed by a Vice-Provost (search is currently underway). At present, Western International has a full-time staff complement of 10 and a budget of \$1.3 million.

3. Enhancing Western's Research/Scholarship Profile

The fall 2010 update to Western's Strategic Plan included recommendations aimed at research/scholarship enhancement. In response to this, resources were added to the Academic Priorities Fund (APF) in 2011-12. The Provost and the Vice-President (Research) will collaborate in the development of programs to (a) establish new or strengthen existing research clusters, (b) attract and retain international-recognized scholars, and (c) plan and design international visits, exchanges, and conferences. Specific recommendations will be brought forward after the appointment of a new Vice-President (Research)

4. Support for our Fundraising Campaign

In support of our fundraising campaign, a sum of \$11.5 million in one-time funds was allocated in last year's budget – on top of the \$12.5 million allocated in 2010-11, for a total of \$24 million – to be used to augment private donations in support of areas of high priority. The major focus for the use of these funds has been in the area of endowed chairs. To-date a total of 6 chairs have been confirmed – with the support of \$8 million from the \$24 million fund. The Vice-President External is currently in discussions with prospective donors regarding a number of other endowed chair opportunities.

5. Long-Range Space Planning

Western continues with its long-range approach to space planning. One major project completed in 2011-12 was the Stevenson and Lawson Halls Renovation Project.

The following projects are well underway or nearing completion:

- the Physics & Astronomy Building Renovations
- the New Ivey Building – Phase 1 has been completed and Phase 2 is underway

The following projects were started (planning, design, or construction) in 2011-12:

- the New Undergraduate Residence
- WindEEE – a CFI Initiative
- Support Facilities at the Advanced Manufacturing Park
- the International Composites Research Centre at the Advanced Manufacturing Park
- the Medical Education Building
- Conversion of the Biological & Geological Sciences Building to common/gathering space
- Renovation and Expansion of Talbot College

The initial plan for Talbot College called for major renovations to the building. However, after detailed review of costs and benefits of the Talbot renovations plan and an assessment of the Music Building, it is recommended that the approach to the project be modified. The new approach involves building an addition to Talbot College, modest renovations to some parts of Talbot College, and the removal of the Music Building.

C. Priorities for the 2012-13 Budget and New Initiatives

1. Enhancing Western's Research/Scholarship Profile

Our budgetary investments during the remaining three years of the four-year planning period will focus on the priority of “Enhancing our Research/Scholarship Profile on the Global Stage”.

The Provost and the Vice-President (Research) will collaborate – after the new Vice-President (Research) is appointed – in the development of programs to (a) establish new or strengthen existing research clusters, (b) attract and retain international-recognized scholars, and (c) plan and design international visits, exchanges, and conferences. These programs will be funded through the Academic Priorities Fund (APF). In addition, Western is in the development stage of various proposals to the Canada Foundation for Innovation (CFI), the Canada Excellence Research Chairs Program (CERC), and the Federal Economic Development Agency for Southern Ontario (FedDev). All of these proposals, if successful, will involve matching contributions from the University in the coming years. These proposals, if successful, also involve infrastructure that require University resources (space, equipment, and technical staff).

In order to support these major initiatives, it is recommended that a sum of \$2.6 million in base funds and a sum of \$30 million in one-time funds be allocated in support of our research/scholarship priorities. The \$2.6 million base funds will be added to the Academic Priorities Fund. The \$30 million one-time allocation will be set up in a reserve – and will be used over the next 7 years. If resources are available, we will look to supplementing these allocations in future years.

2. Graduate Expansion

Western's enrolment strategy – approved by Senate in the fall of 2010 – includes a commitment that graduate enrolment growth will keep pace with undergraduate enrolment growth and that graduate expansion should continue to be a high priority. In response to this, the Faculties have developed ambitious graduate enrolment plans – including substantial expansion of domestic doctoral enrolments. In support of this, the Doctoral Supervision Grant (DSG) is being re-instated for the remaining three years of the four-year planning period. The DSG will provide \$2,000 per new domestic doctoral student, and the funds will flow directly to the faculty member supervising the students.

3. Support for our Fundraising Campaign

The official goal of our fundraising campaign has been set at \$750 million. The strategic areas of priority for the campaign are endowed chairs, student financial aid, and support for major research initiatives. This budget is recommending the allocation of \$856,000 in base funds and \$1.35 million in one-time funds in support of our campaign and related communications initiatives.

D. Four-Year Operating Budget Forecast

As indicated earlier, 2012-13 moves us forward to the second year of our Four-Year Plan. This budget document seeks formal approval of the 2012-13 budget. The recommendations in this document have been guided by projections of operating revenues and expenditures for the remaining three years of the four-year planning period. These projections respect the requirement of an operating reserve at the Board-mandated level of \$2.5 million at the end of the four-year cycle. Table 1 summarizes our current forecast for the remaining three years of the four-year plan. The major assumptions underlying the budget forecasts are as follows:

Revenues

- The Provincial Government will continue to provide grant funding for enrolment growth.
- All other on-going government grants will be maintained at least at current levels.
- Enrolment projections/plans (shown in Table 14) underlying the tuition revenue projections will be achieved.

Expenditures

- Enrolment-related revenue sharing allocations to the Faculties will continue during the remaining three years of the four-year planning period, and the projections are shown in Table 4a.
- Increases in non-salary costs for most major University-wide budget items (e.g. utilities, insurance, IT infrastructure) will be consistent with recent trends.
- We need to set aside the necessary funds to cover the operating costs of incremental space in our new facilities. It should be noted that, starting in 2011-12, the Faculties are responsible for covering 50% of the operating costs of incremental space – over and above the space commitments made in the University's Long-Range Space Plan 2, which was included in the 2010-11 budget document.

Net Position and the Operating Reserve

- As can be seen in line 34 of Table 1, the Operating Reserve is projected to be at \$44.1 million at the end of the current year (i.e. 2011-12). The reserve is projected to be \$4.6 million at the end of the four-year planning period (i.e. 2014-15) – just above the Board-mandated minimum level of \$2.5 million.

E. Summary of the 2012-13 Operating Budget

Table 2 summarizes the University's 2012-13 Operating Budget – including total revenues, expenditures by area, net position for the year, and the projected operating reserve.

Line 5: Total operating revenues are projected to be \$630.2 million in 2012-13 – an increase of 3.6% over 2011-12. Details of the operating revenues are shown in Table 3.

Line 13: Total expenditures are projected to be \$636.4 million in 2012-13 – an increase of 6.6% over 2011-12. Details of the expenditures (by area) are shown in Tables 4 through 8.

Line 14: The in-year net position is projected to be a surplus of \$11.1 million in 2011-12 and a deficit of \$6.2 million in 2012-13.

Line 17: The Operating Reserve is forecast to be \$44.1 million at the end of 2011-12 and \$37.9 million at the end of 2012-13.

Table 1
FOUR-YEAR OPERATING BUDGET OUTLOOK (\$M)

		2010-11	2011-12	2012-13	2013-14	2014-15
1	REVENUES					
2	Government Grants					
3	Base Grants	211.0	212.7	212.5	212.5	212.5
4	Undergraduate Accessibility Grant	2.1	4.4	3.1	3.2	2.0
5	Graduate Expansion Fund	9.7	8.3	11.0	11.7	11.7
6	Quality Improvement Fund	10.1	10.1	10.1	10.1	10.1
7	Research-related Grants	12.1	12.2	11.8	11.8	11.8
8	All Other	31.7	34.8	33.9	33.7	33.4
9	Total	276.7	282.5	282.4	283.0	281.5
10	Tuition Revenue	229.8	248.4	267.6	287.7	303.3
11	All Other Revenues					
12	Canada Research Chairs (CRCs)	9.4	8.7	9.0	9.8	9.8
13	Recoverable Salaries	27.9	26.4	27.2	27.2	27.2
14	All Other	42.1	42.3	44.0	46.4	47.6
15	Total	79.4	77.4	80.2	83.4	84.6
16	Total Revenues	585.9	608.3	630.2	654.1	669.4
17	EXPENDITURES					
18	Faculties					
19	Base Budgets (including APF)	325.9	330.3	327.7	329.4	327.0
20	Revenue Sharing Allocations	7.4	11.0	19.4	28.6	36.7
21	Canada Research Chairs (CRCs)	8.2	7.6	7.8	8.5	8.5
22	All Other	41.8	45.2	45.5	45.4	45.7
23	Total	383.3	394.1	400.4	411.9	417.9
24	Scholarships and Bursaries	27.8	30.1	29.4	30.0	30.8
25	Support Areas (including SUPF)	77.0	81.2	82.1	82.5	82.7
26	University-wide Expenditures	48.4	54.3	62.0	66.1	70.4
27	Provision for Cost Fluctuations	0.0	0.0	14.4	28.8	49.7
28	One-Time Allocations	47.8	37.5	48.1	45.2	40.8
29	Total Expenditures	584.3	597.2	636.4	664.5	692.3
30	REVENUES minus EXPENDITURES	1.6	11.1	-6.2	-10.4	-22.9
31	OPERATING RESERVE					
32	Beginning Operating Reserve	31.4	33.0	44.1	37.9	27.5
33	Surplus / (Deficit) -- from Line 32 above	1.6	11.1	-6.2	-10.4	-22.9
34	Ending Operating Reserve	33.0	44.1	37.9	27.5	4.6

Table 2
SUMMARY OF OPERATING BUDGET: 2012-13

		<a> 2011-12 Budget (@ Feb 29, 2012)	 2012-13 Budget	<c> \$ Change from 2011-12
1	Operating Revenues (Table 3)			
2	Government Grants	282,474,725	282,409,216	(65,509)
3	Tuition Revenue	248,447,985	267,625,360	19,177,375
4	All Other	77,355,591	80,191,742	2,836,151
5	Total Revenues	608,278,301	630,226,318	21,948,017
6	Expenditure Budgets			
7	Faculties (Table 4)	394,084,438	400,434,421	6,349,983
8	Scholarships and Bursaries (Table 5)	30,110,540	29,400,123	(710,417)
9	Support Areas (Table 6)	81,168,643	82,124,723	956,080
10	University-wide Expenditures (Table 7)	54,290,353	61,953,500	7,663,147
11	Provision for Cost Fluctuations	0	14,410,977	14,410,977
12	One-Time Allocations	37,551,624	48,123,857	10,572,233
13	Total Expenditures	597,205,598	636,447,601	39,242,003
14	Surplus / (Deficit) - Line 5 minus Line 13	11,072,703	(6,221,283)	
15	Beginning Operating Reserve Balance	33,014,113	44,086,816	
16	Surplus / (Deficit) -- Line 14 above	11,072,703	(6,221,283)	
17	Closing Operating Reserve Balance	44,086,816	37,865,533	
18	Board-mandated Minimum Level Reserve Target	2,500,000	2,500,000	

F. Details of the 2012-13 Operating Revenue Forecasts

Table 3 details the University's operating revenue forecast for 2012-13.

Government Grants

The primary sources of incremental revenue are related to enrolment growth at both the undergraduate and graduate levels. Undergraduate growth funding is projected to decrease by \$1.3 million and the graduate expansion fund is projected to increase by \$2.7 million. The Provincial Government's Student Support Grants are projected to decline by \$1.5 million because of the Government's decision to phase out the Aim-for-the-Top program. In total, government grants are projected to remain unchanged.

Tuition Fees

The Provincial Government has extended the current tuition framework to 2012-13. The recommended tuition fee rates for 2012-13 are shown in Tables 11, 12, and 13.

Domestic Students

Our recommendations for domestic student tuition fees for 2012-13 follow the provincial framework, and the pattern of increases is similar to the increases in recent years.

International Students

Western's 2010-11 budget highlighted the fact that Western's international student tuition rates were well below those of our peer research-intensive institutions in Ontario – and it was noted that, looking forward, our recommendations for international student tuition will seek to move Western's tuition rates to the level of our peer institutions in Ontario – over a period of 3 to 4 years. For the coming year (2012-13), we recommend the following increases to international tuition rates:

- for all undergraduate programs (excluding the HBA), the tuition for first-year students be increased by 8% and the tuition for upper-year students be increased by 4%;
- for the HBA program, the tuition for all years be increased by 3%;
- tuition for all graduate programs (excluding the MBA) be increased by 6%; and
- tuition for the MBA program remain unchanged.

All Other Revenues

A number of other sources contribute to the University's Operating Budget. Major items to note are the Canada Research Chairs (CRCs), Transfer from the Affiliated University Colleges, Fundraising associated with Student Financial Aid, Royalties and Licences, and Contributions from Ancillaries and Other Self-funded Operations.

- In 2012-13, Western will receive a sum of \$9 million in support of 63 CRCs. Table 9 summarizes the CRC allocations to Western.

- The Transfer from the Affiliated University Colleges represents payments for services and teaching provided to their students.
- Fundraising for Needs-based Student Awards continues to be of high priority to the University. In 2012-13, we project a sum of \$5.1 million from this source.
- The revenue from Royalties and Licences includes patents/licences associated with the Robarts Research Institute.
- Western's self-funded operations and ancillary units generate substantial revenue for the University Operating Budget by way of recoveries associated with facilities costs and services provided by the University. This category also includes the payment from the Richard Ivey School of Business to the University for services provided by the University to Ivey – a component within the funding model for the Ivey School which was introduced in 2004-05.

G. Details of the 2012-13 Expenditure Recommendations

1. Faculty Budget Recommendations

Table 4 shows the 2012-13 **base budget recommendations** for Western's Faculties. Final 2012-13 base budgets are the net result of the following:

- starting base budgets;
- the initial budget adjustments established as part of the multi-year budget plan;
- faculty turnover recovery, which returns the greater of \$71,000 or 60% of the retiring or departing faculty member's salary to the Faculty budget;
- Academic Priorities Fund (APF) allocations;
- targeted government program expansion funding; and
- funds associated with CRC positions (detailed in Table 9).

The **Academic Priorities Fund (APF)** shown in line 18 of Table 4 was established in 2011-12 – and replaced the former University Priorities Investment Fund (UPIF). A portion of the APF is being allocated as an outcome of this planning cycle. Recommendations for additional allocations in support of University priorities will be brought forward during the final two years of the four-year planning period.

The **Faculty-specific APF base recommendations** for 2012-13 (shown in column <d> of Table 4) are:

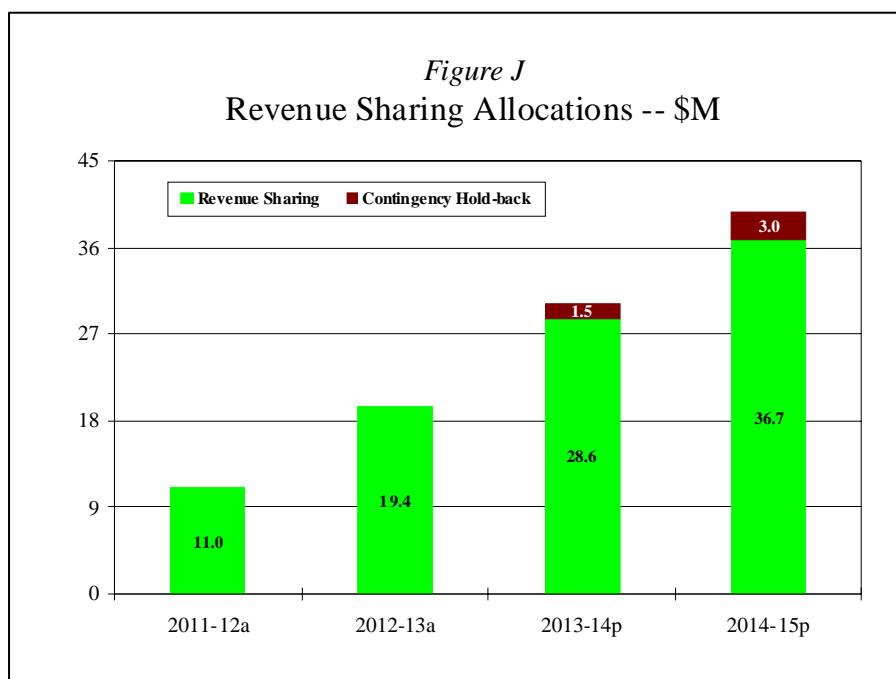
- \$90,525 to the Faculty of Arts and Humanities as partial funding to cover the salary costs of the Director of the Rotman Institute of Philosophy;
- \$250,000 to the Faculty of Education in support of new graduate programs and a language bridging centre;
- \$170,000 to the Faculty of Law in support of a new faculty position;

- \$100,000 to the Don Wright Faculty of Music in support of a full-time faculty appointment;
- \$300,000 to the Faculty of Science in support of teaching expansion and research opportunities; and
- \$300,000 to the Faculty of Social Science to accommodate enrolment/teaching pressures across the Faculty.

The **funding model for the Richard Ivey School of Business** – introduced in 2004-05 – flows all tuition fees and government operating grants deriving from the School’s enrolments directly to Ivey. Under this funding model, the Ivey School does not participate in the University’s other funding programs such as the Academic Priorities Fund (APF) or the Research Infrastructure Support Fund (RISF), and the School is responsible for all cost increases – including annual employee salary increases. The School also makes an annual payment to the central budget reflecting the cost of the services provided to the School by the University.

Over and above the base budget allocations, the Faculties receive substantial additional “on-going” funds through the **new revenue sharing mechanism** that was implemented in 2011-12. Line 15 in Table 4 shows the projected \$19.4 million that will be available to the Faculties in 2012-13. The Faculty-specific breakdown of this \$19.4 million, as well as the forecasts for the final two years of the four-year planning period, are shown in Table 4a.

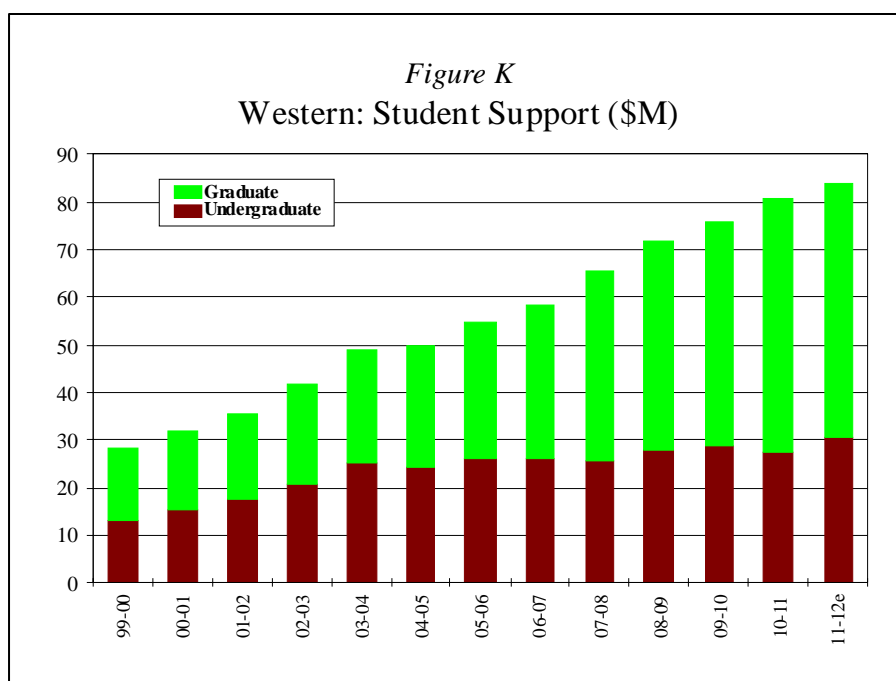
Finally, the recommendations for the Faculties include **one-time allocations** which are detailed in Table 8 (lines 4 through 15) and the **Research Infrastructure Support Fund (RISF)** allocations shown in Table 10.



2. Scholarships and Bursaries

Base budget allocations for centrally-funded student support are shown in Table 5. Overall student support funding at Western is projected to be \$29.4 million in 2012-13. As indicated earlier, the Provincial Government is phasing out the Aiming for the Top Program – and the resulting reduction at Western is reflected in line 5 of Table 5.

- The increase in undergraduate scholarships is a result of the projected increase in quality of the incoming class.
- The Provincial Government – as part of its tuition framework – requires universities to set aside 10% of incremental tuition revenues for needs-based student financial support. The estimated tuition set-aside funding for 2012-13 is \$13.1 million.
- As indicated earlier in this document, fundraising for undergraduate and graduate student needs-based awards continues to be of high priority to the University. In 2012-13, we project a sum of \$5.1 million from this source.



3. Support Unit Budget Recommendations

Table 6 shows the 2012-13 **base budget recommendations** for Support Units. Final 2012-13 base budgets are the net result of the following:

- starting base budgets;

- the initial budget adjustments established as part of the multi-year budget plan;
- Support Units Priorities Fund (SUPF) allocations; and
- other base allocations – including resources to maintain core services, the operating costs of new facilities, and the targeted allocation in support of the fundraising campaign.

The **Support Units Priorities Fund (SUPF)** was established in 2011-12 – and replaced the former University Priorities Investment Fund (UPIF). The unit-specific SUPF recommendations for 2012-13 (shown in column <c> of Table 6) are:

- \$65,000 to the Libraries in support of a technical staff position;
- \$60,000 to the Registrar's Office in support of additional staffing;
- \$192,000 to the School of Graduate and Postdoctoral Studies in support of additional staffing and international student immigration-related legal services;
- \$34,200 to the McIntosh Gallery to maintain staffing levels;
- \$572,000 to Human Resources to maintain staffing levels, benefits oversight support, and a student internship program in Equity and Human Rights Services;
- \$130,000 to Research Western to maintain staffing levels and to increase service levels across the portfolio;
- \$150,000 to the Vice-President External's portfolio in support of the fundraising campaign.

The Provost and the Vice-President (Resources & Operations) are also carrying forward a portion of the SUPF resources associated with their units for allocation in the future. These are shown in lines 12 and 21 of Table 6.

Finally, the recommendations for the Support Units include **one-time allocations** which are detailed in Table 8 (lines 18 to 29).

4. University-wide Expenditures

Table 7 summarizes University-wide Expenditures – expenses that extend across all areas of the University.

- The increase in the University's Physical Plant **Utilities** is a reflection of projected rate increases.
- The **Maintenance, Modernization, and Infrastructure (MMI)** transfer to the Capital Budget is being increased by \$750,000 – and it is recommended that this rate of annual increase continue until the transfer reaches \$15.5 million. The MMI funds will be used to support major building renovations, utilities and infrastructure upgrades, modernization of instructional and research facilities, and general maintenance and modernization such as roof replacement and interior/exterior painting.
- The **FFICR Transfer to Capital** continues at the \$3 million level – and these funds are used to support major projects in our long-range space plan which involve research facilities.

- The **Information Technology Infrastructure Fund** supports rapidly-expanding University-wide central IT infrastructure – including our networks, wireless technologies, general university computer labs, instructional support software applications, central university databases, the hardware necessary to run the applications and databases, and maintenance costs associated with all the hardware and software.
- **Contingency** is being set at \$1.6 million – 0.25% of Operating Revenues, as in previous years.
- Western attracts outstanding students. Their recruitment, within an increasingly competitive environment, continues to be a University priority – and the **Student Recruitment** base budget continues in 2012-13. This base budget funding is also being supplemented by one-time allocations to the Registrar's Office budget – in support of high school visits and on-campus recruitment initiatives.

5. One-Time Recommendations

As indicated earlier, the Faculties and Support Units will receive substantial one-time funding in 2012-13. The specific one-time recommendations are summarized in Table 8 – and include unit-specific recommendations as well as allocations for University-wide initiatives.

- As described earlier in Section C of this document, three areas of high priority are addressed in the 2012-13 Budget – with substantial one-time allocations:
 - A sum of \$30 million is being allocated in support of “**Enhancing our Research/Scholarship Profile**”;
 - It is estimated that the **Doctoral Supervision Grant** will require \$1 million; and
 - A sum of \$1.35 million is being provided to support our **Fundraising Campaign**.
- In 2003-04, a program aimed at recruiting female members of faculty – where 50% of the first year's salary and benefits of female tenured/probationary faculty members is provided from central funds – was introduced. Starting in 2008-09, that program was extended to include members of the First Nations Community. A projected sum of \$700,000 is being recommended in support of these **faculty recruitment initiatives**.
- The funding arrangements for the **Robarts Research Institute** direct certain revenues generated by Robarts – government indirect cost grants, research overheads, investment income, and royalties/licences – to the Schulich School of Medicine & Dentistry in support of Robarts. For 2012-13, the sum of these items is projected to be \$5.5 million.
- **Targetted program expansion** funding from the Provincial Government is directed to the Faculties offering the programs. In 2012-13, this involves \$2.5 million to Medicine for expansion of the MD program.
- The Province provides annual funding in support of **clinical education** programs in Dentistry, Nursing, and the Therapies. These funds are flowed to the Faculties as one-time

allocations: \$843,000 to Health Sciences for Nursing and the Therapies and \$1.2 million to the Schulich School for Dentistry.

- A sum of \$955,000 is being allocated to the Vice-President (Research) to maintain service levels (\$130,000) and to support a number of **research-related initiatives**, including research development and commercialization of intellectual property (\$825,000).
- The **Interdisciplinary Initiatives (IDI) Program** – which has been in place since 2007-08 – is being supplemented with an additional one-time allocation of \$260,000.

Table 3
2012-13 OPERATING REVENUES

		2011-12 Budget Forecast (@ Feb 29, 2012) (1)	2012-13 Budget (2)	Increase / (Decrease) Amount (3)	% Change (2) to (1)
1	Government Grants				
2	Base Grants	212,683,601	212,487,770	(195,831)	-0.1%
3	Undergraduate Accessibility Fund	4,440,107	3,090,729	(1,349,378)	-30.4%
4	<i>Sub-Total Base Grants & Accessibility Fund</i>	<i>217,123,708</i>	<i>215,578,499</i>	<i>(1,545,209)</i>	<i>-0.7%</i>
5	Graduate Expansion Fund	8,346,981	11,003,561	2,656,580	31.8%
6	Quality Improvement Fund	10,086,519	10,086,519	0	0.0%
7	Performance Fund	2,153,634	2,153,634	0	0.0%
8	Program Expansion Grants	20,572,092	21,175,158	603,066	2.9%
9	Research Infrastructure Grant	2,688,330	2,688,330	0	0.0%
10	Provincial Indirect Cost Grant	464,386	128,200	(336,186)	-72.4%
11	Federal Funding for Indirect Costs of Research	9,033,378	9,033,378	0	0.0%
12	Provincial Government Student Support Grants	5,182,394	3,661,884	(1,520,510)	-29.3%
13	Other Targetted Government Grants	6,823,303	6,900,053	76,750	1.1%
14	Sub-Total Government Grants	282,474,725	282,409,216	(65,509)	0.0%
15	Tuition Revenue				
16	Undergraduate	157,751,400	172,064,425	14,313,025	9.1%
17	Graduate	36,662,070	40,189,489	3,527,419	9.6%
18	<i>Sub-Total General Programs</i>	<i>194,413,470</i>	<i>212,253,914</i>	<i>17,840,444</i>	<i>9.2%</i>
19	Ivey Programs (HBA, MBAs, MSc, PhD)	46,927,521	47,810,097	882,576	1.9%
20	International Medical and Dental Students	5,941,994	6,396,349	454,355	7.6%
21	<i>Sub-Total Other Programs</i>	<i>52,869,515</i>	<i>54,206,446</i>	<i>1,336,931</i>	<i>2.5%</i>
22	Miscellaneous Fees	1,165,000	1,165,000	0	0.0%
23	Sub-Total Tuition Revenue	248,447,985	267,625,360	19,177,375	7.7%
24	Other Revenues				
25	Canada Research Chairs (CRCs)	8,700,000	9,000,000	300,000	3.4%
26	Transfer from Affiliated University Colleges	5,872,521	6,513,149	640,628	10.9%
27	Recoverable Salaries	26,408,703	27,174,063	765,360	2.9%
28	Investment Income	239,643	664,932	425,289	177.5%
29	Fundraising -- Needs-based Student Awards and Bursaries	5,050,000	5,050,000	0	0.0%
30	Application Fees	1,668,514	1,690,051	21,537	1.3%
31	Research Overheads	4,528,837	4,750,279	221,442	4.9%
32	Royalties and Licences	3,532,802	3,476,697	(56,105)	-1.6%
33	Contributions from Self-Funded & Ancillary Operations	20,732,000	21,250,000	518,000	2.5%
34	Miscellaneous Revenues	622,571	622,571	0	0.0%
35	Sub-Total Other Revenues	77,355,591	80,191,742	2,836,151	3.7%
36	TOTAL REVENUES	608,278,301	630,226,318	21,948,017	3.6%

Table 4
FACULTIES
2012-13 BASE BUDGETS

		<a>		<c>	<d>	<e>	<f>	<g>
		2011-12 Base Budget (@ Feb 29, 2012)	IBA	Faculty Turnover Recovery	APF	Other Base Changes	Canada Research Chairs	Resulting 2012-13 Base Budget
1	Faculties							
2	Arts and Humanities	28,858,283	(725,802)	(139,451)	90,525			28,083,555
3	Education	9,898,967	(320,921)	(117,654)	250,000			9,710,392
4	Engineering	24,911,918	(598,087)	(202,751)			90,000	24,201,080
5	Health Sciences	26,938,126	(720,678)	(129,682)				26,087,766
6	Information and Media Studies	9,374,044	(259,374)					9,114,670
7	Law	6,809,914	(191,927)		170,000			6,787,987
8	Medicine & Dentistry	61,653,736	(1,605,765)	(361,552)		1,239,141	90,000	61,015,560
9	Music	9,604,718	(242,603)		100,000			9,462,115
10	Science	50,649,586	(1,271,047)	(127,737)	300,000		80,000	49,630,802
11	Social Science	49,954,684	(1,314,261)	(256,268)	300,000			48,684,155
12	Sub-Total Faculties (excluding Business)	278,653,976	(7,250,465)	(1,335,095)	1,210,525	1,239,141	260,000	272,778,082
13	Business	58,371,974				1,028,751		59,400,725
14	Sub-Total Faculties	337,025,950	(7,250,465)	(1,335,095)	1,210,525	2,267,892	260,000	332,178,807
15	Revenue Sharing Allocation	11,033,841				8,391,342		19,425,183
16	Research Infrastructure Support Fund (RISF)	750,000						750,000
17	Faculty Recruitment Initiatives	57,718						57,718
18	Academic Priorities Fund (APF)	5,076,462			489,475	2,100,000		7,665,937
19	Total -- with Revenue Sharing Allocation	353,943,971	(7,250,465)	(1,335,095)	1,700,000	12,759,234	260,000	360,077,645
20	All Other							
21	Academic Development Fund	1,500,000						1,500,000
22	Continuing Studies: Trois-Pistoles	994,986				(1,427)		993,559
23	Education: Continuing Education for Teachers	2,376,000						2,376,000
24	Medicine & Dentistry: International Students	5,941,994				454,355		6,396,349
25	Faculty Share of Research Overheads	1,424,619				(236,619)		1,188,000
26	Medicine & Dentistry: Primary Care	349,805						349,805
27	Faculty Scholars & Distinguished University Professors	239,000						239,000
28	Graduate and Undergraduate Program Reviews	140,000						140,000
29	Recoverable Salaries: T&R and Other	27,174,063						27,174,063
30	Sub-Total	40,140,467	0	0	0	216,309	0	40,356,776
31	Total Academic Units	394,084,438	(7,250,465)	(1,335,095)	1,700,000	12,975,543	260,000	400,434,421

Table 4a
FACULTIES: REVENUE SHARING ALLOCATIONS

		2010-11a	2011-12a	2012-13a	2013-14p	2014-15p
1	Arts and Humanities	1,277,090	1,400,097	1,650,341	2,331,772	3,118,857
2	Education	162,150	286,138	361,738	1,828,412	3,478,493
3	Engineering	145,800	874,800	1,711,102	3,014,309	3,490,614
4	Health Sciences	569,050	1,052,765	1,886,348	2,058,623	2,347,713
5	Information and Media Studies	548,300	570,815	773,574	948,967	970,628
6	Law	64,150	271,988	773,204	1,161,195	1,392,900
7	Medicine & Dentistry	644,950	1,114,800	2,651,466	4,374,946	5,932,545
8	Music	-47,000	185,012	191,525	671,081	947,774
9	Science	1,713,210	2,147,529	4,679,309	5,762,810	6,765,360
10	Social Science	2,330,960	3,129,897	4,746,576	6,416,072	8,275,759
11	Sub-Total	7,408,660	11,033,841	19,425,183	28,568,187	36,720,643
12	Contingency Hold-back				1,503,589	2,977,350
13	Total	7,408,660	11,033,841	19,425,183	30,071,776	39,697,993

Table 5
SCHOLARSHIPS and BURSARIES
2012-13 BASE BUDGETS

		<a>		<c>
		2011-12 Base Budget (@ Feb 29, 2012)	Changes	Resulting 2012-13 Base Budget
1	Undergraduate Scholarships	6,296,774	146,549	6,443,323
2	Tuition Re-Investment	12,404,827	663,544	13,068,371
3	Western Bursaries	776,545		776,545
4	Privately-Funded Needs-Based Awards & Bursaries	5,050,000		5,050,000
5	Government "Aiming for the Top" Program	3,033,798	(1,516,798)	1,517,000
6	MTCU Work Study Program and Bursaries	1,624,884		1,624,884
7	Graduate Bursaries	400,000		400,000
8	Ontario Graduate Fellowships	523,712	(3,712)	520,000
9	Total Scholarships and Bursaries	30,110,540	(710,417)	29,400,123

Graduate student funding is now addressed through the Faculty budgets. In 2011-12 this funding is estimated to be \$49,249,543 and the projections for 2012-13 is \$52,713,165.

Table 6
SUPPORT AREAS
2012-13 BASE BUDGETS

		<a>		<c>	<d>	<e>
		2011-12 Base Budget (@ Feb 29, 2012)	IBA	SUPF	Other Base Changes	Resulting 2012-13 Base Budget
1	Reporting to the Provost					
2	Teaching Support Centre	677,466	(19,412)		2,654	660,708
3	Effective Writing Program	299,139				299,139
4	Information Technology Services	6,374,930	(177,425)		103,090	6,300,595
5	Libraries	12,431,643	(349,802)	65,000	95,646	12,242,487
6	Registrar's Office	5,715,573	(173,846)	60,000	83,185	5,684,912
7	Office of Vice-Provost (APPF)	902,538	(24,532)		5,030	883,036
8	Graduate & Postdoctoral Studies	1,099,961	(26,587)	192,000	10,459	1,275,833
9	Institutional Planning and Budgeting	4,329,403	(120,788)		49,540	4,258,155
10	Western International	1,337,041				1,337,041
11	McIntosh Gallery - Subsidy	222,719		34,200		256,919
12	Support Unit Priorities Fund (SUPF)	272,000		198,800		470,800
13	Sub-Total	33,662,413	(892,392)	550,000	349,604	33,669,625
14	Reporting to the Vice-President Resources & Operations					
15	Financial Services	4,024,753	(115,449)		44,542	3,953,846
16	Human Resources	5,511,138	(152,631)	572,000	58,888	5,989,395
17	Staff/Faculty Health Services	170,813				170,813
18	Facilities Management	17,057,078	(415,084)		421,550	17,063,544
19	Police	2,695,673	(72,583)		34,731	2,657,821
20	Internal Audit	293,237	(8,633)			284,604
21	Support Unit Priorities Fund (SUPF)	357,500		(102,000)		255,500
22	Sub-Total	30,110,192	(764,380)	470,000	559,711	30,375,523
23	Reporting to the Vice-President Research					
24	Animal Care/Veterinary Services - Subsidy	800,000				800,000
25	Research Western	2,951,410	(92,988)	130,000	31,782	3,020,204
26	Research Promotion Fund	350,000				350,000
27	Small Grants Support for Arts/Humanities/Social Sciences	250,000				250,000
28	Western Innovation Fund	400,000				400,000
29	Sub-Total	4,751,410	(92,988)	130,000	31,782	4,820,204
30	Vice-President External Portfolio	8,488,328	(225,393)	150,000	656,201	9,069,136
31	General Administration					
32	Offices of the President/Vice-Presidents	3,415,037				3,415,037
33	University Secretariat	741,263			33,935	775,198
34	Sub-Total	4,156,300	0	0	33,935	4,190,235
35	Total Support Areas	81,168,643	(1,975,153)	1,300,000	1,631,233	82,124,723

Table 7
UNIVERSITY-WIDE EXPENDITURES and EMPLOYEE BENEFIT COSTS
2012-13 BASE BUDGETS

		<a>		<c>	<d>
		2011-12 Base Budget (@ Feb 29, 2012)	New Investment	Other Changes	Resulting 2012-13 Base Budget
1	Utilities	17,248,668		547,647	17,796,315
2	Library Acquisitions	13,365,896	250,000		13,615,896
3	Transfer to MMI: Operating	11,000,000	750,000		11,750,000
4	Transfer to MMI: Ancillaries	600,000			600,000
5	FFICR Transfer to Capital	3,000,000			3,000,000
6	CRC Transfer to Capital	904,000		32,000	936,000
7	Information Technology Infrastructure Fund (ITIF)	6,879,257	515,944		7,395,201
8	Property Taxes	2,005,800		58,575	2,064,375
9	Insurance	1,810,726		167,943	1,978,669
10	Contingency	1,510,195		65,371	1,575,566
11	Services for Students with Disabilities	999,418			999,418
12	Professional Fees	1,200,000		82,500	1,282,500
13	Institutional Memberships	750,000			750,000
14	Student Recruitment	475,000			475,000
15	Intercollegiate Athletics - Subsidy	636,298		4,403	640,701
16	Campus Recreation - Subsidy	25,000			25,000
17	Convocation and Diplomas	340,000			340,000
18	Costs Associated with Employee Contracts	540,000			540,000
19	Athletic Injury Clinic - Subsidy	208,580		5,245	213,825
20	Ombudsperson	88,515		3,519	92,034
21	University Surveys and Teaching Evaluations	75,000			75,000
22	Centre for Research on Violence Against Women and Children - Subsidy	55,000			55,000
23	Museum of Ontario Archaeology - Subsidy	50,000			50,000
24	Total University-wide Expenditures	63,767,353	1,515,944	967,203	66,250,500
25	Employee Benefit Plan Costs	90,260,000		8,142,000	98,402,000
26	Employee Benefit Recoveries	(99,737,000)		(2,962,000)	(102,699,000)
27	Net Employee Benefits	(9,477,000)		5,180,000	(4,297,000)
28	Net University-wide Expenditures	54,290,353	1,515,944	6,147,203	61,953,500

Table 8
2012-13 ONE-TIME ALLOCATIONS

1	Enhancing our Research Profile -- Investment in Research Infrastructure	30,000,000
2	Doctoral Supervision Grant	1,000,000
3	Faculty Recruitment Initiatives	700,000
4	Interdisciplinary Initiatives	260,000
5	Arts and Humanities: Undergraduate Recruitment Scholarships and E-Learning Initiatives	100,000
6	Education: Language Bridging Centre and Professional Programs	407,250
7	Engineering: Support for ICFAR Building Operating Costs, Internationalization Initiatives, New Generation Hydraulics, and Faculty Start-Up Funds	351,948
8	Health Sciences: Targetted Government Funding for Clinical Education (\$842,548), Internationalization Initiatives (\$37,500), Research Co-ordinator Position (\$40,000), and Support for Intercollegiate Athletics (\$45,000)	965,048
9	FIMS: New Media, Digital, and Virtual World Infrastructure	50,000
10	Law: Intensive Courses and Visiting Scholars	90,000
11	Medicine & Dentistry (Robarts): Research Overheads (\$0.8M), FFICR (\$1.4M), Royalties & Licences (\$2.7M), Investment Income (\$0.6M)	5,530,725
12	Medicine & Dentistry: Targetted Government Funding for Dental Clinical Education (\$1.2M) and MD Expansion (\$2.5M)	3,664,026
13	Music: Support for Piano Inventory and Graduate Recruitment Initiatives	50,000
14	Science: Support for Internationalization Initiatives and Transformative Opportunities	310,000
15	Social Science: Bridge Financing for Faculty Position (Financial Economics)	160,000
16	Academic Priorities Fund (APF)	58,302
17	Provost: Use of Support Unit Priorities Fund (SUPF) Base for One-Time Purposes	(605,000)
18	ITS: Equipment and Software Renewal in the Instructional Technology Resource Centre	50,000
19	Libraries: Public Computing Environment Upgrades, Map and Data Centre Re-location Costs, and Staff Development Initiatives	375,000
20	Registrar's Office: High School Visits (\$115K), Applications Processing (\$100K), Experiential Learning, Career Services, and First Nations Initiatives (\$250K), Systems Upgrade (\$125K) and Pride Library Support (\$5K)	595,000
21	Teaching Support Centre: 360 Degree Initiative for Graduate Students (\$300K) and Faculty Mentor Program (\$40K)	340,000
22	Office of Vice-Provost (APPF): Training and Development Initiatives, Faculty Recruitment and Retention Initiatives, and Pay Equity / Workplace Climate Initiatives	130,000
23	Graduate & Postdoctoral Studies: Additional Staffing Graduate Student Recruitment and Retention Initiatives, and International Student Immigration-related Legal Services	405,000
24	Western International: Recruitment-related Initiatives and Web Development Support	100,000
25	Human Resources: Job Evaluation Initiatives, Leadership Development Initiatives, AODA Initiatives, and Recruitment-related Technology System	475,000
26	Internal Audit: Contract Staffing	25,000
27	Vice-President (Resources & Operations): Use of Support Unit Priorities Fund (SUPF) Base for One-Time Purposes	(30,000)
28	Vice-President Research: Maintain Service Levels (\$130K) and Support for Research Initiatives (\$825K)	955,000
29	Vice-President External: Support for Fundraising Campaign	1,354,296
30	General University Classroom Upgrades	257,262
31	Total One-Time Allocations	48,123,857

Table 9
TENTATIVE CRC ALLOCATIONS -- by FACULTY (Cumulative)

	2011-12						2012-13					
	Tier 1		Tier 2		Total		Tier 1		Tier 2		Total	
	N	\$	N	\$	N	\$	N	\$	N	\$	N	\$
1 Arts and Humanities	2	340,000	1	90,000	3	430,000	2	340,000	1	90,000	3	430,000
2 Business	1	170,000	1	90,000	2	260,000	1	170,000	1	90,000	2	260,000
3 Education												
4 Engineering	2	340,000	4	360,000	6	700,000	2	340,000	5	450,000	7	790,000
5 Health Sciences	1	170,000	1	90,000	2	260,000	1	170,000	1	90,000	2	260,000
6 Info and Media Studies												
7 Law												
8 Medicine & Dentistry	12	2,040,000	6	540,000	18	2,580,000	12	2,040,000	7	630,000	19	2,670,000
9 Music												
10 Science	5	850,000	16	1,440,000	21	2,290,000	6	1,020,000	15	1,350,000	21	2,370,000
11 Social Science	3	510,000	6	540,000	9	1,050,000	3	510,000	6	540,000	9	1,050,000
12 Unallocated												
13 Total to Faculties	26	4,420,000	35	3,150,000	61	7,570,000	27	4,590,000	36	3,240,000	63	7,830,000
14 Total CRC Funding		5,200,000		3,500,000		8,700,000		5,400,000		3,600,000		9,000,000

Table 10
RESEARCH INFRASTRUCTURE SUPPORT FUND (RISF)
2012-13 Allocations

1	Arts and Humanities	14,000
2	Education	15,000
3	Engineering	86,000
4	Health Sciences	32,000
5	Information and Media Studies	5,000
6	Law	5,000
7	Medicine & Dentistry	335,000
8	Music	5,000
9	Science	165,000
10	Social Science	88,000
11	Total	750,000

Table 11
2012-13 TUITION FEE PROPOSALS FOR UNDERGRADUATE PROGRAMS

		Canadian Students			International Students		
		Actual 2011-12 Tuition	2012-13		Actual 2011-12 Tuition	2012-13	
			Proposed Tuition	% Increase <a>		Proposed Tuition	% Increase <a>
1	First-Entry Programs 						
2	Year 1	5,391	5,633	4.5%	16,771	18,113	8.0%
3	Year 2	5,365	5,606	4.0%	16,150	17,442	4.0%
4	Year 3	5,339	5,579	4.0%	15,845	16,796	4.0%
5	Year 4	5,313	5,552	4.0%	15,845	16,479	4.0%
6	Engineering						
7	Year 1	9,441	10,196	8.0%	21,522	23,244	8.0%
8	Year 2	9,092	9,818	4.0%	20,725	22,383	4.0%
9	Year 3	8,755	9,455	4.0%	20,334	21,554	4.0%
10	Year 4	8,431	9,105	4.0%	20,334	21,147	4.0%
11	M.T.P.						
12	Year 2	5,667	5,893	4.0%	19,469	20,248	4.0%
13	Year 3	5,667	5,893	4.0%	19,469	20,248	4.0%
14	Year 4	5,667	5,893	4.0%	19,469	20,248	4.0%
15	Nursing						
16	Year 1	5,391	5,633	4.5%	21,522	23,244	8.0%
17	Year 2	5,365	5,606	4.0%	20,725	22,383	4.0%
18	Year 3	5,339	5,579	4.0%	20,334	21,554	4.0%
19	Year 4	5,313	5,552	4.0%	20,334	21,147	4.0%
20	Second-Entry Programs						
21	Business (HBA)						
22	Year 1	21,499	22,144	3.0%	27,939	28,777	3.0%
23	Year 2	21,499	22,144	3.0%	27,939	28,777	3.0%
24	Dentistry						
25	Year 1	27,135	29,305	8.0%	47,898	51,730	8.0%
26	Year 2	26,130	28,220	4.0%	46,124	49,814	4.0%
27	Year 3	25,162	27,175	4.0%	46,124	47,969	4.0%
28	Year 4	24,230	26,168	4.0%	46,124	47,969	4.0%
29	Education (B.Ed.)	6,477	6,768	4.5%	20,727	21,556	4.0%
30	Law						
31	Year 1	15,472	16,709	8.0%	21,522	23,244	8.0%
32	Year 2	14,898	16,090	4.0%	20,725	22,383	4.0%
33	Year 3	14,347	15,493	4.0%	20,334	21,554	4.0%
34	Medicine (M.D.)						
35	Year 1	19,139	20,670	8.0%	n.a.	n.a.	n.a.
36	Year 2	18,430	19,904	4.0%	n.a.	n.a.	n.a.
37	Year 3	18,430	19,167	4.0%	n.a.	n.a.	n.a.
38	Year 4	18,430	19,167	4.0%	n.a.	n.a.	n.a.

- <a> The % increase figures are calculated on the previous year of study in the previous academic year;
for example, the % increase for year 2 is the increase over the year 1 tuition in the previous academic year.
- Includes Arts & Humanities, BMedSc program, Health Sciences, Kinesiology, MIT program, MTP year 1, Music, Science,
Social Science.

Table 12
2012-13 TUITION FEE PROPOSALS FOR GRADUATE PROGRAMS

		Canadian Students			International Students		
		Actual 2011-12 Tuition	2012-13		Actual 2011-12 Tuition	2012-13	
			Proposed Tuition	% Increase		Proposed Tuition	% Increase
1	Masters Category 1						
2	Arts and Humanities	6,261	6,511	4.0%	14,490	15,359	6.0%
3	Engineering (M.E.Sc.)	6,261	6,511	4.0%	14,490	15,359	6.0%
4	Health & Rehabilitation Sciences	6,261	6,511	4.0%	14,490	15,359	6.0%
5	Health Information Sciences	8,528	8,869	4.0%	20,447	21,674	6.0%
6	Interdisciplinary Programs <a>	6,261	6,511	4.0%	14,490	15,359	6.0%
7	Kinesiology	6,261	6,511	4.0%	14,490	15,359	6.0%
8	Law/Studies in Law <c>	9,216	9,953	8.0%	21,401	23,113	8.0%
9	Media Studies	6,261	6,511	4.0%	14,490	15,359	6.0%
10	Medicine (Basic Health Sciences)	6,261	6,511	4.0%	14,490	15,359	6.0%
11	Music	6,261	6,511	4.0%	14,490	15,359	6.0%
12	Nursing	7,518	7,819	4.0%	20,447	21,674	6.0%
13	Science	6,261	6,511	4.0%	14,490	15,359	6.0%
14	Social Science	6,261	6,511	4.0%	14,490	15,359	6.0%
15	Masters Category 2						
16	Business (MBA) 	73,500	76,000	3.4%	88,500	88,500	0.0%
17	Business (MSc In Management) <d>	27,500	35,000	see notes	42,500	50,000	see notes
18	Business (MGMT/CEMS) <e>	35,000	40,000	see notes	49,500	55,000	see notes
19	C.S.D./O.T./P.T. (MPT) <c>	8,673	9,366	8.0%	20,447	21,674	6.0%
20	Dentistry (Orthodontics) <c>	21,018	22,698	8.0%	47,859	50,731	6.0%
21	Education (M.Ed) <c>	8,352	9,020	8.0%	20,447	21,674	6.0%
22	Engineering (M.Eng.) <c>	8,352	9,020	8.0%	20,447	21,674	6.0%
23	Environment & Sustainability	9,353	10,101	8.0%	20,447	21,674	6.0%
24	Journalism	8,352	9,020	8.0%	20,447	21,674	6.0%
25	Library & Information Science <c>	8,352	9,020	8.0%	20,447	21,674	6.0%
26	Medicine (Clinical Med. Biophysics)		30,000	n/a		40,000	n/a
27	Medicine (Family Medicine) <c>	10,999	11,878	8.0%	20,447	21,674	6.0%
28	Medicine (Pathology Assistant)		20,000	n/a		30,000	n/a
29	Physical Therapy (M.Cl.Sc.) <c>	8,352	9,020	8.0%	20,447	21,674	6.0%
30	Doctoral						
31	Doctor of Musical Arts	6,261	6,511	4.0%	14,490	15,359	6.0%
32	Ph.D/MSc Clinical Med. Biophysics		12,511	n/a		23,359	n/a
33	PhD Programs	6,261	6,511	4.0%	14,490	15,359	6.0%

<a> Includes Biomedical Engineering, Neuroscience, Theory & Criticism, and Popular Music & Culture

 The proposed 2012-13 rates apply to students starting in April 2013

<c> The proposed 2012-13 rates apply to new domestic students; 4% increase will apply to continuing domestic students

<d> The proposed 2012-13 rates apply to students starting in January 2013 -- and reflects the program expanding from a 10-month program to a 16-month program.

<e> Reflects the program being expanded from a 10-month program to a 16-month program.

Table 13
2012-13 TUITION FEE PROPOSALS FOR CONCURRENT PROGRAMS
New Entrants Only
 -- Canadian Students --

HBA / BSc Concurrent Program								
	2011-12				2012-13			
	Concurrent (After 2 Yrs of Engg)		Concurrent (After 3 Yrs of Engg)		Concurrent (After 2 Yrs of Engg)		Concurrent (After 3 Yrs of Engg)	
1	Engg	9,441	Engg	9,441	Engg	10,196	Engg	10,196
2	Engg	9,441	Engg	9,441	Engg	10,196	Engg	10,196
3	HBA 1	21,499	Engg	9,441	HBA 1	22,144	Engg	10,196
4	HBA / Engg *	17,160	HBA 1	21,499	HBA / Engg *	18,533	HBA 1	22,144
5	HBA / Engg	17,160	HBA / Engg *	24,878	HBA / Engg	18,533	HBA / Engg *	26,868
6	Total	74,701	Total	74,700	Total	79,602	Total	79,600
7	Cost of Programs Taken Sequentially		\$80,762		Cost of Programs Taken Sequentially		\$85,072	

HBA / JD Concurrent Program								
	2011-12				2012-13			
	Concurrent (Via HBA 1)		Concurrent (Via Law 1)		Concurrent (Via HBA 1)		Concurrent (Via Law 1)	
1	HBA 1	21,499	JD 1	15,472	HBA 1	22,144	JD 1	16,709
2	JD 1	15,472	HBA 1	21,499	JD 1	16,709	HBA 1	22,144
3	HBA/JD *	22,870	HBA/JD *	22,870	HBA/JD *	24,700	HBA/JD *	24,700
4	HBA/JD	22,870	HBA/JD	22,870	HBA/JD	24,700	HBA/JD	24,700
5	Total	82,711	Total	82,711	Total	88,253	Total	88,253
6	Cost of Programs Taken Sequentially		\$89,414		Cost of Programs Taken Sequentially		\$94,415	

HBA / BA-BSc Concurrent Program								
	2011-12				2012-13			
	Concurrent (After 2 Undergraduate Years)		Concurrent (After 3 Undergraduate Years)		Concurrent (After 2 Undergraduate Years)		Concurrent (After 3 Undergraduate Years)	
1	BA or BSc	5,391	BA or BSc	5,391	BA or BSc	5,633	BA or BSc	5,633
2	BA or BSc	5,391	BA or BSc	5,391	BA or BSc	5,633	BA or BSc	5,633
3	HBA 1	21,499	BA or BSc	5,391	HBA 1	22,144	BA or BSc	5,633
4	HBA/BA-BSc *	13,720	HBA 1	21,499	HBA/BA-BSc *	14,818	HBA 1	22,144
5	HBA/BA-BSc	13,720	HBA/BA-BSc *	22,048	HBA/BA-BSc	14,818	HBA/BA-BSc *	23,812
6	Total	59,721	Total	59,720	Total	63,046	Total	62,855
7	Cost of Programs Taken Sequentially		\$64,562		Cost of Programs Taken Sequentially		\$66,820	

* denotes entry point into concurrent program.

Table 13
2012-13 TUITION FEE PROPOSALS FOR CONCURRENT PROGRAMS
New Entrants Only
 -- Canadian Students --

JD / BA-BSc Concurrent Program								
	2011-12				2012-13			
	Concurrent (After 2 Undergraduate Years)		Concurrent (After 3 Undergraduate Years)		Concurrent (After 2 Undergraduate Years)		Concurrent (After 3 Undergraduate Years)	
1	BA or BSc	5,391	BA or BSc	5,391	BA or BSc	5,633	BA or BSc	5,633
2	BA or BSc	5,391	BA or BSc	5,391	BA or BSc	5,633	BA or BSc	5,633
3	JD 1	15,472	BA or BSc	5,391	JD 1	16,709	BA or BSc	5,633
4	JD/BA-BSc *	12,209	JD 1	15,472	JD/BA-BSc *	13,186	JD 1	16,709
5	JD/BA-BSc	12,209	JD/BA-BSc *	15,618	JD/BA-BSc	13,186	JD/BA-BSc *	16,867
6	JD/BA-BSc	12,209	JD/BA-BSc	15,618	JD/BA-BSc	13,186	JD/BA-BSc	16,867
7	Total	62,881	Total	62,881	Total	67,533	Total	67,342
8	Cost of Programs Taken Sequentially		\$67,980		Cost of Programs Taken Sequentially		\$72,659	

JD / BEd Concurrent Program								
	2011-12				2012-13			
	Concurrent (After 2 Undergraduate Years)		Concurrent (After 3 Undergraduate Years)		Concurrent (After 2 Undergraduate Years)		Concurrent (After 3 Undergraduate Years)	
1	BEd	9,441	BEd	9,441	BEd	10,196	BEd	10,196
2	BEd	9,441	BEd	9,441	BEd	10,196	BEd	10,196
3	JD 1	15,472	BEd	9,441	JD 1	16,709	BEd	10,196
4	JD/BEd *	14,505	JD 1	15,472	JD/BEd *	15,665	JD 1	16,709
5	JD/BEd	14,505	JD/BEd *	17,038	JD/BEd	15,665	JD/BEd *	18,401
6	JD/BEd	14,505	JD/BEd	17,038	JD/BEd	15,665	JD/BEd	18,401
7	Total	77,869	Total	77,871	Total	84,096	Total	84,099
8	Cost of Programs Taken Sequentially		\$84,180		Cost of Programs Taken Sequentially		\$90,911	

JD / MBA Concurrent Program						
	2011-12			2012-13		
	Concurrent			Concurrent		
1	Year 1 JD/MBA	15,472	Law 1	Year 1 JD/MBA	16,709	Law 1
2	Year 2 JD/MBA	72,421	MBA/Law 2	Year 2 JD/MBA	78,215	MBA/Law 2
3	Year 3 JD/MBA	23,027	MBA/Law 3	Year 3 JD/MBA	24,869	MBA/Law 3
4	Total	110,920		Total	119,793	
5	Cost of Programs Taken Sequentially		\$119,916	Cost of Programs Taken Sequentially		\$126,127

* denotes entry point into concurrent program.

Table 13
2012-13 TUITION FEE PROPOSALS FOR CONCURRENT PROGRAMS
New Entrants Only
 -- Canadian Students --

JD / MA-MSc Concurrent Program								
	2011-12				2012-13			
	Concurrent (Before Year 1 Law)		Concurrent (After Yr 1 Law)		Concurrent (Before Year 1 Law)		Concurrent (After Yr 1 Law)	
1	JD/MA-MSc *	17,559	JD	15,472	JD/MA-MSc *	18,879	JD	16,709
2	JD/MA-MSc	17,559	JD/MA-MSc *	18,603	JD/MA-MSc	18,879	JD/MA-MSc *	19,965
3	JD/MA-MSc	17,559	JD/MA-MSc	18,603	JD/MA-MSc	18,879	JD/MA-MSc	19,965
4	Total	52,677	Total	52,678	Total	56,637	Total	56,639
5	Cost of Programs Taken Sequentially		\$52,677		Cost of Programs Taken Sequentially		\$56,638	

Tuition for students already in concurrent programs (Prior to May 2011) would increase by the following rates in 2011-12		Tuition for students already in concurrent programs (Prior to May 2012) would increase by the following rates in 2012-13	
HBA/BESc	3.5%	HBA/BESc	4.0%
HBA/JD	3.5%	HBA/JD	4.0%
HBA/BA-BSc	3.5%	HBA/BA-BSc	4.0%
JD/BA-BSc	4.0%	JD/BA-BSc	4.0%
JD/BESc	4.0%	JD/BESc	4.0%
JD/MBA	4.0%	JD/MBA	4.0%
JD/MA-MSc	n.a.	JD/MA-MSc	4.0%
BEd/BSc	4.0%	BEd/BSc	4.0%

* denotes entry point into concurrent program.

Table 14
SUMMARY OF ENROLMENT FORECAST

		Actual					Projected				
		2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
1	Constituent University										
2	Full-Time Undergraduates										
3	Arts & Humanities	1,358	1,312	1,275	1,260	1,232	1,238	1,266	1,279	1,287	1,296
4	Business (HBA)	635	706	812	935	979	1,065	1,130	1,130	1,130	1,130
5	Dentistry	247	249	251	251	260	266	264	264	264	264
6	Education	803	728	726	732	700	668	668	668	668	668
7	Engineering	1,138	1,098	1,132	1,147	1,262	1,303	1,346	1,378	1,383	1,392
8	Health Sciences										
9	BHSc Program	1,057	1,056	1,098	1,117	1,185	1,142	1,187	1,207	1,222	1,237
10	Kinesiology	1,148	1,159	1,194	1,204	1,246	1,222	1,235	1,249	1,246	1,246
11	Nursing	746	781	777	797	808	805	805	805	805	805
12	Therapies	27	39	40	0	0	0	0	0	0	0
13	Sub-Total	2,978	3,035	3,109	3,118	3,239	3,169	3,227	3,261	3,273	3,288
14	Law	472	456	467	458	465	450	445	450	450	450
15	Media, Information, & Tech	810	915	890	972	963	975	948	925	918	918
16	Medicine										
17	MD Program	552	569	591	621	646	672	684	684	684	684
18	BMedSci Program	758	603	591	653	688	828	892	892	892	892
19	Music	555	555	535	535	527	529	538	547	556	558
20	Science	3,693	3,795	3,737	4,020	4,222	4,236	4,312	4,356	4,358	4,385
21	Social Science	5,941	6,035	6,408	6,433	6,618	6,686	6,723	6,732	6,682	6,666
22	Total Full-Time Undergraduates	19,940	20,056	20,524	21,135	21,801	22,085	22,443	22,566	22,545	22,591
23	Concurrent Programs	68	81	110	121	144	155	155	155	155	155
24	Medical Residents	674	685	725	798	810	810	810	810	810	810
25	Full-Time Graduates										
26	Masters	2,547	2,606	2,648	2,800	2,823	2,981	3,229	3,305	3,370	3,405
27	Ph.D.	1,516	1,614	1,771	1,904	1,947	2,022	2,100	2,175	2,220	2,240
28	Total Full-Time Graduates	4,063	4,220	4,419	4,704	4,770	5,003	5,329	5,480	5,590	5,645
29	Total Full-Time Enrolment	24,745	25,042	25,778	26,758	27,525	28,053	28,737	29,011	29,100	29,201
30	Part-Time FTEs										
31	Undergraduate	2,199	2,067	2,134	2,197	2,243	2,250	2,300	2,300	2,300	2,300
32	Education (AQs)	897	929	922	803	745	725	725	725	725	725
33	Masters	120	130	129	134	140	140	140	140	140	140
34	Ph.D.	20	29	24	21	26	25	25	25	25	25
35	Total Part-Time FTEs	3,236	3,155	3,209	3,155	3,154	3,140	3,190	3,190	3,190	3,190
36	Total Constituent FTEs	27,981	28,197	28,987	29,913	30,679	31,193	31,927	32,201	32,290	32,391
37	Affiliated University Colleges										
38	Full-Time Undergraduates										
39	Brescia	912	918	934	964	1,067	1,102	1,161	1,216	1,250	1,277
40	Huron	1,088	1,143	1,235	1,254	1,272	1,250	1,250	1,250	1,250	1,250
41	King's	3,088	3,118	3,122	3,216	3,286	3,246	3,252	3,272	3,309	3,345
42	Total Full-Time Undergraduates	5,088	5,179	5,291	5,434	5,625	5,598	5,663	5,738	5,809	5,872
43	Part-Time Undergraduate FTEs										
44	Brescia	80	81	82	83	94	90	90	90	90	90
45	Huron	45	54	57	56	70	55	55	55	55	55
46	King's	260	238	249	245	252	245	245	245	245	245
47	Total Part-Time FTEs	385	373	388	384	416	390	390	390	390	390
48	Graduate FTEs										
49	Brescia	13	27	26	30	29	30	30	30	30	30
50	Huron	12	15	13	12	14	20	20	20	20	20
51	King's	24	33	30	34	31	34	34	34	34	34
52	Total Graduate FTEs	49	75	69	76	74	84	84	84	84	84
53	Total Affiliate FTEs	5,522	5,627	5,748	5,894	6,115	6,072	6,137	6,212	6,283	6,346
54	Total UWO FTEs	33,503	33,824	34,735	35,807	36,794	37,265	38,064	38,413	38,573	38,737

Table 14
SUMMARY OF ENROLMENT FORECAST

		Actual					Projected				
		2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
	Rows 55 to 86 Included above										
55	International Students										
56	Constituent Full-Time										
57	Undergraduates	618	573	631	703	923	1,295	1,670	2,010	2,010	2,010
58	Medical Residents	119	120	109	121	127	127	127	127	127	127
59	Masters (excluding Ivey)	245	254	320	378	452	417	431	442	450	450
60	MBA (Regular), Ivey MSc	17	21	17	27	30	30	42	44	44	44
61	Executive MBA	62	71	71	80	44	56	67	70	70	70
62	Ph.D.	341	361	426	463	510	514	521	530	530	530
63	Year 1 Only										
64	Constituent										
65	Arts & Humanities	297	312	259	258	272	275	300	300	300	300
66	Engineering	320	327	343	351	416	375	400	400	400	400
67	Health Sciences										
68	BHSc Program	283	273	270	273	314	275	300	300	300	300
69	Kinesiology	365	349	347	330	366	350	350	350	350	350
70	Nursing	127	129	130	133	128	125	125	125	125	125
71	Media, Information, & Tech	287	363	333	361	334	330	330	330	330	330
72	MOS Program	703	727	773	717	846	820	790	790	790	790
73	Music	151	153	135	141	142	150	150	150	150	150
74	Science	1,084	1,097	1,106	1,366	1,388	1,325	1,380	1,380	1,380	1,380
75	Social Science	795	789	757	794	850	775	775	775	775	775
76	Total Year 1 - Constituent	4,412	4,519	4,453	4,724	5,056	4,800	4,900	4,900	4,900	4,900
77	Affiliated University Colleges										
78	Brescia	290	254	268	260	292	308	328	326	332	339
79	Huron	383	406	397	404	381	405	405	405	405	405
80	King's	858	949	946	916	878	860	880	895	910	925
81	Total Year 1 - Affiliates	1,531	1,609	1,611	1,580	1,551	1,573	1,613	1,626	1,647	1,669
82	Total UWO Year 1	5,943	6,128	6,064	6,304	6,607	6,373	6,513	6,526	6,547	6,569
83	Masters										
84	All Programs (excluding MBAs)	2,115	2,204	2,262	2,364	2,380	2,593	2,789	2,855	2,920	2,955
85	Ivey (excl EMBA)	168	162	157	188	183	167	208	215	215	215
86	Executive MBA	264	240	229	248	260	221	232	235	235	235

For Information

87	Year 1 International Students	101	122	120	146	347	450	450	500	500	500
----	-------------------------------	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

Table 15

UPDATE TO WESTERN'S LONG-RANGE SPACE PLAN

Note: Within each category, the projects are not prioritized

	Project	Type
	CATEGORY 1 -- Underway or Soon-to-Start	
1	New Ivey Building	New Construction
2	Physics & Astronomy Building Renovations	Renewal
3	Undergraduate Residence Expansion	New Construction
4	B&G Courtyard Conversion to Common/Gathering Space	New Construction
5	WindEEE -- CFI Initiative	New Construction
6	International Composites Research Centre - City Partnership	New Construction; Industrial Collaboration
7	Advanced Manufacturing Park Centre (AMP Support Facilities)	New Construction
8	Medical Education Building	New Construction
9	Modernization/Expansion of Talbot College	Renewal / New Construction
10	Renewal of Current Ivey Facilities	Renewal
11	Graduate Student Housing Expansion	New Construction
	CATEGORY 2 -- To be Addressed in the Next 5 Years	
12	Delaware Hall Residence Renovations	Renewal
13	Renewal of University College	Renewal
14	Campus Sustainability Initiatives (multiple stages)	Renewal
	CATEGORY 3 -- High Priority -- Government/Private Funding Needed	
15	Interdisciplinary Advanced Studies Building	New Construction
16	Renewal of Schulich School of Medicine & Dentistry Facilities	Renewal
17	Renewal of TH, SEB, HSA, Elborn	Renewal
18	Expansion of Medical School Facilities	New Construction
19	Western's Downtown Campus - City Partnership	Renewal / New Construction
	CATEGORY 4 -- For Future Consideration -- if Funding Identified	
20	New Research Initiatives/Partnerships at the Advanced Manufacturing Park	New Construction
21	Library Facilities -- Realignment and Expansion	Renewal and New Construction
22	New Facilities to House Chemistry and Brain & Mind	New Construction
23	Consolidation of the Psychology Department	New Construction
24	North Academic Campus	New Construction
25	Performing Arts Facility	New Construction
26	Athletic Facilities -- Indoor and Outdoor	New Construction
27	Asset Acquisitions	Acquisition

2012-13 Capital Budget

A. The Evolution of Capital Expenditures

The Capital Budget for 2012-13 should be seen in the context of both recent trends in capital spending and the University's proposed Long-Range Space Plan as outlined in section C of the Operating Budget portion of this document. Table 16 sets out expenditures in the Capital Budget since 2008-09 in nine categories.

Category 1 shows all new construction, while categories 2 to 7 show renovations to existing space. Category 1 expenditures are usually funded from general University funds, the major exceptions being projects funded all or in part from external research grants, private funds, government, student contributions, and Housing construction – the latter being funded from the Housing budget. Categories 2 to 5 are funded primarily from general University funds and government, while category 6 is funded from Housing operations, and category 7 is funded by the particular Ancillary undertaking the work. Categories 8 and 9 involve carrying costs and loan repayments, and other expenditures such as purchases of land and buildings and transfers from the capital budget for other purposes. Planned capital expenditures for 2012-13 total \$146.0 million.

Categories 2 to 5 involve **Maintenance, Modernization, and Infrastructure (MMI)** and are eligible to receive funds from the annual MMI transfer from the operating budget to the capital budget, which is budgeted to increase to \$11.75 million in 2012-13 (\$11.0 M in 2011-12). These are expenditures directed at modification of existing space and renewal and expansion of the utilities and infrastructure of the University.

In planning future expenditures on Maintenance, Modernization, and Infrastructure, it is useful to review the value of our current fixed assets on campus. At February 29, 2012, our buildings and infrastructure have a current replacement value (CRV) of approximately \$1,967 million, as follows:

	<u>CRV \$M</u>	<u>Square Metres</u>	<u>Major Buildings</u>
Major Non-Residential Buildings	1,413	498,522	64
Utilities and Infrastructure	183		
Subtotal, Eligible for MMI	1,596	498,522	64
Housing	292	233,159	14
Other Ancillary Buildings	79	45,015	6
Total	1,967	776,696	84

At February 29, 2012, the University had 498,522 gross square metres in 64 major non-residential buildings, ranging in size from the Cronyn Observatory (338 square metres) to the

Social Science Centre (33,757 square metres). Those buildings, and some \$183 million in utilities and infrastructure, are the physical assets generally eligible for MMI expenditures. On that same date, the University had 233,159 square metres of Housing space in ten major undergraduate residences, four major apartment buildings, and numerous smaller buildings for graduate students in Platt's Lane Estates. Other than Housing, there are six major buildings which are operated largely or entirely as ancillaries: Western Sports and Recreation Centre, Thompson Recreation and Athletic Centre, TD Waterhouse Stadium, Boundary Layer Wind Tunnel, Child Care Centre, and Spencer Hall.

With this background in mind, we briefly set out the nine categories of capital expenditures.

1. New Construction. This category includes projects which create new buildings, including housing, additions to existing buildings, and other new facilities such as parking lots and athletic fields. It does not include projects which improve the space within existing buildings or projects which upgrade other existing facilities.

2. Major Building Renovations. This category involves major maintenance and renovation expenditures on non-residential building projects of over \$1 million – and the projects generally span more than one year. Of the 498,522 square metres in major buildings, over 56% was built before 1980, so renovations to major buildings will be a continuing part of University capital planning.

3. Utility Infrastructure Projects. This category involves projects with values greater than \$10,000 directed at the upgrading and new installation of utilities and other infrastructure, including boilers and chillers, as well as electrical, water, and sewer distribution systems. Given that most of our Utilities and Infrastructure plant and equipment is over thirty years old, these projects will continue to be a critical part of our capital budget. It is noted that proposed projects in this category include many that are devoted to the renewal of portions of our steam, water and chilled water systems. Major projects in future years will include continued work on electrical distribution systems and utility conservation.

4. Modernization of Instructional and Research Facilities. This category includes the renewal and modernization of classrooms, laboratories, libraries, and other space used for instruction and research, as well as upgrades to information technology. These expenditures are critical to maintaining Western's reputation as a leader in the quality of teaching and research. These projects are sometimes funded by the units themselves with operating or research funds.

5. General Maintenance and Modernization Projects. This category consists of a wide variety of maintenance and modernization projects which are not included in categories 2 to 4. Most of the projects are under \$100,000, involving such work as roof replacement, interior and exterior painting, road, bridge, and sidewalk repair, and general maintenance of structures and systems. A provision of \$400,000 for unforeseen projects forms part of the allotment in this category.

6. Housing Renovations. This category includes all maintenance and modernization expenditures on University residences and apartment buildings. Construction of a new residence

or apartment building would be included in category 1. Maintenance and modernization expenditures, projected to be \$7.9 million in 2012-13, are funded from Housing revenues and debt. Housing has always set aside adequate maintenance funds and does not have the significant deferred maintenance on its buildings which may be observed in many other University buildings.

7. Ancillary Projects. This category includes capital expenditures on Ancillaries other than Housing, including Hospitality Services, the Book Store, Parking Services, student fee-funded units, self-funded support units, and self-funded research units. These units pay a charge to the University for the space they occupy.

8. Carrying Costs and Debt Repayments. This category consists of principal repayments and interest on debt for capital projects.

9. Other Capital Expenditures. This category includes asset acquisitions and other miscellaneous expenditures. It has been an established principle in Western's Campus Master Plan that the University pursue, as appropriate, the purchase of lands contiguous to University property as lands become available. Western will continue to seek to protect the Regional Facilities zoning around the main campus and to buy land near our campus when it comes up for sale. The University will also look to acquire strategic physical assets.

The last twelve lines of Table 16 are labeled A to M. Line A shows total sources of funding for the capital budget, including debt; B, sources of funds less expenditures; C, the capital reserve at year-end (which changes each year by the amount in line B); and D, capital debt outstanding at year-end. Details on these items are shown in Tables 18 and 20. Annual changes in the Capital Reserve (line C) are driven by the differences between funding and expenditure (line B). Thus for 2010-11, line B shows \$22,098, the difference between funding of \$118,368 (all figures in \$000) and expenditures of \$96,270. The capital reserve in line C increases by this same amount of \$22,098, from \$8,725 in 2009-10 to \$30,823 in 2010-11. When line B is negative, as in 2008-09 and 2009-10, the capital reserve declines.

Line E shows the replacement value of non-residential buildings and utilities and infrastructure – the assets eligible for MMI spending -- while line F shows the ratio of the annual MMI expenditure to the replacement value. For example, in 2010-11, MMI expenditures were \$49.3 million, while the estimated replacement value of non-residential buildings, utilities, and infrastructure was \$1.47 billion. The ratio of the two is 3.4%, as shown in line F.

Line G of Table 16 shows the annual transfer from the operating budget to the capital budget for Maintenance, Modernization, and Infrastructure (the MMI transfer). As part of the 1995 Strategic Plan, the Board of Governors approved an incremental annual base transfer of \$750,000 from operating to capital in support of maintenance spending for ten years, from 1996-97 to 2005-06. Since there was an existing transfer of \$500,000 in 1995-96, the annual transfer was \$8.0 million in 2005-06. In 2004, Western's Board of Governors approved the recommendation that the base transfer of \$750,000 be continued for another ten years after 2005-06 until 2015-16, when the annual transfer will be \$15.5 million. This commitment established Western as a leader among Canadian universities in maintaining its facilities and dealing with

deferred maintenance. For 2009-10 and 2010-11, given the financial constraints faced by the University at that time, the Board approved the annual transfer be held at \$10.25 million. For 2012-13, the base transfer will be increased by \$750,000 to \$11.75 million (2011-12, \$11.0 million) and will reach the intended maximum annual transfer of \$15.5 million in 2017-18.

Line H of Table 16 shows the ratio of the annual MMI transfer to total MMI expenditures; for example, in 2010-11, the transfer was \$10.25 million and MMI expenditures were \$49.3 million, so the ratio in line H is 20.8%. Other sources of funding for MMI expenditures include the annual capital facilities renewal grant from the Province (currently about \$1.5 million); special Provincial grants; additional one-time allocations from the University's operating budget; additional one-time allocations from the Province; research funds from such sources as the Canada Foundation for Innovation and the Ontario Ministry of Research and Innovation; fundraising; and borrowing.

Line J contains an estimate of maintenance spending, defined narrowly as spending required to bring aging facilities up to their condition when originally built. In fact, whenever Western undertakes a major maintenance project, there is also modernization of the facility, and whenever we carry out a major modernization project, there is generally some maintenance expenditure; it is thus difficult to separate the two. Line J is calculated on the assumption that 2/3 of the expenditures in categories 2, 3, and 5 involve maintenance (the remaining 1/3 involve modernization), while 1/3 of the expenditures in category 4 is for maintenance (the remaining 2/3 involve modernization). While these ratios would vary by project and by year, Facilities Management considers them a reasonable average for the four categories over a number of years.

The value of line J in 2010-11 is \$31.1 million, or (in line K) 2.1% of the replacement value in that year. A standard target in industry for this ratio is 2.0%: if large buildings last an average of 50 years, then on average maintenance spending should be 2.0% of replacement value. When the actual ratio is consistently lower than 2.0%, as has been the case at Western and most Canadian universities over the last three decades, the level of deferred maintenance will grow. Two years ago, the Provincial Budget reduced the facilities renewal funding envelope for Colleges and Universities from \$40 million to \$26 million. Western's share of this funding is \$1.5 million.

Table 17 reviews major capital projects divided into four groups: projects completed up to March 2012 (3 projects with a total cost of \$26.0 million); projects underway (8 projects totaling \$271.4 million and 2 projects where estimates are not available); projects planned or under consideration; and projects for future consideration. In each case, the projects are assigned to one of the nine categories. For most of the projects in the first two categories, the year and month of the start and end of construction are shown.

The projects listed in Table 17 are the result of an update to the Long-Range Space Plan outlined in Table 15 of the Operating Budget portion of this document. These projects include new construction that will create the additional space necessary to accommodate undergraduate and graduate enrolment expansion and the associated additional faculty and staff, and major building renovations and utilities and infrastructure projects – reflecting the need to maintain and modernize Western's aging physical plant.

B. Sources of Funding and Capital Expenditures in 2012-13

Table 18 displays sources of funding for budgeted capital expenditures with estimates of comparative data for 2011-12, divided into seven major categories: federal, provincial and municipal government grants; funds from the Canada Foundation for Innovation (CFI) and the Ontario Ministry of Research and Innovation (OMRI) awarded on a competitive basis; funds transferred from Western's operating budget; investment income on reserves held in the Capital Budget; general fundraising; borrowing; and other sources, including internal recoveries. As compared to a decade ago, the University is more dependent on capital revenues from competitive research sources (e.g. CFI/OMRI), private fundraising, transfers from the operating budget, and debt.

Table 19 shows expenditures in Categories 1 and 2, for 2011-12 (estimates as of February 29, 2012) and 2012-13 (current proposals).

The details for expenditures in Categories 3 through 7, and can be found at:

http://www.ipb.uwo.ca/documents/2012-13_Capital_Budget_Detail_Tables.pdf

TABLE 16
CAPITAL BUDGET SUMMARY, 2008-09 TO 2012-13
(\$000)

Category	Purpose	Actual 2008-09	Actual 2009-10	Actual 2010-11	Projected 2011-12	Budget 2012-13
	New Construction					
1	New Construction (Table 19, line 11)	54,292	23,775	38,141	56,867	93,465
	Maintenance, Modernization, and Infrastructure (MMI)					
2	Major Building Renovations (Table 19, line 24)	25,526	23,835	31,281	16,524	18,359
3	Utilities and Infrastructure Projects	4,363	4,777	5,347	4,807	8,420
4	Modernization of Instructional and Research Facilities	5,909	4,285	5,102	4,986	4,713
5	General Maintenance and Modernization Projects	4,553	9,320	7,583	7,444	7,139
	Sub-Total MMI	40,351	42,217	49,313	33,761	38,631
	Other					
6	Housing Renovations	6,772	4,736	5,393	9,144	7,940
7	Ancillary Projects	2,395	179	535	368	750
8	Carrying Costs and Debt Repayments	1,396	3,327	2,626	3,467	3,969
9	Other Capital Expenditures	4,422	1,758	262	2,160	1,250
	Sub-Total Other	14,985	10,000	8,816	15,139	13,909
10	Total Expenditures	109,628	75,992	96,270	105,767	146,005

Line		Actual 2008-09	Actual 2009-10	Actual 2010-11	Projected 2011-12	Budget 2012-13
	Sources of Funding, Reserves, and Debt					
A	Total Sources of Funding, Including Debt (Table 18)	89,882	70,304	118,368	107,575	131,028
B	Sources of Funding less Expenditures	(19,746)	(5,688)	22,098	1,808	(14,977)
C	Capital Reserve, Year End (Table 20)	14,413	8,725	30,823	32,631	17,654
D	Capital Debt Outstanding, Year End (Table 20)	222,220	208,923	217,014	223,087	314,244
E	Replacement Value of Nonresidential Buildings, Utilities & Infrastructure, \$M	1,291	1,341	1,469	1,596	1,613
F	MMI Expenditures/Replacement Value	3.1%	3.1%	3.4%	2.1%	2.4%
G	Annual MMI transfer from Operating to Capital Budget	10,250	10,250	10,250	11,000	11,750
H	MMI transfer/MMI Expenditures	25.4%	24.3%	20.8%	32.6%	30.4%
J	Estimate of Maintenance Expenditure	24,931	26,716	31,175	20,845	24,183
K	Maintenance Expenditure/Replacement Value	1.9%	2.0%	2.1%	1.3%	1.5%
L	Number of Major Buildings	80	83	82	84	86
M	Total Gross Square Meters (000's)	741	753	747	777	784

Category 8 does not include carrying costs and loan repayments for Residences and Apartments, Research Park and Richard Ivey School of Business.

Line B is equal to Line A Total Sources of Funding less Total Expenses.

The change in line C from one year to the next is equal to Line B.

Line J consists of 2/3 of Category 2, 3 and 5 and 1/3 of Category 4.

TABLE 17
MAJOR CAPITAL PROJECTS

		Category	Start	End	Cost
					(\$M)
1	Projects Completed up to March 2012				
2	Stevenson Hall and Lawson Hall Renovations	2	Jan 09	Aug 11	18.8
3	Addition to the Museum of Ontario Archaeology	1	Jun 10	May 11	2.4
4	University Community Centre Renovations (USC)	2	Sep 10	Apr 11	4.8
5	Total				26.0
6	Projects Underway				
7	IT Network and Infrastructure Upgrades (VOIP)	2	May 08	Jun 12	
8	New Ivey Building	1	Aug 09	Aug 13	
9	Physics and Astronomy Building Renovations	2	Mar 10	Jul 12	
10	The Wind Engineering, Energy and Environment Facility (WindEEE)	1	Dec 10	Nov 13	
11	Undergraduate Residence Expansion	1	May 11	Aug 13	
12	Dental Sciences Building 2nd Floor Renovations	2	Jul 11	Jul 12	
13	The Fraunhofer Project Center (ICRC)	1	Aug 11	Jul 12	
14	Medical Education Building	1	Oct 11	May 13	
15	B&GS Courtyard Conversion to Common/Gathering Space	1	Jan 12	May 13	
16	Advanced Manufacturing Centre (Support Facilities in AMP)	1	Jan 12	tbd	
17	Total				
18	Projects Planned or Under Consideration				
19	Convert Thames Hall Pool to Classroom Space	2	tbd	tbd	
20	Delaware Hall Residence Renovations	2	tbd	tbd	
21	Modernization/Expansion of Talbot College	1&2	Mar 12	Aug 16	
22	Graduate Student Housing Expansion	1	tbd	tbd	
23	Renewal of Current Ivey Facilities and Follow On Renovations	2	tbd	tbd	
24	Renewal of University College	2	tbd	tbd	
25	Campus Sustainability Initiatives and Utilities and Infrastructure Projects	3&5	Ongoing		
26	Projects for Future Consideration				
27	Interdisciplinary Advanced Studies Building	1	tbd	tbd	
28	Renewal of Schulich School of Medicine and Dentistry Facilities	2	tbd	tbd	
29	Renewal of TH, SEB, MB, HSA and Elborn	2	tbd	tbd	
30	Expansion of Medical School Facilities	1	tbd	tbd	
31	Western's Downtown Campus - City Partnership	1&2	tbd	tbd	
32	Research Initiatives/Partnerships at the Advanced Manufacturing Park	1	tbd	tbd	
33	Library Facilities - Realignment and Expansion	1&2	tbd	tbd	
34	New Facilities to House Chemistry and Brain and Mind	1	tbd	tbd	
35	Consolidation of the Psychology Department	1	tbd	tbd	
36	North Academic Campus	1&9	tbd	tbd	
37	Performing Arts Facility	1	tbd	tbd	
38	Athletic Facilities - Indoor and Outdoor	1	tbd	tbd	
39	Asset Acquisitions	9	tbd	tbd	

Table 18
CAPITAL BUDGET: SOURCES OF FUNDING
(\$000)

		Projected 2011-12	Budget 2012-13
1	<i>Government Grants</i>		
2	MTCU Graduate Expansion Capital Grant	3,575	3,889
3	City of London - The Fraunhofer Project Center (ICRC)	0	2,200
4	MTCU Annual Capital Grant (Facilities Renewal Program)	1,517	1,517
5	Knowledge Infrastructure Program - New Ivey Building	4,677	0
6	City of London - SuperBuild Projects	413	0
7	<i>Sub-Total</i>	<i>10,182</i>	<i>7,606</i>
8	<i>CFI/OMRI Federal/Provincial Funding</i>		
9	The Wind Engineering, Energy, and Environment Facility (WindEEE)	4,200	7,272
10	Addition to the Museum of Ontario Archaeology	643	0
11	<i>Sub-Total</i>	<i>4,843</i>	<i>7,272</i>
12	<i>Operating Budget</i>		
13	Operating Budget MMI Transfer - Base	11,000	11,750
14	Operating Budget MMI Transfer - Base (Ancillaries)	600	600
15	Operating Budget - FFICR	3,000	3,000
16	Operating Budget - CRC Transfer	904	936
17	Operating Budget - One-Time Allocation	0	257
18	Ivey Operating Budget - New Ivey Building	0	1,500
19	Dentistry Operating Budget - Dental Sciences Building 2nd Floor Renovations	1,995	778
20	Medicine Operating Budget - Medical Education Building	4,605	0
21	IT Infrastructure Fund - Advanced Manufacturing Park	0	600
22	Miscellaneous Faculty Budgets	1,298	113
23	<i>Sub-Total</i>	<i>23,402</i>	<i>19,534</i>
24	<i>Interest Earned</i>	<i>69</i>	<i>38</i>
25	<i>Fundraising</i>		
26	New Ivey Building	17,719	5,200
27	The Claudette MacKay-Lassonde Pavilion (Green Building)	544	561
28	SuperBuild Projects	371	371
29	Western Fund	350	350
30	All Other	750	89
31	<i>Sub-Total</i>	<i>19,734</i>	<i>6,571</i>

Table 18
CAPITAL BUDGET: SOURCES OF FUNDING
(\$000)

		Projected 2011-12	Budget 2012-13
32	<i>Borrowing</i>		
33	Undergraduate Residence Expansion	18,067	43,100
34	Long-Range Space Plan	17,578	35,065
35	<i>Sub-Total</i>	<i>35,645</i>	<i>78,165</i>
36	<i>Other</i>		
37	Student Contributions - Western Student Recreation Centre	1,007	1,069
38	Richard Ivey School of Business Foundation - Toronto Facilities Expansion/Renovations	0	1,000
39	Energy Conservation Incentives	100	100
40	Deleware Hall Recovery - Housing Contribution	1,860	0
41	University Students Council (USC) - UCC Renovations	1,438	0
42	Projects Funded by Housing	7,284	7,940
43	Projects Funded by Units	1,643	983
44	Projects Funded by Ancillaries	368	750
45	<i>Sub-Total</i>	<i>13,700</i>	<i>11,842</i>
46	Total Sources of Funding	107,575	131,028

TABLE 19
CAPITAL EXPENDITURES FOR NEW CONSTRUCTION AND MAJOR BUILDING RENOVATIONS
2011-12 and 2012-13
(\$000)

		Projected 2011-12	Budget 2012-13
1	<i>Category 1: New Construction</i>		
2	Undergraduate Residence Expansion	18,000	43,100
3	New Ivey Building	31,225	23,350
4	The Wind Engineering, Energy, and Environment Facility (WindEEE)	4,200	10,072
5	Medical Education Building	470	8,700
6	B&GS Courtyard Conversion to Common/Gathering Space	780	3,220
7	Advanced Manufacturing Centre (Support Facilities in AMP)	231	2,709
8	The Fraunhofer Project Center (ICRC)	1,086	2,314
9	Addition to the Museum of Ontario Archaeology	643	0
10	The Claudette MacKay-Lassonde Pavilion (Green Building)	232	0
11	<i>Total, Category 1</i>	<i>56,867</i>	<i>93,465</i>
12	<i>Category 2: Major Building Renovations</i>		
13	Modernization/Expansion of Talbot College	0	8,700
14	Convert Thames Hall Pool to Classroom/Gathering Space	0	3,000
15	Physics and Astronomy Building Renovations	7,692	2,538
16	Renewal of Current Ivey Facilities	0	1,850
17	Ivey Toronto Facilities Expansion/Renovations	0	1,000
18	Dental Sciences Building 2nd Floor Renovations	1,995	778
19	Support Services Follow-on Renovations	636	380
20	Brain and Mind Renovations in Natural Sciences Building	296	113
21	Stevenson Hall and Lawson Hall Renovations	3,496	0
22	University Community Centre Renovations (USC)	1,438	0
23	IT Network and Infrastructure Upgrades (VOIP)	971	0
24	<i>Total, Category 2</i>	<i>16,524</i>	<i>18,359</i>

TABLE 20
CAPITAL RESERVES AND DEBT AT FISCAL YEAR END
(\$000)

		Actual 2008-09	Actual 2009-10	Actual 2010-11	Projected 2011-12	Budget 2012-13
1	A. Capital Reserves					
2	General Capital Fund	24,146	15,483	15,015	12,164	6,389
3	Designated Capital Fund	(11,355)	(8,380)	14,186	18,830	9,620
4	Gibbons Property	1,622	1,622	1,622	1,637	1,645
5	Total Capital Reserves	14,413	8,725	30,823	32,631	17,654

		Actual 2008-09	Actual 2009-10	Actual 2010-11	Budget 2011-12	Budget 2012-13
6	B. Capital Debt					
7	General Capital Fund	0	0	0	0	0
8	New Construction, Major Renovations & Other	25,040	45,900	77,500	95,078	130,143
9	Housing	92,792	88,288	81,713	94,409	130,701
10	Robarts Capital Leases	1,538	926	284	0	0
11	Research Park	22,570	32,463	32,325	31,800	31,200
12	Richard Ivey School of Business Foundation	3,300	3,300	2,300	1,800	1,300
13	Unused and Invested Debenture Proceeds	76,980	38,046	22,892	0	20,900
14	Total Capital Debt	222,220	208,923	217,014	223,087	314,244

Line 2 represents the capital reserve fund mandated by the board and carry forward funds for smaller capital project.

Line 3 includes fund balances for large capital projects with construction budgets greater than \$1 million.

Long-Term Financial Trends

The Operating and Capital Budgets set out in this document describe, in Tables 2 and 16, proposed spending of some \$782 million for the single year of 2012-13. That spending will take place, however, in a longer term context which must be understood in evaluating the Operating and Capital Budgets. The Administration and Board have identified three elements of that longer term context which should be reviewed in the annual Budget of the University: capital reserves and debt, employee future benefits, and deferred maintenance. These three items are described below.

The long term context for Western changed in May 2007, when the University issued its first debenture, for \$190 million. As part of this process, the University received a credit rating of AA from Standard & Poor's. This credit rating was reaffirmed in February of 2012. Part of the credit rating evaluation focused on a number of long-term obligations that the University manages on an ongoing basis, including the three which we review below.

A. Capital Reserves and Debt

Table 20 displays Capital Reserves and Debt for April 30 fiscal year-ends. Capital Reserves are divided into three categories:

- The General Capital Fund, not yet designated for specific purposes
- Designated Capital Fund, which has been assigned to specific projects
- Gibbons Property, the remaining funds from the sale of that property

The University's intention is that when the Gibbons funds are spent, there will be naming opportunities to honor the Gibbons name.

Capital Debt is divided into the following categories:

- **General Capital Fund** – includes debt for projects that are not new construction or major renovations.
- **New Construction, Major Renovations, and Other** – represents debt on projects that are largely new construction, additions to existing buildings, other new facilities, non-residential projects that involve major maintenance and renovations to existing space, and includes debt on purchases of property.
- **Housing** – debt required for new construction, maintenance, and modernization projects for University residences and apartment buildings.

- **Robarts Capital Lease** – with the integration of Robarts into Western, a capital lease for equipment has been added to Capital Debt (noting that the lease came to an end in 2011-12).
- **Research Park** – debt incurred by the Research Park.
- **Richard Ivey School of Business Foundation** – debt held by Richard Ivey School of Business Foundation.
- **Unused and Invested Debenture Proceeds** – unused proceeds from Western's first debenture issue that have been committed, and invested until the specific capital project requires the funding.

In 2002-03, the Board of Governors approved a Capital Debt Policy, which included a limit of \$7,500 in debt per student full-time equivalent (FTE). In 2005-06, the Board policy was modified to increase the \$7,500 each year by the change in the CPI, beginning in 2002. The table below shows the allowed debt per FTE (shown with indexation beginning in 2003-04) and actual debt per FTE; the figures are for years ending on April 30th. Debt was increased significantly in 2008 due to the issuance of the \$190 million debenture.

	Actual		Forecast	
	2010	2011	2012	2013
Total Debt (in millions)	\$ 209	\$ 217	\$ 223	\$ 314
FTE	28,987	29,913	30,679	31,193
Allowable debt per FTE	\$8,584	\$8,756	\$8,931	\$9,110
Actual debt per FTE	\$7,206	\$7,255	\$7,269	\$10,073
Debt room per FTE	\$1,378	\$1,501	\$1,662	\$ (963)

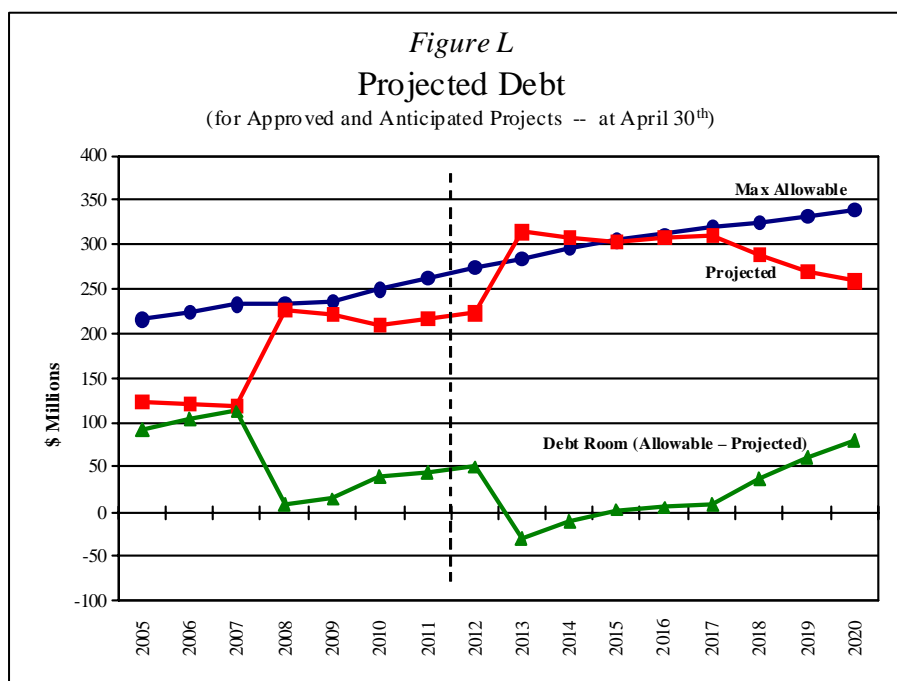
In 2012, the maximum allowed debt per FTE under Western's Capital Debt Policy is \$8,931 and the forecast is \$7,269. In 2006, the credit rating agencies (Moody's, DBRS & Standard & Poors) set a reasonable limit for debt per FTE as \$10,000 CDN. The University also compares its debt per student to some other Canadian universities on a regular basis. A recent report was issued by DBRS in December 2011 containing information on universities that have issued debentures. Debt per FTE at eleven universities ranged from \$4,997 to \$11,967 with an unweighted average of \$7,741.

In September 2011, the University entered into a \$100 million long-term facility and \$30 million revolving capital expenditure bank facility to finance the new 1,000 bed residence and other capital projects. As of September 12, 2011, the University entered into a forward starting interest rate swap transaction to fix the long-term interest rate on the entire principal amount of the \$100 million long-term facility at an all-in rate of 2.995% for a 15-year period. With this additional debt that will be issued in fiscal 2013, the University has received board approval to

exceed the limits set out in the Capital Debt Policy, if required, by up to \$45 million for the fiscal period 2013 and 2014.

Figure L shows total debt as well as three measures of debt per FTE since 2008: the maximum allowable debt, indexed to the CPI; the actual and projected debt; and the difference between the two, which we call debt room. The projected debt is based on Board-approved projects with allowance for other projects which may be presented to the Board during the period under consideration. Figure L shows that projected debt grows beyond the maximum allowable debt from 2013 to 2014 to support the funding of the new student residence (as discussed in previous paragraph). In 2015, total debt once again reduces to within Board Policy.

Actual debt has increased by 87% since 2007, while revenues have grown by 19% over this same period, representing an increase in the ratio of debt to revenue from 14.35% to 22.58% in 2012. The forecast level of debt at April 30, 2012 is \$223 million or \$7,269 per FTE.



	<u>Debt</u>	<u>Combined</u>	<u>FTE</u>	<u>Revenue</u>	<u>Debt /</u>
	<u>\$M</u>	<u>Revenue</u>		<u>per FTE</u>	<u>Rev %</u>
	<u>\$M</u>	<u>\$M</u>			
2007	119.0	829.1	28,164	\$29,440	14.35%
2008	225.8	848.7	27,981	\$30,333	26.61%
2009	222.2	834.9	28,197	\$29,610	26.61%
2010	208.9	961.1	28,987	\$33,155	21.74%
2011	217.0	995.0	29,913	\$33,263	21.81%
2012p	223.0	987.6	30,679	\$32,191	22.58%

B. Employee Future Benefits

Subject to eligibility rules set within various collective agreements, the University provides medical, dental and life insurance benefits to eligible employees after their employment with Western has ended.

These employee future benefits are determined using actuarial valuations every three years. In the years between valuations, an extrapolation of the actuarial valuation is used to determine the projected benefit obligations. At April 30, 2011, the University's accrued benefit liability relating to the employee future benefit plans was \$272 million (2010 - \$248 million).

Cost containment of active and post-retirement benefits has been a focus in recent negotiations. For staff, Western introduced a measure that limits cost increases for active and retiree benefits to no greater than CPI (3% maximum) in each year, reduced the age limit for dependent coverage and increased service requirements to qualify for post-retirement benefits to 10 years. For faculty, the threshold for eligibility has been increased from 5 to 10 years for all new employees and cost containment changes were introduced to the plan.

Included in the University's 2011 Audited Combined Statement of Operations is an annual expense in the amount \$24.0 million (2010 - \$18.3 million) for non-pension employee future benefits.

A recent comparison amongst G13 universities identified only five universities with significant post-employment benefit obligations greater than \$100 million, ranging from \$137 million to \$379 million and an unweighted average of \$262.4 million. Western ranked 2nd in total liability for Employee Future Benefits. The ratio of obligations to total revenues ranged from 16.3% to 38.8% with an unweighted average of 26.0%.

**Employee Future Benefits (EFB) – Obligation and Expense
as a % of Total Expenditures
2007 through 2011**

	<u>Obligation</u> (\$M)	<u>Expense</u> (\$M)	<u>Total University Expenses</u> (\$M)	<u>EFB Obligation as % of Total</u>	<u>EFB Expense as % of Total</u>
2007	\$ 188.1	\$ 14.9	\$ 762	24.7%	2.0%
2008	\$ 208.2	\$ 20.0	\$ 845	24.6%	2.4%
2009	\$ 229.9	\$ 21.7	\$ 905	25.4%	2.4%
2010	\$ 248.1	\$ 18.3	\$ 915	27.1%	2.0%
2011	\$ 272.1	\$ 24.0	\$ 952	28.6%	2.5%

C. Deferred Maintenance

Deferred Maintenance is defined as work on the maintenance of physical facilities that has been deferred on a planned or unplanned basis to a future budget cycle or postponed until funds become available. To avoid increasing the size of the deferred maintenance backlog, it is necessary to carry out replacement of facility components on an annual basis.

The estimates of deferred maintenance are different than estimates of debt or employee future benefits in the previous sections. There are actual contracts in place for the first two that allow us to make reasonable estimates. For deferred maintenance, that is not the case; therefore, we have to find other ways to quantify this liability. In 2001, a common capital-asset management system was purchased by the Ontario University system to assess, track, and report on the condition of facilities. The system requires that each major component of a building – roof sections, classrooms, heating, ventilation, air-conditioning systems and so on – be inspected, either entirely or on a sample basis. Data on the findings of these inspections are entered into a central database. The system uses industry-standard cost and lifecycle data to forecast the timing and costs of capital renewal projects. The Facilities Management Division estimates that on February 29, 2012 deferred maintenance at Western is \$169 million for non-residential buildings, and \$24.8 million for residences. Slightly more than 50% of the deferred maintenance for non-residential buildings relates to mechanical, electrical and infrastructure requirements. Other major components include maintenance driven by code requirements and maintenance for roofs and windows.

A common measure for determining the overall condition of facilities is the ratio of deferred maintenance over replacement value of the facilities. The calculation for February 29, 2012 is as follows:

	Non-residential <u>Buildings</u>	<u>Residences</u>
Current Replacement Value (CRV)	\$1,596 million	\$ 292 million
Deferred Maintenance (DM)	\$ 169 million	\$ 24.8 million
DM/CRV	10.6%	8.5%

The average age of buildings for universities in the Province of Ontario was over 30 years as of March 2007. Western's average age is 36.4 years. Over 56% of our buildings were built before 1980. Western's residences are funded through rents which cover maintenance; the University has never had a problem with deferred maintenance on residences. A ratio of 10.6% (Deferred Maintenance/Current replacement value) for non-residential buildings indicates a significant need for maintenance funding.

If the average component of a large building lasts 50 years, then on average maintenance spending should be 2.0% of replacement value. This level of spending is a standard target in the industry. When the actual ratio is consistently less than 2.0%, as has been the case at most Canadian universities, the volume of deferred maintenance will grow. Failure to adequately address deferred maintenance results in substandard facilities and could result in the failure of critical systems. Based on the current replacement value of our facilities at \$1.6 billion, spending on major maintenance for campus buildings at 2% should be in the range of \$32 million annually.

As part of the 1995 Strategic Plan, the Board of Governors approved an incremental annual base transfer of \$750,000 from operating capital in support of maintenance spending for ten years, from 1996-97 to 2005-06. In 2004, Western's Board of Governors approved the recommendation that the base transfer of \$750,000 be continued for another ten years after 2005-06, until 2015-16, when the annual transfer will be \$15.5 million. However, for 2009-10 and 2010-11, the annual transfer was maintained at \$10.25 million. For 2012-13, the base transfer will be increased by \$750,000 to \$11.75 million (2011-12, \$11.0 million) and will reach the intended maximum annual transfer of \$15.5 million in 2017-18.

As explained at the start of the Capital Budget, the maintenance transfer is used for Maintenance, Modernization, and Infrastructure (MMI). The administration is sometimes asked by faculty and staff if the MMI transfer is too large. As lines G and E in Table 16 show, the ratio of the MMI transfer to the current replacement value (CRV) of our nonresidential buildings, utilities and infrastructure has been below 1% in recent years.

	<u>Actual 2008-09</u>	<u>Actual 2009-10</u>	<u>Actual 2010-11</u>	<u>Projected 2011-12</u>	<u>Budget 2012-13</u>
MMI	\$ 10.25m	\$ 10.25m	\$10.25m	\$11.00m	\$11.75m
CRV	\$1,291m	\$1,341m	\$1,469m	\$1,596m	\$1,613m
Ratio	0.79%	0.76%	0.70%	0.69%	0.73%

Thus the MMI transfer from the operating to the capital budget is less than half the 2% required to keep deferred maintenance from growing. Continuation of this MMI transfer is essential to maintaining a safe and reliable campus infrastructure, which supports modern research and teaching, and sustains faculty, staff, and student morale.

Line J of Table 16 presents an estimate of maintenance spending from all sources, with maintenance defined as spending required to bring aging facilities up to their condition when originally built. During the six years from 2000-01 to 2005-06, the ratio of maintenance spending to current replacement value averaged 1.1%, about one-half the 2% required to keep deferred maintenance from growing. We thus know that deferred maintenance was growing during this period. During the last five years, 2006-07 through 2010-11, the ratio was about 2%, so that the level of deferred maintenance was stabilized. The University reached the 2% ratio with one-time funds from the provincial and federal governments, and by borrowing.

To sustain the 2% rate of expenditure, we need a greater annual commitment from the Province beyond the annual facilities renewal funding of \$17 million (for Ontario's universities) – of which Western's share is about \$1.5 million. A facilities renewal grant of \$1.5 million is 0.1% of the current replacement value in 2011-12.

FOR INFORMATION

WESTERN UNIVERSITY

**PROGRAM SPECIFIC FEES AND
OTHER SUPPLEMENTAL FEES**

2012-13

IVEY CUSTOM COURSE MATERIAL FEES 2012-2013

Pre-Business Custom Course Material Fees			
Course Number	Course Title	2011-2012 Amount	2012-2013 Proposed Amount
1220	Introduction to Business	\$230.96	\$230.96
2257	Accounting and Business Analysis Fall	\$117.14	\$117.14
2257	Accounting and Business Analysis Spring	\$109.54	\$109.54
2295F	Introduction to Business For Science Students	\$141.44	\$141.44
2299	Introduction to Business for Engineers	\$194.69	\$194.69
Notes: 1. PreBusiness course material fees include the custom course pack, plus all course materials not bound in the custom course pack including in-class readings, handouts, additional cases and items ordered from outside suppliers like software, workbooks, or other materials. 2. Approximately \$20.00 has been added to the course pack fee to cover the cost of binding, graphic services labour charges and distribution costs. 3. The custom course pack and hardcopy handouts are comprised of 100% copyright material reported through Access Copyright and to copyright holders directly. 4. A price increase for Harvard and Ivey materials is expected in the coming academic year.			

Ivey HBA Custom Course Material Fees				
Course Number	Course Title	Comments	Custom Course Materials Fee (includes program activity fees if applicable)	
			2011-2012 Amount	2012-2013 Proposed Amount
3300	Strategy		\$130.00	\$125.00
3301	Marketing		\$140.00	\$140.00
3302	Communications		\$115.00	\$135.00
3303	Finance		\$120.00	\$115.00
3304	Operations		\$125.00	\$150.00
3307	Managerial Accounting & Control		\$120.00	\$115.00
3311	Leading People in Organizations		\$225.00	\$165.00
3316	Competing with Analytics		\$115.00	\$130.00
3321	Financial Analysis		\$110.00	\$120.00
3322	Leveraging Information Technology		\$120.00	\$140.00
3323	Learning Through Action		\$100.00	\$100.00
Electives				
4402	Communications & Society		\$35.00	\$35.00
4408	Cross-Cultural Management		\$175.00	\$150.00
4410	New Venture Project		\$5.00	\$5.00
4412	Advanced Presentation Skills		\$75.00	\$75.00
4413	Derivatives		\$60.00	\$38.50
4417	Corporate Financial Reporting		\$175.00	\$181.50
4565	Applied Corporate Finance (formerly Valuation of Financial Securities)	formerly 4418	\$105.00	\$57.02
4420Y	Ivey Field Project	new		\$10.00
4421	Business to Business Marketing		\$110.00	\$99.00
4423	Financial Markets		\$55.00	\$63.02
4427	Advanced Corporate Financial Reporting		\$70.00	\$60.50
4430	Ivey Client Field Project (ICFP)		\$10.00	\$10.00
4431	Consumer Marketing: Advertising & Promotion		\$70.00	\$60.50
4456	Managing High Growth Companies	formerly 4432	\$70.00	\$60.50
4433	Portfolio Management	formerly 4515	\$100.00	\$96.00
4434	Management of Services		\$150.00	\$170.00
4437	Tax Planning		\$55.00	\$55.00
4438	Business Ethics		\$110.00	\$105.78
4439	Entrepreneurial Finance		\$60.00	\$71.78
4440	International Strategy & Policies		\$125.00	\$125.00
4441	Entrepreneurial Marketing		\$110.00	\$86.66
4443	Value Investing		\$95.00	\$49.50
4444	The Operating Manager		\$160.00	\$145.83
4447	Global Accounting & Control		\$80.00	\$94.42
4449	Business Leadership		\$80.00	\$30.00
4567	Investment Management	formerly 4459	\$65.00	\$82.50
4454	Operations Strategy		\$120.00	\$125.00
4457	Performance Measurement		\$60.00	\$25.00
4558	New Venture Creation	formerly 4452	\$75.00	\$61.37
4458	Leading Change	new		\$152.57
4461	Strategic Market Planning		\$90.00	\$86.33

Ivey HBA Custom Course Material Fees (continued)				
Course Number	Course Title	Comments	Custom Course Materials Fee (includes program activity fees if applicable)	
			2011-2012 Amount	2012-2013 Proposed Amount
4463	International Finance		\$75.00	\$75.00
4464	Purchasing and Supply Management		\$60.00	\$92.90
4465	Leading Family Firms		\$45.00	\$30.00
4468	Interpersonal Negotiations		\$60.00	\$59.92
4469	Management Science for Competitive Advantage		\$85.00	\$82.50
4477	Corporate Financial Reporting II		\$60.00	\$60.00
4479	Taxation for Managers		\$55.00	\$60.00
4480	Global Strategy		\$75.00	\$50.00
4486	Financial Models		\$65.00	\$38.50
4489	Management of Professional Service Firms		\$150.00	\$77.00
4495	Consumer brands		\$80.00	\$37.28
4498	Management for Exceptional Performance		\$175.00	\$180.00
4500	Learning from Leaders		\$50.00	\$37.50
4503	Leadership & Communication		\$80.00	\$74.10
4505	Global Environment of Business	formerly 4405	\$65.00	\$57.64
4517	End User Modelling		\$5.00	\$64.79
4518	Project Management		\$130.00	\$92.94
4519	Co-creating Value in Developing Markets		\$195.00	\$150.98
4521	C&S - Social Innovation		\$110.00	\$110.00
4522	C&S - Managing the Triple Bottom Line		\$95.00	\$93.50
4557	C&S - Business, Government and Globalization	formerly 4523	\$65.00	\$82.31
4529	Social Enterprise		\$75.00	\$75.00
4530	Competition & Competitor Analysis		\$145.00	\$129.25
4534	Internet Marketing		\$60.00	\$70.00
4535	Integrating & Implementing Marketing Decisions		\$110.00	\$60.50
4536	Corporate Governance		\$110.00	\$110.00
4537	Making Decisions to Implement Strategy		\$115.00	\$143.00
4538	C&S - Women in Leadership	new		\$90.00
4539	Business Strategy and Sustainability		\$45.00	\$65.78
4540	Health Care Management		\$175.00	\$185.00
4541	Private Equities		\$50.00	\$129.73
4542	Venturing in International Firms		\$130.00	\$114.40
4543	Technology Innovation in Action		\$185.00	\$49.50
4544	Managing in the Public Sector		\$185.00	\$175.09
4545	Sports & Entertainment Analytics		\$185.00	\$72.70
4547	Health Sector Leadership & Innovation		\$185.00	\$70.38
4548	Consumer Insights		\$185.00	\$93.50
4550	Sustainability in Action		\$185.00	\$185.00
4551	Leaders Under Fire		\$185.00	\$66.00
4552	Biotech Strategy	formerly 4502	\$185.00	\$93.50
4555	New Media Marketing	new		\$185.00
4556	Executing on Innovation	new		\$185.00
4559	Raising Capital in Financial Markets	new		\$185.00
4560	Strategic Hedging and Value Investing	new		\$185.00
4561	Transformational Leadership	new		\$185.00
4562	Reputation Management	new		\$185.00
4563	Risk Accountability and Governance	new		\$185.00
4564	Design Driven Innovation	new		\$185.00
Program Activity Fees				
Activity		Description	Fee Per Student	
3311 - Leading People in Organizations: YMCA Outward Bound Field Trip		Field Trip - High Ropes Course - Team Building	\$50.00	\$50.00
3311 - Leading People in Organizations: YMCA Outward Bound - Transportation		Transportation for Field Trip	\$7.00	\$7.00
3311 Leading People - Supporting Roles Workshop Role-play		Role Play Leadership Workshop	\$9.00	\$10.00
3311 Leading People - Sigma Testing		Leadership Assessment	\$15.00	\$15.00
3304 Operations		Field Trip - Operations in various organizations	\$25.00	\$25.00
3302 Communications		Software	\$35.00	\$35.00
Notes:				
1. Course pack fees include: custom course pack, items not bound in the custom course pack including in-class readings, handouts, additional cases and items ordered from outside suppliers through Ivey Publishing like software, workbooks or other materials.				
2. Approximately \$10.00 has been added to the course pack fee to cover the cost of binding, graphic services labour charges and distribution costs.				
3. The custom course pack and hardcopy handouts are comprised of 100% copyright material reported through Access Copyright and to copyright holders directly.				
4. Any increase/decrease in fee reflects adjustments made due to actual costs as compared to estimated fees from previous year.				
5. Estimated fees for new core courses are based on how many cases and readings will be used.				

Ivey MBA Custom Course Material Fees				
Course Number	Course Title	Comments	Custom Course Materials Fee (includes program activity fees if applicable)	
			2011-2012 Amount	2012-2013 Proposed Amount
MBA 1	Module 1		\$540.00	\$540.00
MBA 2	Module 2		\$540.00	\$540.00
MBA 3	Module 3		\$475.00	\$475.00
9399	AMBA Research Project Course		\$25.00	\$25.00
Various	Electives		Average cost per elective	\$110.00
Electives				
9401	Corporate Financial Reporting	new	\$107.00	\$110.86
9402	Financial Strategies for Global Success		\$63.00	\$35.00
9403	Value Investing		\$85.00	\$85.00
9404	Advanced Corporate Finance		\$60.00	\$66.00
9405	New Venture Creation		\$76.00	\$98.00
9406	Entrepreneurial Manager		\$106.00	\$60.00
9408	Global Supply Management		\$55.00	\$55.00
9409	Achieving Market Leadership		\$90.00	\$93.00
9410	Negotiating For Leaders		\$54.00	\$54.00
9411	Managing People for Exceptional Performance		\$156.00	\$150.00
9412	High Impact Presenting		\$97.00	\$97.00
9419	Competition and Competitor Analysis		\$142.00	\$142.00
9421	Global Strategy		\$135.00	\$135.00
9422	China Study Trip			\$31.00
9425	Consumer Brand Marketing		\$150.00	\$100.00
9426	Portfolio Management		\$112.00	\$112.00
9428	Derivatives and Risk Management		\$60.00	\$50.00
9430	Entrepreneurial Finance		\$60.00	\$60.00
9431	Corporate Strategy		\$90.00	\$80.00
9433	Consumers and Customers		\$75.00	\$75.00
9434	Competing With Analytics		\$85.00	\$127.00
9436	Management of Services		\$119.00	\$119.00
9438	Global Marketing		\$230.00	\$190.00
9440	Business Law		\$50.00	\$50.00
9441	Project Management		\$100.00	\$100.00
9442	Management Consulting		\$75.00	\$50.00
9443	Financial Models		\$50.00	\$50.00
9444	India Study Trip		\$175.00	\$100.00
9445	Risk, Accountability and Governance		\$150.00	\$50.00
9446	Sustainable Business Practices		\$150.00	\$150.00
9447	Transcendent Leadership		\$60.00	\$60.00
9448	Health Innovation and Commercialization		\$50.00	\$50.00
9449	New Media Marketing		\$52.00	\$52.00
9452	Private Equity	\$125.00	\$50.00	
9453	Regulation of Financial Markets	\$150.00	\$150.00	
9455	South America Trip	new	\$25.00	
9456	Health Sector 1	new	\$94.00	
9457	Health Management Leadership & Innovation	new	\$110.00	
9458	Financing Health Sector Enterprises	new	\$110.00	
Program Activity Fees Included in Module Costs Above				
Activity		Description	Fee Per Student	
Outward Bound field trip		YMCA fee	\$60.00	\$60.00
Responsive Learning Technologies		computer simulation	\$15.00	\$15.00
Operations field trips		tour of facilities	\$15.00	\$15.00
Risk Simulation software		statistical computer simulation	\$25.55	\$25.55
Supporting Roles Interactive		role play workshop	\$15.00	\$15.00
Research Psychologists Press		360 Sigma Radius	\$110.00	\$110.00
Communication Workshop			\$15.00	\$15.00
Corporate Social Responsibility Day		CSR field trip		\$10.00
SABRE		marketing computer simulation	\$60.00	\$60.00
Course Material Fees Total by Program			Fee Per Student	
MBA program: Modules 1, 2, 3, Electives			\$2,545.00	\$2,545.00
Accelerated MBA (AMBA) program: AMBA Research Project, Module 3, Electives			\$1,490.00	\$1,490.00
JD/MBA Program: Modules 1, 2, Electives			\$1,850.00	\$1,850.00
Notes:				
1. Course material fees include: custom course pack, program activities (field trips, workshops, business simulations, etc.), items not bound in the custom course pack including in-class readings, handouts, additional cases and items ordered from outside suppliers like software, workbooks or other materials.				
2. Approximately \$10.00 has been added to the course pack fee to cover the cost of binding, graphic services labour charges and distribution costs.				
3. The custom course pack and hardcopy handouts are comprised of 100% copyright material reported through Access Copyright and to copyright holders directly.				
4. New elective course fees are estimated based on weight and average costs.				

Ivey MSc in Management Custom Course Material Fees				
Course Number	Course Title	Comments	Custom Course Materials Fee (includes program activity fees if applicable)	
			2011-2012 Amount	2012-2013 Proposed Amount
9000	Exploring Best Practice		\$43.18	\$39.06
9001	Internationalization		\$53.61	\$55.65
9002	Introductory Business Research Statistics		\$80.58	\$70.58
9003	Joint Ventures & Alliances		\$194.55	\$182.44
9004	Global Strategy		\$108.06	\$162.96
9020	Financial Strategies for Global Success		\$77.36	\$156.41
9021	Entrepreneurship & Growth		\$187.13	\$158.25
9022	Innovation		\$158.01	\$134.82
9023	Global Performance Management		\$153.08	\$125.11
9005	Cross-Cultural Management		\$233.61	\$213.61
9024	Venturing in International Firms		\$208.96	\$199.47
9025	Decision Making with Analytics		\$68.36	\$65.51
9026	Sustainability		\$185.00	\$174.00
9027	Global Business in a Political World	new		\$77.87
9098	Managing People for Exceptional Performance	new		\$150.83
Notes: 1. Course pack fees include: custom course pack, items not bound in the custom course pack including in-class readings, handouts, additional cases and items ordered from outside suppliers through Ivey Publishing like software, workbooks or other materials. 2. Approximately \$10.00 has been added to the course pack fee to cover the cost of binding, graphic services labour charges and distribution costs. 3. The custom course pack and hardcopy handouts are comprised of 100% copyright material reported through Access Copyright and to copyright holders directly. 4. Any increase/decrease in fee reflects adjustments made due to actual costs as compared to estimated fees from previous year. 5. Estimated fees for new core courses are based on how many cases and readings will be used.				

PROGRAM AND SUPPLEMENTAL FEE SCHEDULE 2012-2013

PROGRAM-SPECIFIC TUITION AND PROGRAM-RELATED FEES

Part-time Tuition Fees

First Entry Programs:

- Tuition per full course is one-fifth (20%) of full-time tuition for the respective program.
- Tuition per full audited course is one-tenth (10%) of full-time tuition for the respective program.

Law: Tuition per full course is one-fifth (20%) of full-time tuition.

Medicine/Dentistry: Tuition will be set by special arrangement.

Graduate Programs: Tuition per term is one-half (50%) of full-time tuition for the respective program.

PhDLIS/MLIS Program:

- Tuition per full course will be 30% of full-time (per term) tuition for the respective program or one tenth (10%) of full-time (annualized) tuition for the respective program. For example, MLIS annual tuition for Canadian students is \$9,020 for 2012-2013. Tuition for one course is \$902.00.
- Tuition for two (2) courses will be one-half (50%) of full-time (per term) tuition for the respective program or one-sixth (16.7%) of full-time (annualized) tuition for the respective program. For example, MLIS annual tuition for Canadian students is \$9,020 for 2012-2013. Tuition for two courses is \$1,503.33.

		<u>2011-2012 Amount</u>	<u>2012-2013 Amount</u>	<u>% change</u>
<u>Faculty of Arts and Humanities</u>				
Student Donation		50.00	50.00	0%
Visual Arts Field Trip Fee	Applicable to specific courses	45.00	45.00	0%
Photography 1&2 Materials Fee		35.00	35.00	0%
236 Printmaking Materials Fee		90.00	90.00	0%
330 Printmaking Materials Fee		140.00	140.00	0%
Printmaking Silk Screen Fee		40.00	40.00	0%
Workshop Fees		10.00	10.00	0%
Sculpture 1 & 2 Workshop Materials Fee		30.00	30.00	0%
<u>Continuing Studies</u>				
Trois Pistoles French Immersion School:				
Summer (\$1,126.60 tuition, immersion fee & \$76.60 program credit for bursary recipients, \$900 r&b)	Canadian Bursary	2,000.00	2,000.00	0%
Summer (\$1,126.60 tuition, \$50 immersion, \$900 r&b)	Canadian Non-bursary	2,000.00	2,076.60	4%
Summer (\$3,622.60 tuition, \$50 immersion, \$900 r&b)	International	4,276.00	4,572.60	7%
Trois Pistoles Tuition Deposit	\$100 refundable	250.00	250.00	0%
Diploma in Pedorthics Tuition Deposit	non-refundable	250.00	250.00	0%
<u>Faculty of Education</u>				
Tuition - Post Graduate Certificate in Education	per course	250.00	250.00	0%
Tuition Deposit - B.Ed./Dip.Ed.	non-refundable	250.00	250.00	0%
Tuition Deposit - Add'l Qualifications (per full course)	non-refundable	100.00	100.00	0%
Practicum Supports B.Ed./Dip. Ed.		150.00	150.00	0%
Student Donation		30.00	30.00	0%
3-Part AQ	per course	675.00	675.00	0%
Additional Basic Qualification	per course	675.00	675.00	0%
Honor Specialist	per course	725.00	725.00	0%
Technology Studies	per course	725.00	725.00	0%
Technology AQ Facility Fee	to rent space & equipment needed for course EDTECH 5677	75.00	75.00	0%
<u>Faculty of Engineering</u>				
Industry Internship Program	Canadian	1,459.00	1,576.00	8%
Industry Internship Program	International	3,389.00	3,592.00	6%
Summer Co-op Program		200.00	200.00	0%
Fanshawe Externship Program		400.00	400.00	0%
Tuition, Advanced Design and Manufacturing Institute (ADMI) Engineering Program	10 courses	27,000.00	27,000.00	0%
Tuition, Advanced Design and Manufacturing Institute (ADMI) Engineering Program	8 courses & project	27,000.00	27,000.00	0%
Tuition, University Network of Excellence in Nuclear Engineering (UNENE) Engineering Program	10 courses	27,000.00	27,000.00	0%

		2011-2012	2012-2013	%
		Amount	Amount	change
Tuition, University Network of Excellence in Nuclear Engineering (UNENE) Engineering Program	8 courses & project	27,000.00	27,000.00	0%
Student Donation		100.00	100.00	0%
Undergraduate Student Laboratory Endowment Fund	new; voluntary		50.00	

Exchange Programs

For information on fees for the International Study Centre, please contact the International Exchange Program at exchange@uwo.ca or call (519) 661-2111 ext. 81156

Incoming Exchange, Fees Payable to Western:

- *Full or half year:* bus pass, Western One card, and UHIP for International Students

Outgoing Exchange, Fees Payable to Western:

- *Full Year:* full-time tuition fees, USC health plan
- *Half Year at Western:* full-time tuition fees, USC health plan, bus pass, half of full-time ancillary fees
- *Half Year not at Western:* half of full-time tuition fees, USC health plan

School of Graduate and Postdoctoral Studies

MLIS Co-op Placement	Applicable to specific courses	600.00	600.00	0%
PhDLIS Co-op Placement	Applicable to specific courses	600.00	600.00	0%
MScOT (research based only) Tuition Deposit		250.00	250.00	0%
Physical Therapy MCISc Clinical Mentorship		1,500.00	1,500.00	0%
Accelerated Masters in Geology	field school course	1,500.00	1,500.00	0%
Accelerated Masters in Geophysics	field school course	1,500.00	1,500.00	0%
Master of Environment and Sustainability (MES)	field excursion & work placement costs	1,000.00	1,000.00	0%

Faculty of Health Science (CSD, Nursing, OT, PT)

Mask fitting fee (mandatory for hospital or clinic placements)	Occupational Therapy, Physical Therapy and Communication Sciences & Disorders, only	20.00	20.00	0%
--	---	-------	-------	----

School of Kinesiology

Canoe/Sail Activity	Applicable to specific courses	440.00	440.00	0%
Cross Country Ski Activity	Applicable to specific courses	250.00	250.00	0%
Curling Activity	Applicable to specific courses	40.00	40.00	0%
Golf (Fall) Activity	Applicable to specific courses	125.00	125.00	0%
Holster Kit Fee	Applicable to specific courses	100.00	100.00	0%
Ski Activity	Applicable to specific courses	510.00	510.00	0%
Student Donation		100.00	100.00	0%
Loire Valley (France) Bicycle Tour (Kin 3300B)		2,500.00	2,500.00	0%
National Lifeguard Service Certification fee	Applicable to specific courses	28.50	28.50	0%
Certified Professional Trainers Network Certification fee	Applicable to specific courses	197.75	197.75	0%

School of Nursing

Student Donation - Compressed & Collaborative	Note (1)	75.00	75.00	0%
---	-----------------	-------	-------	----

Note (1): Applicable only to students in level 3 & 4 of the Compressed Time Frame BScN program and Year 3 & 4 of the Western-Fanshawe Collaborative BScN program.

Compressed Nursing Program^a

Tuition, Yr 3, Summer	Canadian	2,696.00	2,817.00	4.5%
Tuition, Yr 4, Summer	Canadian	2,683.00	2,803.00	4%
Tuition, Yr 3, Summer	International	10,761.00	11,622.00	8%
Tuition, Yr 4, Summer	International	10,363.00	11,192.00	4%
Tuition, Yr 3, Fall/Winter	Canadian	5,391.00	5,633.00	4.5%
Tuition, Yr 4, Fall/Winter	Canadian	5,365.00	5,606.00	4%
Tuition, Yr 3, Fall/Winter	International	21,522.00	23,244.00	8%
Tuition, Yr 4, Fall/Winter	International	20,725.00	22,383.00	4%

^a The % increase figures are calculated on the previous year of study in the previous academic year; for example, the % increase for year 4 is the increase over the year 3 tuition in the previous academic year.

Combined Health Professional Masters and PhD	Canadian	8,352.00	8,686.00	4%
(entered program prior to May 2011)	International	20,447.00	21,674.00	6%

		<u>2011-2012</u> <u>Amount</u>	<u>2012-2013</u> <u>Amount</u>	<u>%</u> <u>change</u>
Combined Health Professional Masters and PhD (entered between May 2011 to April 2012)	Canadian	8,673.00	9,020.00	4%
	International	20,447.00	21,674.00	6%
Combined Health Professional Masters and PhD (new entrants May 2012 to April 2013)	Canadian	8,673.00	9,366.00	8%
	International	20,447.00	21,674.00	6%
<u>M.N. Advanced Practice</u>				
Tuition (entered prior to May 2012)	Canadian	8,352.00	8,686.00	4%
Tuition (entered prior to May 2012)	International	20,447.00	21,674.00	6%
Tuition (new entrant, May 2012-2013)	Canadian	8,352.00	9,020.00	8%
Tuition (new entrant, May 2012-2013)	International	20,447.00	21,674.00	6%
NOTE Any student registered in course(s) over and above those specified as program requirements shall be assessed tuition on a per-course basis for those non-required courses.				
<u>Faculty of Information and Media Studies</u>				
Internship Fee, MIT, Academic Internship		100.00	100.00	0%
Internship Fee, MIT, non-academic, Short Term Internship	non-refundable	300.00	300.00	0%
Internship Fee, MIT, non-academic, Long Term Internship	non-refundable	750.00	750.00	0%
Tuition Deposit, Journalism (Graduate)	non-refundable	400.00	400.00	0%
Tuition Deposit, Library and Info. Science (Graduate)	non-refundable	400.00	400.00	0%
Student Donation		50.00	50.00	0%
<u>Faculty of Law</u>				
Computer Access Fee		75.00	75.00	0%
Tuition Deposit, Year 1 only	non-refundable	250.00	250.00	0%
Field Trip Fee	dependent on exchange rate	not planned	not planned	
Symplicity Fee		35.00	35.00	0%
<u>Faculty of Medicine and Dentistry</u>				
Dental Kits	Year 1	10,825.00	to be determined	
Dental Kits	Year 2	11,500.00	to be determined	
Dental Kits	Year 3	3,500.00	to be determined	
Dental Kits	Year 4	1,120.00	to be determined	
Internationally Trained Dentists Program - Dental Kits	Year 1	19,000.00	to be determined	
Tuition, Certificate Program in Epidemiology (plus full-time ancillary and supplementary fees)	6 courses	9,000.00	9,000.00	0%
Tuition, Internationally Trained Dentistry Program (plus full-time ancillary and supplementary fees)	Year 3 & 4	41,101.00	42,745.00	4%
Tuition, International Medical Trainees	now includes Saudi Trainees	75,000.00	75,000.00	0%
Tuition, Dentistry, PLA Wk Internationally Trained Dentistry		1,500.00	1,500.00	0%
Tuition Deposit, Dentistry, Year 1 only	non-refundable	1,000.00	1,000.00	0%
Tuition Deposit, Dentistry, Year 3, Internationally Trained Dentistry	partially non-refundable	5,000.00	50,000.00	900%
Tuition Deposit, Medicine, Year 1 only	non-refundable	1,000.00	1,000.00	0%
Visiting Medical Elective, Canadian Universities	per elective	100.00	100.00	0%
Visiting Medical Elective, International Universities	per elective	500.00	500.00	0%
Student Donation, Undergraduate BMSc	opt out option	75.00	75.00	0%
Student Donation, Dentistry Clinic Endowment Fund	opt out option	100.00	100.00	0%
<u>Faculty of Music</u>				
Music Lesson (2 term total)	Applicable to specific courses	1,850.00	1,950.00	5%
Tuition, Certificate in Piano Technology (plus full-time ancillary and supplementary fees)	per year	14,000.00	15,000.00	7%
Tuition Deposit, Certificate in Piano Technology	non-refundable	2,000.00	2,000.00	0%
Tuition, Music Recording Arts - Year 1 - Canadian tuition	new compressed prgm with Fanshawe		6,375.00	
Student Donation		50.00	50.00	0%
<u>Richard Ivey School of Business</u>				
Tuition, Executive MBA Program- Canada	total for 3 terms, Sept 2012 cohort	90,000.00	95,000.00	6%
Tuition, Executive MBA Program - Hong Kong	total for two year program	700,000.00	HK\$ 880,000.00	HK\$ 26%
MBA Direct	Fall 2012 cohort	44,000.00	44,000.00	0%
Tuition Deposit, MBA	non-refundable	5,000.00	5,000.00	0%
Tuition Deposit, Executive MBA Program (Canada)	non-refundable	1,000.00	1,000.00	0%
Executive MBA Program (Canada) Cancellation fee (withdrawal from program within 30 days of the program start date)	non-refundable	5,000.00	5,000.00	0%

		2011-2012	2012-2013	%
		Amount	Amount	change
Tuition Deposit, Executive MBA Program (Hong Kong)	non-refundable in HK\$	50,000.00	50,000.00	0%
Tuition Deposit, HBA	non-refundable	1,000.00	1,000.00	0%
Tuition Deposit, MSc program	non-refundable	1,000.00	2,000.00	100%
Tuition Deposit, PhD	non-refundable	300.00	300.00	0%
HBA I Student Fee		400.00	400.00	0%
Pre Business Custom Course Material Fees	See Ivey Custom Course Material Fees 2012-13			
HBA 1 Custom Course Material Fees	See Ivey Custom Course Material Fees 2012-13			
HBA 2 Custom Course Material Fees	See Ivey Custom Course Material Fees 2012-13			
MBA Custom Course Material Fees	See Ivey Custom Course Material Fees 2012-13			
<u>Faculty of Science</u>				
Internship Fee - for internships up to April 2013		700.00	700.00	0%
<i>For internships commencing May 2013 and beyond:</i>				
Internship Fee - 4 month work term			450.00	
Internship Fee - 8 month work term	\$450 1st term, \$250 2nd term		700.00	
Internship Fee - 12 month work term	\$450 1st term, \$250 each subsequent term		950.00	
Internship Fee - 16 month work term	\$450 1st term, \$250 each subsequent term		1,200.00	
Student Donation		75.00	75.00	0%
<u>Faculty of Social Science</u>				
Commercial Aviation Flight Training				
(by year of admission; Note: flight fees will be charged in years 2 to 4 of the Aviation program)		22,750.20	23,439.60	3%
Diploma Program in Public Administration	per half course	647.70	676.80	4%
(plus part-time ancillary and supplementary fees)				
Internship Fee - for internships up to April 2013		700.00	700.00	0%
<i>For internships commencing May 2013 and beyond:</i>				
Internship Fee - 4 month work term			450.00	
Internship Fee - 8 month work term	\$450 1st term, \$250 2nd term		700.00	
Internship Fee - 12 month work term	\$450 1st term, \$250 each subsequent term		950.00	
Internship Fee - 16 month work term	\$450 1st term, \$250 each subsequent term		1,200.00	
Student Donation		50.00	50.00	0%
<u>General</u>				
Access Copyright (formerly CanCopy, re: copyright agreement)		2.91	25.00	759%
Admission Deferral Deposit	non-refundable	250.00	250.00	0%
Tuition Deposit, Full-time Undergraduates	\$250 refundable	550.00	550.00	0%
Tuition Deposit, Part-time Undergraduates	\$50/\$25 refundable per full/half course	110.00	110.00	0%
<u>University Health Insurance Plan for International Students</u>				
Undergraduates, Full-time and Part-time	12 month term	684.00	to be determined	
Graduates, excluding MBA	per term	228.00	to be determined	
Graduates, MBA	12 month term	684.00	to be determined	
Exchange students	per term	228.00	to be determined	

APPLICATION FEES

UNDERGRADUATE PROGRAMS

Dentistry		250.00	250.00	0%
Dentistry International Student Application		250.00	250.00	0%
Dentistry: Advanced Standing Dentistry Application		250.00	250.00	0%
Dentistry: Internationally Trained Dentist Program Application		250.00	250.00	0%
Education, B.Ed./Dip.Ed.		60.00	60.00	0%
Engineering, Technological Entrepreneurship Certificate		50.00	50.00	0%
Exchange programs		25.00	25.00	0%
Ivey, HBA		125.00	125.00	0%
Ivey, HBA - Academic Excellence Opportunity Program		125.00	125.00	0%
Ivey, HBA Late Application Fee		250.00	250.00	0%
Ivey, HBA - Academic Excellence Opportunity Late Application Fee		250.00	250.00	0%
Ivey, MSc, IB application fee		100.00	100.00	0%
Ivey, MSc/CEMS Application fee		100.00	100.00	0%
Law		90.00	90.00	0%
Medicine		75.00	85.00	13%
Social Science - Diploma in Public Administration	\$90 for 'regular'; \$100 for late	100.00	100.00	0%

			2011-2012		2012-2013		%
			Amount		Amount		change
GRADUATE PROGRAMS							
American Studies			100.00		95.00		-5%
Anatomy and Cell Biology			100.00		100.00		0%
Anthropology			95.00		95.00		0%
Applied Mathematics			65.00		85.00		31%
Art and Visual Culture Ph.D.			90.00		90.00		0%
Art History MA			90.00		90.00		0%
Astronomy			65.00		65.00		0%
Biochemistry			100.00		100.00		0%
Biology			40.00		65.00		63%
Biomedical Engineering			100.00		100.00		0%
Business Administration PhD			100.00		100.00		0%
Classics			90.00		90.00		0%
Communication Sciences and Disorders (M.CL.Sc.)			245.00		245.00		0%
Comparative Literature			90.00		90.00		0%
Computer Science			65.00		75.00		15%
Critical Studies in Global Film Cultures			90.00		90.00		0%
Economics			95.00		95.00		0%
Education			100.00		100.00		0%
Engineering			100.00		100.00		0%
English			90.00		90.00		0%
Environment and Sustainability			80.00		80.00		0%
Epidemiology and Biostatistics			100.00		100.00		0%
Family Medicine			100.00		100.00		0%
Foods and Nutrition (Brescia University College)			100.00		100.00		0%
French			90.00		90.00		0%
Geography			95.00		95.00		0%
Geology			50.00		50.00		0%
Geophysics			50.00		50.00		0%
Health and Rehabilitation Sciences			100.00		100.00		0%
Health Information Science			100.00		100.00		0%
Hispanic Studies			90.00		90.00		0%
History			95.00		95.00		0%
Ivey - EMBA Hong Kong Program	Hong Kong in HK\$		1,500.00	HK\$	1,500.00	HK\$	0%
Ivey - MBA programs (excluding EMBA programs) and Ph.D	Electronic application		150.00		150.00		0%
Journalism			100.00		100.00		0%
Kinesiology			100.00		100.00		0%
Law, Legal Studies			100.00		100.00		0%
Library and Information Science			100.00		100.00		0%
Linguistics			90.00		90.00		0%
Management			100.00		100.00		0%
Media Studies			100.00		100.00		0%
Medical Biophysics			100.00		100.00		0%
Microbiology and Immunology			100.00		100.00		0%
Music			100.00		100.00		0%
Neuroscience			100.00		100.00		0%
Nursing			100.00		100.00		0%
Nursing, Master of (Nurse Practitioner)			100.00		100.00		0%
Occupational Therapy M.Sc. (OT)			245.00		245.00		0%
Orthodontics			250.00		250.00		0%
Pathology			100.00		100.00		0%
Pharmacology & Toxicology			100.00		100.00		0%
Philosophy			100.00		90.00		-10%
Physical Therapy (M.Cl.Sc)			100.00		100.00		0%
Physical Therapy (MPT)			245.00		245.00		0%
Physics			65.00		65.00		0%
Physiology			100.00		100.00		0%
Political Science			95.00		95.00		0%
Popular Music and Culture			100.00		100.00		0%
Psychology			95.00		95.00		0%
Public Administration			95.00		95.00		0%
Social Work (King's University College)			95.00		100.00		5%
Sociology			95.00		95.00		0%
Statistics			65.00		100.00		54%
Theology			90.00		100.00		11%
Theory & Criticism			90.00		95.00		6%
Visual Arts			90.00		90.00		0%
Women's Studies and Feminist Research			90.00		90.00		0%

		<u>2011-2012</u> <u>Amount</u>	<u>2012-2013</u> <u>Amount</u>	<u>%</u> <u>change</u>
SUPPLEMENTAL FEES AND OTHER CHARGES				
<u>Cancellation Fees</u>				
Full-time Undergraduates - excl. Yr 1 Dentistry, Yr 1 Medicine and HBA		280.00	290.00	4%
Full-time Undergraduates - Year 1 Dentistry, Year 1 Medicine		1,125.00	1,170.00	4%
Full-time Undergraduates - HBA		560.00	582.00	4%
MSc in Management		560.00	582.00	4%
Part-time Undergraduates	per full course	56.00	58.00	4%
Part-time Undergraduates	per half course	28.00	29.00	4%
Education - B.Ed./Dip.Ed.		280.00	290.00	4%
Education - Additional Qualifications	per full course	100.00	100.00	0%
Law - First year only		250.00	250.00	0%
EMBA	if withdrawing up to 30 days from start of session	5,000.00	5,000.00	0%
<u>Deferred Payment Charges</u>				
Full-time Undergraduates		56.00	56.00	0%
Part-time Undergraduates	per full course	11.00	11.00	0%
Graduates - excluding MBA & Orthodontics	per term	28.00	28.00	0%
Graduates - MBA 1 Yr Program		500.00	500.00	0%
Graduates - Orthodontics	per term	84.50	84.50	0%
MSc in Management, MSc in Management/CEMS/AMBA		300.00	300.00	0%
<u>Identification Cards</u>				
Photo Identification Card (Western ONEcard)		25.00	26.00	4%
Photo Identification Replacement/Validation Card Replacement		25.00	26.00	4%
<u>Late Payment Charges</u>				
Full-time Undergraduates - Canadians and Permanent Residents		124.00	129.00	4%
Part-time Undergraduates - Canadians and Permanent Residents		62.00	64.50	4%
Full-time Undergraduates - International Students		334.00	347.00	4%
Part-time Undergraduates - International Students		167.00	173.50	4%
Business (HBA), Medicine/Dentistry		426.00	443.00	4%
MSc in Management/AMBA		500.00	520.00	4%
Education		233.00	129.00	-45%
Graduates - excluding MBA & Orthodontics	per term	124.00	129.00	4%
Graduate Delinquent Account charge (excluding MBA & Orthodontics)	per term	124.00	129.00	4%
Graduates - MBA, JD/MBA	per term	662.00	686.00	4%
Graduates - Orthodontics	per term	334.00	347.00	4%
Law		334.00	347.00	4%
<u>Late Registration Fees</u>				
Full-time Undergraduates		140.00	145.00	4%
Part-time Undergraduates		70.00	72.50	4%
Accommodated Exam, Unauthorized Exam Absence Fee	new		20.00	
Accommodated Exam, Independent Proctor fee	new		35.00	
Communication Sciences & Disorders - foreign licensure documentation	new		200.00	
Courier	Outside of Ontario	25.00	25.00	0%
Courier	Within Ontario	15.00	15.00	0%
Courier	International	50.00	50.00	0%
Course Description/Outline	1 course	2.00	2.00	0%
Course Description/Outline	1 year	11.00	11.00	0%
Deregistration Fee		235.00	244.00	4%
Duplicate Tax Receipts (T2202A/T4A)	per receipt	15.00	16.00	7%
Early Release of Diploma		100.00	100.00	0%
Education - French as a Second Language Testing		75.00	75.00	0%
Education - Technical Proficiency Diagnostic Exam (Basic)		75.00	75.00	0%

		<u>2011-2012</u> <u>Amount</u>	<u>2012-2013</u> <u>Amount</u>	<u>%</u> <u>change</u>
Exchange Placement Fee		125.00	125.00	0%
Facsimile (Fax)/PDF charge		12.00	12.00	0%
Graduates - Late applications for part-time status		150.00	150.00	0%
Letter of Permission - Outgoing Students		60.00	62.50	4%
Letter of Permission - Incoming Students		60.00	62.50	4%
Mailing of Diplomas	Outside of Canada	50.00	50.00	0%
Mailing of Diplomas	Within Canada	25.00	25.00	0%
Medicine - Supplemental Examination	London	75.00	75.00	0%
Dentistry - Supplemental Examination	London	75.00	75.00	0%
Medicine - Supplemental Examination	Outside Centre	100.00	100.00	0%
Medicine - Postgraduate Fellowship Administrative Fee		150.00	150.00	0%
Medicine - Postgraduate Verification-Dates only	Regular & Rush	50.00	50.00	0%
Medicine - Postgraduate Verification-Dates & Performance		75.00	75.00	0%
Medicine - Postgraduate Certificate of Completion of Training - duplicate/replacement		25.00	25.00	0%
Medicine - Postgraduate Courier	Within Canada	12.50	15.00	20%
Medicine - Postgraduate Courier	To USA	25.00	25.00	0%
Medicine - Postgraduate Courier	International	50.00	50.00	0%
Medicine - Postgraduate Duplicate Receipts		13.00	15.00	15%
Medicine - Postgraduate Registration - Residents/Fellows	set by provincial COFM	500.00	550.00	10%
Medicine - Postgraduate Returned Cheque Charge		40.00	55.00	38%
Medicine - Undergraduate Non-credit Summer Elective	per elective	50.00	50.00	0%
Medicine - Undergraduate Verification-Dates only		30.00	30.00	0%
Medicine - Undergraduate Verification-Dates & Performance		50.00	50.00	0%
Music - Audition Fee		50.00	50.00	0%
Music - Deferred Jury Fee		100.00	100.00	0%
Music - Opera Workshop Fee		50.00	50.00	0%
Music - Recital Cancellation Fee		100.00	100.00	0%
Music - Music Education Instrument Fee		30.00	30.00	0%
Nursing - Foreign Licensure Documentation		250.00	250.00	0%
Nursing - Clinical Placement documentation requirement late fee		50.00	50.00	0%
Official Western Letter (Statement)	Per Letter	12.00	12.00	0%
Official Western Letter & Transcript Same Day Fee		6.00	6.25	4%
Physical Therapy - Foreign Licensure Documentation		250.00	250.00	0%
Physical Therapy - Remedial Clinical Placement		250.00	250.00	0%
Physical Therapy - Supplemental Examination		250.00	250.00	0%
Physical Therapy - MCISc Supplemental Practical Examination	new; for Manipulative Therapy and Wound Healing MCISc programs		500.00	
Processing of Late Applications for Graduation		70.00	72.00	3%
Re-admission Fee (Undergraduates deleted for non-payment of fees)		58.00	60.00	3%
Removal of Academic Sanctions (Sealing charge)		48.00	50.00	4%
Replacement Cheque Fee		20.00	21.00	5%
Replacement of Graduation Diplomas		48.00	50.00	4%
Reprinting of non-current fee bills		12.00	12.50	4%
Returned Cheque Charge		55.00	57.00	4%
Special Examination	Outside Centre	78.00	81.00	4%
Supplemental Examination	London; for Faculties not listed above	33.00	34.50	5%
Third Party Forms	Per Form	12.00	12.00	0%

		<u>2011-2012</u> <u>Amount</u>	<u>2012-2013</u> <u>Amount</u>	<u>%</u> <u>change</u>
Transcripts	Per Copy	12.00	12.00	0%
Transcript Evaluation Fee		75.00	78.00	4%
Writing Proficiency Examination		54.50	56.50	4%

Western University

**STUDENT FEE FUNDED
UNITS, ANCILLARIES, ACADEMIC
SUPPORT UNITS, AND ASSOCIATED
COMPANIES**

March 30, 2012

**STUDENT FEE FUNDED UNITS, ANCILLARIES, ACADEMIC SUPPORT
UNITS, AND ASSOCIATED COMPANIES
COMMENTS ON THE 2011-12 PROJECTED AND 2012-13 BUDGETS**

The following comments pertain to the 2011-12 projected financial results and 2012-13 budgets for Student Fee Funded Units, Ancillaries, Academic Support Units, and Associated Companies as reported on Table 1 (attached).

A. Student Fee Funded Units

Student fee funded ancillary units are supported, in whole or in part, by non-tuition related compulsory activity fees. Student involvement in establishing fee levels is obtained through the Student Services Committee (SSC) -- a student run group comprised of voting representatives from the University Students' Council (USC), the Society of Graduate Students (SOGS), and the Master of Business Administration Association (MBAA).

In 2004, the Student Services Committee implemented a fee adjustment mechanism designed to avoid the erosion of service levels caused by the negative financial impact of progressive inflation. The mechanism provides for an overall adjustment to ancillary fees equal to the greater of 2% or the rate of Canadian CPI for the preceding calendar year. Each year the 'adjustment pool' is allocated differentially to units based on the needs and priorities identified in the individual planning submissions.

The total adjustment pool available for allocation in fiscal 2012-13 is 2.9%, as determined by the rate of Canadian CPI reported for the 12-month period ended December 31, 2011. The recommended unit activity fee increases are detailed on Tables 2 and 3, under the heading '*Western's Student Ancillary Fees*'. The tables show a base increase of 2.3% for all fee funded units, which will be used to partially offset inflationary cost increases. The balance of the adjustment pool is allocated to International Student Services to fund an additional program coordinator who will support the transition of international students to Western. The fee increases reported on Tables 2 and 3 have been approved by the SSC.

International Student Services (ISS) – Prior to 2011-12, ISS was part of the Student Development Centre budget. Earlier this year, reporting relationships were realigned to integrate the fee funded International Student Services with the international recruitment and learning initiatives supported by the University operating budget. As a result of these changes to the organizational structure, International Student Services is now reported as a separate fee funded unit, independent of the Student Development Centre.

Student Success Centre – The Student Success Centre offers a variety of services and programming that facilitates the development of career, personal growth, educational success, and leadership opportunities for students. The \$182,000 deficit (see line 9 on Table 1) budgeted for 2012-13 is attributed to the following onetime expenditures:

- Implementation and training costs to replace the current job posting and event database system with a new platform that better meets the needs of students.
- The cost of a consultant for one year to develop new career workshops and counseling programs.

The reserve level for this unit is above the target level and is sufficient to absorb the cost of these special initiatives.

B. Ancillary Units

Revenues that support the Ancillary Unit budgets are primarily derived from the sale of goods and services to the general University community.

Family Practice Clinic and Workplace Health - The Family Practice Clinic generates revenue primarily from OHIP billings, while the Workplace Health unit is supported by departmental service recoveries and a subsidy from the central operating budget. Although the combined operations are forecasting a surplus for 2012-13, the positive financial position is mainly due to onetime stipends provided by the Ministry of Health to support the implementation of a new patient records system. If this funding is not renewed after the scheduled end in 2014-15, restructuring will be required to balance the budget and resolve the cumulative deficit balance.

Housing – The Housing Division currently includes approximately 950 apartment and townhouse rental units and over 4,300 beds located in 9 residence buildings. The construction of a new residence building on Sarnia Road will phase in an additional 1,000 beds starting in September, 2013. The contribution from the Housing Division is forecasted to be lower in fiscal 2012-13 primarily due to major plumbing upgrades scheduled for Saugeen Maitland and phase 1 of suite renovations for Lambton Hall.

Parking Services - The budget forecast for 2012-13 reflects a 2.5% permit rate increase to offset general inflation and allow the unit to build a reserve which will fund future expansion, refurbishment of existing lots, and reconfiguration of lots to accommodate new building construction.

Retail Services - The Retail Services group includes the Book Store, the Campus Computer Store, Graphic Services, and Hospitality Services. The Book Store continues to look for growth opportunities in a rapidly evolving text book industry. The Book Store has responded to industry changes by offering an e-book print-on-demand service for selected titles, the introduction of a Guaranteed Buy-back program on a trial basis starting in 2012-13, and the expansion of used text book sales to provide more affordable alternatives for students. Graphic Services has successfully implemented new Print on Demand technology to sustain revenues for this department. The scheduled September 2012 opening of an Apple Store in Masonville is anticipated to have a negative impact on Computer Store sales in the fall. Hospitality Services is investigating new food concepts for various locations on campus, including a Starbucks operation in the UCC. Rising costs for meats, dairy, and produce continue to be a challenge for food operations on campus.

C. Academic Support Units

The budgets for the *Academic Support Units* are funded from various sources, including recoveries from internal research projects, revenues from external industrial contracts, and course fees. In addition, Animal Care and Veterinary Services receives support from the operating budget to fund the cost of regulatory requirements and training for animal users.

Animal Care and Veterinary Services (ACVS) – The forecasted deficit for 2011-12 includes onetime staff restructuring costs. A review of services provided to animal care facilities at affiliated research institutes is currently underway to determine if further efficiencies can be achieved to help eliminate the current structural deficit.

Boundary Layer Wind Tunnel (BLWT) – The BLWT has been working at optimum capacity for the last half of fiscal 2011-12, resulting in a forecasted surplus that is expected to bring the reserve balance into a positive position. Due to uncertainty regarding the continuation of high activity levels, a conservative revenue target and lower net contribution has been reflected for the 2012-13 budget year.

Surface Science Western (SSW) – SSW is located in the Convergence Centre at the UWO Research Park and receives service recoveries from commercial contracts and research projects to support ongoing operations. Due to unpredictable market conditions, the budget for 2012-13 reflects conservative revenue

projections, as well as a general provision for unforeseen instrument maintenance expenses. The reserve balance is adequate to absorb the forecasted budget shortfall.

University Machine Services (UMS) – The deficit projected for 2011-12 is the result of low project activity levels for the first half of the fiscal year. The 2012-13 budget reflects a continuation of the improved activity levels experienced in the latter half of 2011-12 and cost savings from a vacant position that will remain unfilled.

Continuing Studies at Western (CSW) - A provision is included in the 2012-13 CSW budget to cover the implementation cost for a new registration data base system. The onetime cost associated with the acquisition of this system is the primary reason for the deficit that has been budgeted for 2012-13. The reserve balance is above the target level and is sufficient to cover the budget shortfall.

D. Associated Companies

The Ivey Group - The Ivey group of companies (Richard Ivey School of Business Foundation and the Asia Richard Ivey School of Business) are operated in conjunction with the Richard Ivey School of Business at UWO. Contributions from these companies are used to support the Ivey academic programs at UWO and help reduce the overall accumulated Ivey deficit. Ivey continues to work towards strengthening the operations at the Asia Richard Ivey School of Business through the promotion of academic programs, enhancement of career services, and hosting of alumni events and case-writing workshops. The Richard Ivey School of Business Foundation operates the Spencer Hall Conference Centre and ING Leadership Centre in Toronto, as well as offering executive education programs and publication services through the Ivey Management Services arm of the company. The Richard Ivey School of Business Foundation anticipates growth from all revenue sources in 2012-13.

Research Park (including Windermere Manor) – The 2011-12 projected and 2012-13 budgeted deficits shown on line 27 of Table 1 do not reflect market value adjustments for an outstanding SWAP arrangement that fixes the financing rate for an existing bank loan. The SWAP adjustments for both years are anticipated to be favourable. Although accounting losses are projected for fiscal 2011-12 and budgeted for fiscal 2012-13, the combined operations of the Research Park continue to generate positive cash flows that are available for capital renewal and the retirement of debt. The Research Park is scheduled to repay \$603,400 of principle in 2012/13 (compared to \$572,600 in 2011/12).

The Museum of Ontario Archaeology – The CFI funded artifact repository, constructed on the Museum property, commenced operations in September 2011. For the first four to five years, the full cost of operating the repository will be covered by IOF funding. Subsequently, the proceeds from an endowment derived from storage fees charged to commercial archaeologists will be used to sustain the facility.

Table 1
Western University

STUDENT FEE FUNDED UNITS, ANCILLARIES, ACADEMIC SUPPORT UNITS, AND ASSOCIATED COMPANIES
2011/12 Projected and 2012/13 Budget
(\$000's)

<u>Student Fee Funded Units</u>	<u>2011/12 Projected</u>			<u>2012/13 Budget</u>			<u>% Change</u>		<u>Budgeted April 30/13 Reserve</u>
	<u>Revenues</u>	<u>Expenses</u>	<u>Surplus/ (Deficit)</u>	<u>Revenues</u>	<u>Expenses</u>	<u>Surplus/ (Deficit)</u>	<u>Revenues</u>	<u>Expenses</u>	
1 Campus Recreation	4,746.5	4,683.6	62.9	4,915.5	4,931.8	(16.3)	3.6	5.3	490.8
2 Financial Aid	936.4	932.8	3.6	974.6	976.1	(1.5)	4.1	4.6	54.4
3 Indigenous Services	627.0	627.0	-	618.3	619.9	(1.6)	(1.4)	(1.1)	44.0
4 Intercollegiate Athletics	5,117.1	4,999.4	117.7	5,129.5	5,095.2	34.3	0.2	1.9	250.3
5 International Student Services	313.0	313.0	-	391.0	391.0	-	24.9	24.9	-
6 Off Campus Housing & Housing Mediation Office	359.5	372.1	(12.6)	371.9	382.1	(10.2)	3.4	2.7	38.0
7 Services for Students With Disabilities	385.9	386.0	(0.1)	402.5	402.5	-	4.3	4.3	27.8
8 Student Development Centre	1,997.8	2,033.6	(35.8)	2,083.5	2,088.8	(5.3)	4.3	2.7	257.3
9 Student Success Centre	1,269.0	1,266.5	2.5	1,321.9	1,503.9	(182.0)	4.2	18.7	143.8
10 Student Health Services	4,262.1	4,268.9	(6.8)	4,411.0	4,413.9	(2.9)	3.5	3.4	686.0
11 Western Foot Patrol	160.7	160.6	0.1	166.9	166.3	0.6	3.9	3.5	13.6
12 Thompson Recreation & Athletic Centre	1,160.9	1,154.1	6.8	1,190.2	1,175.7	14.5	2.5	1.9	141.7
13 Total Student Fee Funded Units	21,335.9	21,197.6	138.3	21,976.8	22,147.2	(170.4)	3.0	4.5	2,147.7
<u>Ancillaries</u>									
14 Family Practice Clinic and Workplace Health	466.9	464.6	2.3	476.1	475.7	0.4	2.0	2.4	(64.7)
15 Housing	53,142.3	47,585.2	5,557.1	55,329.9	51,899.4	3,430.5	4.1	9.1	25,056.6
16 Parking Services	4,618.9	4,190.3	428.6	4,739.9	4,379.6	360.3	2.6	4.5	5,010.7
17 Retail Services	38,702.9	38,646.8	56.1	38,802.5	38,802.5	-	0.3	0.4	1,400.0
18 Total Ancillaries	96,931.0	90,886.9	6,044.1	99,348.4	95,557.2	3,791.2	2.5	5.1	31,402.6
<u>Academic Support Units</u>									
19 Animal Care & Veterinary Services	3,452.9	3,705.9	(253.0)	3,463.8	3,578.2	(114.4)	0.3	(3.4)	(445.2)
20 Boundary Layer Wind Tunnel	2,400.0	2,084.0	316.0	2,163.0	2,150.1	12.9	(9.9)	3.2	134.8
21 Surface Science Western	1,568.9	1,564.3	4.6	1,599.2	1,619.7	(20.5)	1.9	3.5	1,132.6
22 University Machine Services	1,333.5	1,462.0	(128.5)	1,385.8	1,263.4	122.4	3.9	(13.6)	(275.6)
23 Continuing Studies at Western	1,988.8	1,970.3	18.5	2,103.2	2,157.2	(54.0)	5.8	9.5	431.7
24 Total Academic Support Units	10,744.1	10,786.5	(42.4)	10,715.0	10,768.6	(53.6)	(0.3)	(0.2)	978.3
<u>Associated Companies</u>									
25 Richard Ivey School of Business Foundation (a)	23,611.0	22,654.0	957.0	24,966.0	24,507.0	459.0	5.7	8.2	4,973.9
26 Richard Ivey School of Business (Asia) (a)	3,816.0	4,704.0	(888.0)	5,028.0	5,698.0	(670.0)	31.8	21.1	(2,805.9)
27 UWO Research and Development Park	7,558.6	7,998.4	(439.8)	7,736.0	8,106.5	(370.5)	2.3	1.4	(13,317.8)
28 Museum of Ontario Archaeology	394.6	389.9	4.7	368.5	360.8	7.7	(6.6)	(7.5)	(192.9)
29 Total Associated Companies	35,380.2	35,746.3	(366.1)	38,098.5	38,672.3	(573.8)	7.7	8.2	(11,342.7)
30 Total	164,391.2	158,617.3	5,773.9	170,138.7	167,145.3	2,993.4	3.5	5.4	23,185.9

(a) The Ivey group of companies (Richard Ivey School of Business Foundation, and the Richard Ivey School of Business - Asia) are operated in conjunction with the Richard Ivey School of Business at Western. Commencing in 2010-11, Ivey Management Services is consolidated with the Richard Ivey School of Business Foundation and is now included in the amounts reported on line 25. The projected and budgeted financial results of the Richard Ivey School of Business at Western are included in the overall report on the Operating Budget of the University. The financial results for the Ivey group, including the Richard Ivey School of Business at Western, are as follows:

	<u>2011/12 Projected</u>			<u>2012/13 Budget</u>			<u>% Change</u>		<u>Budgeted April 30/13 Reserve</u>
	<u>Revenues</u>	<u>Expenses</u>	<u>Surplus/ (Deficit)</u>	<u>Revenues</u>	<u>Expenses</u>	<u>Surplus/ (Deficit)</u>	<u>Revenues</u>	<u>Expenses</u>	
Richard Ivey School of Business at UWO	63,938.0	63,872.0	66.0	67,340.0	66,887.0	453.0	5.3	4.7	(7,229.0)
Ivey Group of Companies (from lines 25 and 26 above)	27,427.0	27,358.0	69.0	29,994.0	30,205.0	(211.0)	9.4	10.4	2,168.0
Total Ivey Group	91,365.0	91,230.0	135.0	97,334.0	97,092.0	242.0	14.7	15.1	(5,061.0)

Table 2
Western University

RECOMMENDED 2012-13 FULL-TIME UNDERGRADUATE AND GRADUATE ANCILLARY FEES

	UNDERGRADUATE FULL-TIME (a)				GRADUATE - THREE TERMS (a)				GRADUATE - MBA			
	2011-12	Recommended	Change		2011-12	Recommended	Change		2011-12	Recommended	Change	
	Rate	Rate			Rate	Rate			Rate	Rate (b)		
	\$	\$	\$	%	\$	\$	\$	%	\$	\$	\$	%
Student Organization Fees												
1 Organization Fee	(c) 111.11	(c) 115.11	4.00	3.6	70.17	70.59	0.42	0.6		600.00		
2 Health (& Dental Plan for Graduates Only)	100.39	113.75	13.36	13.3	511.29	(f) 446.04	(65.25)	(12.8)		(g) TBA		
3 USC Dental Plan (d)	-	114.00	114.00	-								
4 LTC 12-Month Bus Pass	181.94	190.96	9.02	5.0	181.59	190.62	9.03	-				
5 Ombudsperson	3.00	3.00	-	-	3.00	3.00	-	-				
6 Community Legal	4.75	4.91	0.16	3.4	4.75	4.91	0.16	-				
7 Late Night Busing	12.50	12.93	0.43	-	-	-	-	-				
8 World University Services of Canada Fee	0.52	0.52	-	-	-	-	-	-				
9 USC Capital/Facility Fee	27.75	28.69	0.94	-	-	-	-	-				
10 UCC Operating Fee	50.41	55.05	4.64	9.2	26.89	27.80	0.91	3.4	75.62	82.58	6.96	-
11 Total Student Organization Fees	492.37	638.92	146.55	29.8	797.69	742.96	(54.73)	(6.9)	75.62	682.58	606.96	802.6
Building and Endowment Fee												
12 Student Recreation Centre Fund	65.56	67.53	1.97	3.0	65.56	67.53	1.97	-	65.56	67.53	1.97	-
13 Endowment Fund (e)	50.00	50.00	-	-	50.00	50.00	-	-	50.00	50.00	-	-
14 Total Building and Endowment Fees	115.56	117.53	1.97	1.7	115.56	117.53	1.97	1.7	115.56	117.53	1.97	1.7
Western's Student Ancillary Fees												
15 Campus Recreation	87.52	89.53	2.01	2.3	112.50	115.09	2.59	2.3	112.50	115.09	2.59	2.3
16 Financial Aid	34.22	35.01	0.79	2.3	34.22	35.01	0.79	2.3	34.22	35.01	0.79	2.3
17 Indigenous Services	7.33	7.50	0.17	2.3	7.33	7.50	0.17	2.3	7.33	7.50	0.17	2.3
18 Intercollegiate Athletics	76.79	78.56	1.77	2.3	76.79	78.56	1.77	2.3	76.79	78.56	1.77	2.3
19 International Student Services	10.08	12.83	2.75	27.3	10.08	12.83	2.75	27.3	10.08	12.83	2.75	27.3
20 Off Campus Housing & Housing Mediation Office	7.66	7.84	0.18	2.3	7.66	7.84	0.18	2.3	7.66	7.84	0.18	2.3
21 Services for Students With Disabilities	11.85	12.12	0.27	2.3	11.85	12.12	0.27	2.3	11.85	12.12	0.27	2.3
22 Student Development Centre	66.27	67.79	1.52	2.3	66.27	67.79	1.52	2.3	66.27	67.79	1.52	2.3
23 Student Success Centre	40.79	41.73	0.94	2.3	25.58	26.17	0.59	2.3	25.58	26.17	0.59	2.3
24 Student Health Services	42.82	43.80	0.98	2.3	42.82	43.80	0.98	2.3	42.82	43.80	0.98	2.3
25 Western Foot Patrol	4.20	4.30	0.10	2.4	4.20	4.30	0.10	2.4	4.20	4.30	0.10	2.4
26 Thompson Recreation & Athletic Centre	17.34	17.74	0.40	2.3	17.34	17.74	0.40	2.3	17.34	17.74	0.40	2.3
27 Total UWO Student Ancillary Fees	406.87	418.75	11.88	2.9	416.64	428.75	12.11	2.9	416.64	428.75	12.11	2.9
28 Total Ancillary Fees	1,014.80	1,175.20	160.40	15.8	1,329.89	1,289.24	(40.65)	(3.1)	607.82	1,228.86	621.04	102.2

- (a) Applicable for the period September 1 to August 31. Fee adjustments will be implemented for September 1, 2012, except for the Student Recreation Centre fee which increases on May 1, 2012 in accordance with the original student referendum.
- (b) Applicable for MBA students starting in April, 2013. (Student Organization Fee for Accelerated MBA students will be \$450).
- (c) In addition to the basic USC organization fee, an additional \$400.00 fee will be collected from HBA students entering the first year of the program. The \$400.00 fee is being collected on behalf of the HBA association and it covers both years of the HBA program.
- (d) The USC Dental Plan fee was approved by student referendum in February, 2012.
- (e) The Student Organizations have authorized the University to collect these funds for an endowment used to support student aid.
- (f) Actual rates will be determined by the service providers at a later date. Accordingly, the activity fee rate may be reduced (but not increased) upon written notification from the Society of Graduate Students.
- (g) The premiums for the MBA and AMBA Health Plan are to be negotiated and will be brought forward for approval at a later date.

Table 3
Western University

RECOMMENDED 2012-13 PART-TIME UNDERGRADUATE AND GRADUATE STUDENT ANCILLARY FEES

	UNDERGRADUATE PART-TIME FULL COURSE (a) & (b)				UNDERGRADUATE INTERSESSION & SUMMER SCHOOL FULL COURSE (a)				GRADUATE PART-TIME PER TERM			
	2011-12 Rate	Recommended 2012-13 Rate	Change		2011-12 Rate	Recommended 2012-13 Rate (c)	Change		2011-12 Rate	Recommended 2012-13 Rate	Change	
	\$	\$	\$	%	\$	\$	\$	%	\$	\$	\$	%
Student Organization Fees												
1 Organization Fee	22.22	23.02	0.80	3.6	11.11	11.51	0.40	3.6	15.95	16.07	0.12	0.8
2 Ombudsperson	0.60	0.60	-	-	0.30	0.30	-	-	-	-	-	-
3 Community Legal	0.95	0.98	0.03	3.2	0.48	0.49	0.01	2.1	-	-	-	-
4 Late Night Busing	2.50	2.59	0.09	3.6	-	-	-	-	-	-	-	-
5 USC Capital/Facility Fee	5.55	5.74	0.19	-	2.78	2.87	0.09	-	-	-	-	-
6 UCC Operating Fee	10.08	11.01	0.93	9.2	5.04	5.51	0.47	9.3	-	-	-	-
7 Total Student Organization Fees	41.90	43.94	2.04	4.9	19.71	20.68	0.97	4.9	15.95	16.07	0.12	0.8
Building and Endowment Fee												
8 Student Recreation Centre Fund	13.11	13.51	0.40	-	6.76	6.96	0.20	-	10.93	11.26	0.33	-
9 Endowment Fund (e)	10.00	10.00	-	-	5.00	5.00	-	-	8.33	8.33	-	-
10 Total Building and Endowment Fees	23.11	23.51	0.40	1.7	11.76	11.96	0.20	1.7	19.26	19.59	0.33	1.7
Western's Student Ancillary Fees												
11 Campus Recreation	17.50	17.91	0.41	2.3	8.75	8.95	0.20	2.3	-	-	-	-
12 Financial Aid	6.84	7.00	0.16	2.3	3.42	3.50	0.08	2.3	5.70	5.84	0.14	2.5
13 Indigenous Services	1.47	1.50	0.03	2.0	0.73	0.75	0.02	2.7	1.22	1.25	0.03	-
14 Intercollegiate Athletics	15.36	15.71	0.35	2.3	7.68	7.86	0.18	2.3	-	-	-	-
15 International Student Services	2.02	2.57	0.55	27.2	1.01	1.28	0.27	26.7	1.68	2.14	0.46	27.4
16 Off Campus Housing & Housing Mediation Office	1.53	1.57	0.04	2.6	0.77	0.78	0.01	1.3	-	-	-	-
17 Services for Students With Disabilities	2.37	2.42	0.05	2.1	1.19	1.21	0.02	-	-	-	-	-
18 Student Development Centre	13.25	13.56	0.31	2.3	6.63	6.78	0.15	2.3	11.05	11.30	0.25	2.3
19 Student Success Centre	8.16	8.35	0.19	2.3	4.08	4.17	0.09	2.2	4.26	4.36	0.10	2.3
20 Student Health Services	8.56	8.76	0.20	2.3	4.28	4.38	0.10	2.3	-	-	-	-
21 Western Foot Patrol	0.84	0.86	0.02	2.4	0.42	0.43	0.01	2.4	0.70	0.72	0.02	2.9
22 Thompson Recreation & Athletic Centre	3.47	3.55	0.08	2.3	1.73	1.77	0.04	2.3	-	-	-	-
23 Total Western Student Ancillary Fees	81.37	83.76	2.39	2.9	40.69	41.86	1.17	2.9	24.61	25.61	1.00	4.1
24 Total Ancillary Fees	146.38	151.21	4.83	3.3	72.16	74.50	2.34	3.2	59.82	61.27	1.45	2.4

(a) Half courses are charged 50% of the full course rate.

(b) Applicable for the period September 1 to August 31.

(c) Applicable for the summer of 2013.

(e) The Student Organizations have authorized the University to collect these funds for an endowment used to support student aid.

Student Services Committee Report
2011/2012

Andrew Forgione, USC President
Report of the Chair
Monday, March 5, 2012

Introduction:

The Student Services Committee met six times this year to ensure that all units received proper attention. The committee received presentations from all eleven units to learn what they are composed of and their specific purposes at Western. The main principle of the committee this year was student input on the ground level. We wanted to discover how student input was constantly taken into consideration with the unit, and how the service particularly benefitted students. The committee viewed the constant priority as Mental Health, which echoes the sentiments of 2011 – 2012.

Recommendation:

The Student Services Committee recommends that the attached fee schedule be approved for 2012 – 2013. It represents a 2.9% increase from the overall fee in 2011 – 2012.

Report:

The committee met with all units to hear what they are currently doing with their student fees, and how they receive student input and feedback throughout the year. The committee approved a fee increase for each unit as per inflation at 2.9%, however, each unit was actually increased by 2.3% with the remainder being allocated to International Student Services. This remainder came out to a 27.3% increase to support a new staff member. With the increased number of International students at Western, we saw it fit to approve a new staff position to help deal with the transition of these students to Western and Canada. Western is also contributing a large portion of funding towards International Student Services through their operating budget.

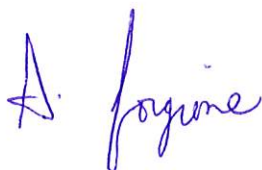
The presentations were incredibly helpful in allowing the new voting members of the committee to understand each unit and to develop a sense of what they need to maintain a positive experience with students. Each unit showed a strong sense of student feedback, and several had advisory committees that allowed students to directly give input into the development of the unit's budget and programs.

After each unit presented their structure and composition, the committee developed a sense of student priorities for the coming years. We were pleased to see some services employ large percentages of students within the unit. For example, Sports and Recreation Services and Foot Patrol both employ large numbers of students and constantly seek feedback from them.

Future Considerations:

It is my recommendation that the Student Services Committee meet over the summer to plan out small, attainable priorities for each unit. This would give Western administration the opportunity to review student priorities and include them earlier in the budget. Additionally, if each unit makes requests in their presentation, it would be very beneficial to the process and allow the voting members to reflect and create feedback. It would also give the committee a sense of what each unit's priorities and vision are.

Additionally, it is my recommendation that students outside the committee are consulted on a wider level. It would be beneficial for the USC, SOGS, and the MBAA to consult their councils and create a list of priorities that the committee could then review. Student input is crucial to ensure that the priorities set by Western and the Student Services Committee is relevant to the target demographic.



The University of Western Ontario

*Report to the Student Services Committee
Student Activity Fee Recommendations
(2012-13)*

The University of Western Ontario
Report to the Student Services Committee
Student Activity Fee Recommendations
(2012-13)

Table of Contents

Overview	Page 1
Fiscal 2012-13 Fee Funded Ancillary Budget Summary	Table 1
Activity Fee Recommendations	Table 2

The University of Western Ontario
Student Activity Fee Recommendations
Fiscal 2012/13

This submission presents the recommended 2012/13 activity fee adjustments to the Student Services Committee (SSC) for consideration and approval.

Inflation Mechanism:

In 2004 The Student Services Committee implemented a fee adjustment mechanism designed to avoid the erosion of service levels caused by the negative financial impact of progressive inflation. The mechanism provides for an overall adjustment to ancillary fees equal to the greater of 2% or the rate of Canadian CPI for the preceding calendar year. Each year the 'adjustment pool' is allocated differentially to the units based on the needs and priorities identified in the individual planning submissions. The total adjustment pool available for allocation in fiscal 2012/13 is 2.9%, as determined by the rate of Canadian CPI reported for the 12-month period ended December 31, 2011.

Fiscal 2012/13 Activity Fee Recommendations:

To help offset higher program operating costs, the University is recommending a base increase of 2.3% for all units. In addition, it is proposed that the balance of the adjustment pool be allocated to International Student Services to fund an additional program coordinator who will support services for the growing number of international students. Complete details of the recommended activity fee rate changes are presented on the student activity fee rate table found on page 3.

Supplementary Service Enhancement Increases:

Through the outstanding support of the Student Services Committee over the past two years, special targeted fee increases have enabled Student Health Services and the Student Development Centre to expand capacity for psychological services, the Student Success Centre to augment career services and experiential learning opportunities, and Indigenous Services to introduce cultural programming for international students. These important initiatives have significantly enhanced the student experience and have helped students overcome obstacles that stand in the way of academic success. Outside of the base fee increases provided through the inflation mechanism, no additional targeted fee adjustments are requested for fiscal 2012/13.

Table 1
Western University

STUDENT FEE FUNDED UNITS
2011/12 Projected and 2012/13 Budget
(\$000's)

<u>Student Fee Funded Units</u>	<u>2011/12 Projected</u>			<u>2012/13 Budget</u>			<u>% Change</u>		<u>Budgeted April 30/13 Reserve</u>
	<u>Revenues</u>	<u>Expenses</u>	<u>Surplus/ (Deficit)</u>	<u>Revenues</u>	<u>Expenses</u>	<u>Surplus/ (Deficit)</u>	<u>Revenues</u>	<u>Expenses</u>	
1 Campus Recreation	4,746.5	4,683.6	62.9	4,915.5	4,931.8	(16.3)	3.6	5.3	490.8
2 Financial Aid	936.4	932.8	3.6	974.6	976.1	(1.5)	4.1	4.6	54.4
3 Indigenous Services	627.0	627.0	-	618.3	619.9	(1.6)	(1.4)	(1.1)	44.0
4 Intercollegiate Athletics	5,117.1	4,999.4	117.7	5,129.5	5,095.2	34.3	0.2	1.9	250.3
5 International Student Services	313.0	313.0	-	391.0	391.0	-	24.9	24.9	-
6 Off Campus Housing & Housing Mediation Office	359.5	372.1	(12.6)	371.9	382.1	(10.2)	3.4	2.7	38.0
7 Services for Students With Disabilities	385.9	386.0	(0.1)	402.5	402.5	-	4.3	4.3	27.8
8 Student Development Centre	1,997.8	2,033.6	(35.8)	2,083.5	2,088.8	(5.3)	4.3	2.7	257.3
9 Student Success Centre	1,269.0	1,266.5	2.5	1,321.9	1,503.9	(182.0)	4.2	18.7	143.8
10 Student Health Services	4,262.1	4,268.9	(6.8)	4,411.0	4,413.9	(2.9)	3.5	3.4	686.0
11 Western Foot Patrol	160.7	160.6	0.1	166.9	166.3	0.6	3.9	3.5	13.6
12 Thompson Recreation & Athletic Centre	1,160.9	1,154.1	6.8	1,190.2	1,175.7	14.5	2.5	1.9	141.7
13 Total Student Fee Funded Units	21,335.9	21,197.6	138.3	21,976.8	22,147.2	(170.4)	3.0	4.5	2,147.7

Table 2
Western University
Proposed Fiscal 2012-13 Full-Time Student Activity Fee Rates

	2- Term Full-Time Undergraduate Students				3-Term Full-Time Graduate/MBA Students			
	Fiscal 2011/12 Rates \$	Increase		Total UG \$	Fiscal 2011/12 Rates \$	Increase		Total Grad/MBA \$
		\$	%			\$	%	
Campus Recreation	87.52	2.01	2.3%	89.53	112.50	2.59	2.3%	115.09
Financial Aid	34.22	0.79	2.3%	35.01	34.22	0.79	2.3%	35.01
Indigenous Services	7.33	0.17	2.3%	7.50	7.33	0.17	2.3%	7.50
Intercollegiate Athletics	76.79	1.77	2.3%	78.56	76.79	1.77	2.3%	78.56
International Students Services	10.08	2.75	27.3%	12.83	10.08	2.75	27.3%	12.83
Off Campus Housing & Housing Mediation	7.66	0.18	2.3%	7.84	7.66	0.18	2.3%	7.84
Services for Students With Disabilities	11.85	0.27	2.3%	12.12	11.85	0.27	2.3%	12.12
Student Development Centre	66.27	1.52	2.3%	67.79	66.27	1.52	2.3%	67.79
Student Success Centre								
Careers Component	25.58	0.59	2.3%	26.17	25.58	0.59	2.3%	26.17
Undergraduate Student Component	15.21	0.35	2.3%	15.56	-	-	2.3%	-
Total Student Success Centre	40.79	0.94	2.3%	41.73	25.58	0.59	2.3%	26.17
Student Health Services	42.82	0.98	2.3%	43.80	42.82	0.98	2.3%	43.80
Western Foot Patrol	4.20	0.10	2.3%	4.30	4.20	0.10	2.3%	4.30
Thompson Recreation & Athletic Centre	17.34	0.40	2.3%	17.74	17.34	0.40	2.3%	17.74
Total UWO Student Activity Fees	406.87	11.88	2.9%	418.75	416.64	12.11	2.9%	428.75



**PROPOSAL – Western Engineering Undergraduate Student Laboratory Endowment Fund
March 2012**

In response to an increasing need to renew and update undergraduate engineering laboratories and facilities, it is proposed that the Undergraduate Engineering Society (2011/2012) initiate an Endowment Fund from voluntary contributions from the undergraduate student body.

Using information from similar funds and models from other engineering schools, this proposal will outline the purpose, the Board, the administration of the funds etc. It is our hope that students will support this initiative and work with faculty and staff to set up and administer the fund. Collectively we will work to ensure the quality of the undergraduate labs and facilities and thus the student experience at Western Engineering.

For the Western Engineering Undergraduate Student Laboratory Endowment Fund – the Faculty of Engineering would collect a voluntary \$50.00 donation from Undergraduate students and invest them in a fund. The interest earned in the fund each year would be spent on undergraduate laboratory equipment, computer upgrades, academic tools/teaching equipment and student projects and space. For the first few years, a portion of the capital would be spent in order for current students to immediately see the benefits of their contributions and the remaining capital would be set aside in the endowment fund. Once the fund has grown to an appropriate amount, then the interest would be used to invest in the facilities and renovations. A Board of Directors who will administer the Fund will have representation of students from the Undergraduate Engineering Society, all departments and programs as well as faculty and staff.

Purpose:

The purpose of the Student Laboratory Endowment Fund is to support initiatives to purchase and/or maintain equipment and facilities in undergraduate engineering laboratories. Facilities can include purchases such as computer resources for labs, including hardware and software; reference material, lab supplies as well as physical upgrades to undergraduate labs and facilities.

Board of Directors:

The Board will consist of the following members:

CHAIR – UES VP Academic – or designate

One (1) student representative from each of the academic Departments:

- Chemical & Biochemical Engineering
- Civil & Environmental Engineering
- Electrical & Computer Engineering
- Mechanical & Materials Engineering

One (1) student representative from each of the following academic programs:

- First Year Engineering
- Integrated Engineering
- Mechatronic Systems Engineering

UES President

UES VP Finance

Associate Dean Academic – Western Engineering

WE Associate Director, External Services

WE Director of Finance

In September of each year, the Chair will inform Department and Program Offices and students through appropriate means (website, weekly e-mail, department club messages, UES meetings etc.) of the positions available on the Board.

Student representatives must be enrolled full-time in the undergraduate engineering program at Western and must submit their intent to the Chair of their Department or Program Director as well as to the Chair of the Board/or UES Clubs Chair by October 1. The student rep from each Department or program will be selected by both the Department/Program Chair and the student Chair of the Board or UES Clubs Chair. In the case that no student is chosen for a particular position then the Department can appoint the student Chair of their program club (MMES, IEEE, Chem Club etc.)

All Department/Program student reps will be chosen by October 15th each year.

Administration of the Fund:

All engineering students will contribute \$50.00 annually along with their Undergraduate Engineering Donation Fee and during the registration process with their tuition. A Donation Receipt (tax receipt) will be issued to the student at the end of February. The current opt-out provision will apply to this contribution – the opt-out form will be available on the Faculty webpage and must be completed by September 30th in any given year.

The funds although collected with tuition will be considered separate from the regular Western Undergraduate Engineering Donation Fee and will be put in the special Laboratory Endowment Fund. The University will deposit the money into the designated fund.

The interest on the fund will be available for disbursement by the Board of Directors as per Western University guidelines.

The fund will be administered by Western Engineering's Director of Finance.

Up to 3% of the funds available may be used by the Board for the purchase of plaques and/or miscellaneous costs associated with the administration of the Fund. Any administrative costs must be agreed to by a majority voted of the Board of Directors. All facilities upgrades and equipment purchased with this fund will be acknowledged by a plaque or sign – *"Purchased by the Western Engineering Undergraduate Student Laboratory Endowment Fund"*, *This Lab was renovated by the Western Engineering Undergraduate Student Laboratory Fund* etc.

Submissions and/or proposals and requests for funding will be received by the Committee no later than Dec 15th in any given year.

The Board shall decide on the distribution of funding by Feb 1st each year and applicants will be notified by Feb 15th of each year.

The Board shall collect a comprehensive inventory of lab equipment and facilities from the Departments and Programs every four (4) years beginning in 2012. - **assuming this proposal is accepted and goes forward for the 2012/2013 year.

Background Information:

Waterloo – Waterloo Engineering Endowment Fund – began in 1990. They collect \$75 per student, and also accept donations to the fund from alumni and corporations. Hit \$10,000,000.00 in endowed funds in 2011!! <http://www.weef.uwaterloo.ca/>

McMaster – MacLab – initiated by McMaster Undergraduate Engineering Society in 1997 and in 2010 they dispersed \$46,500 based on endowment assets of over \$1,500,000. They collect \$50 per student. <http://macengsociety.ca/services/maclab/>

Affiliation Fee Agreement Between The University of Western Ontario and the Affiliated University Colleges

February 13, 2012

Background

Over the past year, the University of Western Ontario Constituent University (“Western”) and its Affiliated University Colleges (“Affiliates”) have had numerous discussions regarding a new model for Service Fees (i.e., fees to be paid by the Colleges for services provided by Western) and the Cross-Teaching Transfer (i.e. the financial transfer associated with the “net” teaching of students by Western). The discussions included (a) modifications to the current mechanisms, (b) possible new mechanisms, and (c) a review of arrangements at other Canadian institutions with affiliated/federated colleges. The end-point agreement was to move to a simpler approach based on a single “Affiliation Fee” that would incorporate both the Service Fees and the Cross-Teaching Transfer.

The discussions leading to this agreement to implement an Affiliation Fee included a consideration of the following:

- The services – both at Western and the Affiliates – that should be included in the financial arrangement.
- The current level of service fees, compared to the costs of the relevant services – both at Western and the Affiliates.
- Cross-Teaching levels (i.e., the flow of cross-teaching FCEs in both directions).
- Enrolment related revenues at the institutions, compared to the level of cross-teaching transfers.
- The impact of the University’s Science Breadth Requirement on Cross-Teaching levels.
- Overall enrolment-related revenues at the Affiliates.

The Parties affirm the principle – as outlined in the *Guidelines Governing the Academic Relationship Between the Constituent University and the Affiliated University Colleges* – of maintaining a healthy and mutually beneficial cross-flow of students between Western and the Affiliates.

The Affiliation Fee

1. There shall be an Affiliation Fee paid by each Affiliate to Western calculated at a rate of 12% of the individual Affiliate’s undergraduate and graduate enrolment-related grants and tuition revenues. Tuition revenues used in calculating the Affiliation Fee shall exclude the government required minimum tuition set-aside funds.

The enrolment-related grants included are as follows: Base Grant; Performance Fund; Undergraduate Accessibility Funding; Graduate Expansion Funding; and Quality Improvement Fund. In the future, if the Provincial Government changes the structure of

enrolment-related grant envelopes, the Parties shall discuss the effect of the change on the Affiliation Fee Agreement.

Since graduate enrolment-related grants and tuition revenue are included in the Affiliation Fee calculation, starting in 2013-14, the current Graduate Service Fee shall be discontinued.

The Affiliates shall provide Western with a report on actual tuition collected by May 31st of each year (i.e., for the previous budget year).

2. A slip-year approach shall be used in calculating the Affiliation Fee Transfer (i.e., the Affiliation Fee for year X shall be based on the Affiliates' enrolment-related grants and tuition in year X-1).
3. The Affiliation Fee Agreement shall begin May 1, 2013 – and it shall be phased in over a three-year period, as follows:

Academic Year	Affiliation Fee (% of enrolment-related grants and tuition revenue)
2013-14	10% ¹
2014-15	11%
2015-16 & ongoing	12%

For 2012-13, the current Service Fee and Cross-Teaching mechanisms shall apply.

4. **Services.** Under this Affiliation Fee Agreement, currently-provided services shall continue without additional fees. Services currently provided on a cost-recovery basis (e.g., Police Services, selected IT Services) shall continue under the cost-recovery model. In the future, if new services are introduced by either side, the Parties shall discuss the effect of the new services on the Affiliation Fee Agreement.
5. **Cross-Teaching.** Under this Affiliation Fee Agreement, cross-teaching shall include only undergraduate course FCEs.

The flow of cross-teaching FCEs from each *Affiliate to Western* shall be capped at the weighted average of the 2010-11 and 2011-12 undergraduate FCE cross-flow course registrant per Affiliate FTE student. Starting in 2013-14, for each FCE above this cap, the Affiliate shall pay Western the undergraduate domestic year 1 Arts tuition, calculated on the slip-year (i.e., for 2013-14, the FCEs and Arts tuition rate would be the 2012-13 figures).

The flow of cross-teaching FCEs from *Western to each Affiliate* shall be capped at the average of the 2010-11 and 2011-12 undergraduate FCE flow. Starting in 2013-14, for each FCE above this cap, Western shall pay the affected Affiliate the undergraduate domestic year 1 Arts tuition, calculated on the slip-year (i.e., for 2013-14, the FCEs and Arts tuition rate would be the 2012-13 figures).

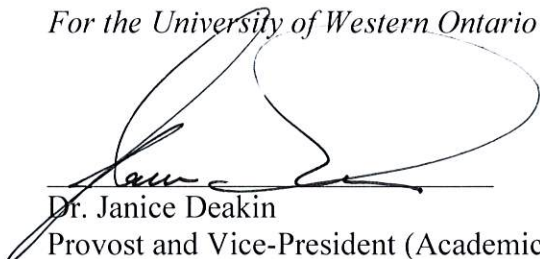
Cross-flow calculations shall continue to exclude courses offered in Spring/Summer.

¹ For 2013-14, the 10% will include the 2012-13 cross-flow reconciliation.

It is acknowledged that a cross-teaching adjustment to recognize the existing Science Breadth Requirement has been taken into consideration in the implementation of the Affiliation Fee. If, in the future, any Senate-mandated requirements force an increase in the cross-flow from the Affiliates to Western, the Parties shall discuss the effect of the change on the Affiliation Fee Agreement.

6. This Affiliation Fee Agreement replaces and renders null and void the current Cross-Teaching and Service Fee Agreements and the premises upon which they were based.
7. This Affiliation Fee Agreement shall constitute an addendum to the Affiliation Agreement and represents the entire basis of understanding amongst the Parties related to financial matters.

For the University of Western Ontario



Dr. Janice Deakin
Provost and Vice-President (Academic),
The University of Western Ontario


For the Affiliated University Colleges



Dr. Colleen Hanycz
Principal, Brescia University College



Dr. Stephen McClatchie
Principal, Huron University College



Dr. David Sylvester
Principal, King's University College

February 13, 2012
Date

UPDATE ON ACCESS COPYRIGHT

FOR INFORMATION

At the time of the last meeting of P&F, the Committee was advised that administration was involved in discussions with the University of Toronto and Access Copyright to reach agreement on a license that would remove Western (and U of T) from the current proceedings before the Copyright Board of Canada, in which AUCC, on behalf of Canadian universities, is contesting a proposed tariff, in which the Copyright Board would essentially impose licence terms based on evidence presented as to the nature and extent of copying in the post-secondary sector.

On January 30, 2012 Western and U of T reached agreement with Access Copyright and a licensing agreement covering the period from January 1, 2011 to December 31, 2013 was signed. The essential terms of the agreement are as follows:

Commencing May 1, 2012, Western will pay Access Copyright a licensing fee of \$27.50 per FTE (of which \$25.00 will be passed on to students) for the rights to copy (both in print and digitally) works that are part of the Access Copyright repertoire in accordance the express terms set out in the Agreement;

For the period from January 31, 2011 to April 30, 2012, Western will pay only the amount it was required to pay under the Interim Tariff imposed by the Board, and will not be subject to any retroactive payment under this agreement, or any retroactive assessment by the Copyright Board;

Access Copyright agrees that it will not require Western to participate in the survey of copying that is to be ordered by the Copyright Board as part of the ongoing proceedings involving AUCC;

Access Copyright, U of T and Western will form a working group to develop a survey methodology sufficient to allow Access Copyright to determine how to distribute royalties amongst its members, and to allow an assessment of the extent to which we are using materials that are subject to the licence.

The Agreement (and more specifically the survey) is to be administered in a manner that respects principles of privacy and academic freedom.

It was deemed appropriate to enter into this agreement for the following reasons:

The litigation before the Copyright Board would likely have dragged on for another 3-4 years, leaving Western exposed to increased litigation costs, risks associated with retroactive payments, and participation in a survey process that was likely to be intrusive and time consuming;

Recent interim decisions of the Copyright Board suggested that there were certain risks associated with “opting out” of the Access Copyright regime altogether, which was an alternate strategy being considered;

Experience of some other universities that have chosen the “opt-out” alternative indicates that it is a much more expensive process than anticipated, and still carries a risk of retroactive assessment;

The agreement is short term – we can terminate it effective December 31, 2013 in the event that there are developments (e.g. changes in copyright law, new information regarding usage) that would affect its value;

While it represents an increase in the fees being paid to Access Copyright (approximately \$18.00 per FTE under the previous arrangement), it also grants additional rights in the area of digital copying and is consistent with licences and tariffs in similar jurisdictions. In Quebec, universities currently pay approximately \$25 per FTE for a licence that has fewer rights in the area of digital copying. In the K-12 sector, the recent tariff imposed by the Copyright Board represented a doubling of fees paid under the previous arrangement.

Initial reaction to the Agreement by CAUT and others raised concerns on the part of some faculty that we would be conducting “surveillance” of faculty e-mails as part of the survey process, and that we had inappropriately conceded that certain practices (e.g. hyperlinking) were subject to licensing fees. The Agreement specifically provides that the survey is subject to the principles of privacy and academic

freedom, and will be undertaken using methodology that has been mutually agreed to. Also, the Provost has expressly stated that there will be no e-mail surveillance as part of the survey process. While hyperlinking and other practices are included in the definition of copying under the Agreement, there is also a provision that expressly states that we do not agree that those practices are subject to licensing fees. Concerns have also been raised about secrecy during the negotiation of the Agreement and lack of consultation. Confidentiality was essential during negotiations because of the ongoing litigation.

The following steps have been taken to implement the Agreement:

We have met with and responded to concerns raised by UWOF, the USC and SOGS;

We have refunded the appropriate portion of the contingent \$30 fee that had been collected to cover the potential of a retroactive assessment;

We have begun discussions with Access Copyright regarding the survey;

We have formed an implementation group, consisting of representatives of Faculty Relations, the Libraries, the Book Store, ITS and the Teaching Support Centre to deal with any issues that might arise during the course of implementing the Agreement;



SOCIETY OF GRADUATE STUDENTS
THE UNIVERSITY OF WESTERN ONTARIO

SOCIETY of GRADUATE STUDENTS

UNIVERSITY
SECURITY
MAR - 7 2012
University Community Centre, Room 260, The University of Western Ontario
London, ON CANADA N6A 3K7

Telephone: 519-661-3394 • Fax: 519-661-3374

Website: www.uwo.ca/sogs • Email: sogs@uwo.ca

February 15, 2012

U.W.O.

To: Western University Board of Governors

This letter is intended to express the collective dissatisfaction of the graduate students at Western University with the Licence Agreement that the University has signed with Access Copyright.

While the University has a duty to ensure that copyright law is respected and that authors and publishers are fairly compensated for materials used in the course of educating students, the university also has a corresponding duty to the users of educational resources to ensure that their rights are protected as well. The agreement fails to achieve this balancing, as it is a very one-sided concession to Access Copyright, which fails to take into account the rights and interests of faculty, staff and students at this University.

The agreement imposes an undue burden on students. In addition to the arbitrary selection of \$27.50 for the per/FTE fee, the agreement expands the definition of "copy" well beyond what is currently recognized by the Canadian Copyright Act, and it also raises substantial concerns about the scope of the ultimate audit/survey. By including hyperlinks and e-mails within the definition of "copy," the concerns, that the agreement is potentially privacy-invasive and destructive of intellectual freedom, are substantial and real.

By working in secret with Access Copyright to come to the terms reflected in this agreement, the University has violated our confidence and trust. Sadly, the agreement has been signed at a time when significant and highly relevant issues are before the Supreme Court of Canada which will shed light on many of the uncertainties surrounding fair dealing in Canada. As well, the federal government is moving quickly to enact a revised Copyright Act, which is also likely to include revised provisions concerning fair dealing for the purpose of education. Given these upcoming events, there was good reason to wait rather than execute an agreement that effectively marginalizes students' fair dealing rights.

As the University is well aware, based on the comments made by student groups at the provost-initiated Access Copyright Working Group, this agreement is against the express wishes of both undergraduate and graduate students. Despite the fact that Universities across Canada have been working together to resist the Access Copyright's onerous tariff application at the Copyright Board, Western University, along with the University of Toronto, has chosen to break this solidarity. This will have a significant and detrimental effect on the other institutions that are continuing to defend the legitimate right of educators and students to teach and learn without the imposition of onerous copyright-related restrictions. By its actions, the University is also compromising the integrity of the teacher-student relationship which SOGS members are particularly sensitive to since we act in both capacities.

The University needs to appreciate the harm that will be caused by this licence agreement and to reconsider its relationship with Access Copyright.

Regards,

Saidur R. Chowdhury, President
On behalf of SOGS Council
2011/2012

March 16, 2012

University of Western Ontario

Primary Credit Analyst:

Suleman Souleyman, Toronto (1) 416-507-2514; suleman_souleyman@standardandpoors.com

Secondary Contact:

Adam Gillespie, Toronto (1) 416-507-2565; adam_gillespie@standardandpoors.com

Table Of Contents

Rationale

Outlook

Government-Related Entity Methodology

Background

Demand Profile Continues To Improve

Potential Changes To Provincial Funding Could Affect Operating Environment

New Residence Likely To Open By 2013

Debt To Increase Significantly By 2014

Rebound In Endowment Funds Helps Buttress Balance Sheet

Postemployment Liabilities Are Higher But Manageable

Related Criteria And Research

University of Western Ontario

Rationale

The ratings on the University of Western Ontario reflect Standard & Poor's Ratings Services' view of the following factors:

Issuer Credit Rating

AA/Negative/--

- Strong student demand. Excluding its affiliates, Western had about 30,600 full-time equivalent (FTE) students in the fall of 2011. The average entry grade of full-time first-year students was 87%, slightly below that of Queen's University (AA+/Negative/--). Western's selectivity is improving; its acceptance rate of Ontario high school students fell to 57% for fall 2011 students from 66% in fall 2005. Graduate students made up about 17% of fall 2011 enrollment. It has increased its graduate enrollment to a proportion more similar to that of other rated Canadian research-intense universities. Graduate growth has also helped support the university's strong research profile, which ranks among the top 10 in Canada;
- A sound management team that has implemented several difficult initiatives to contain expenditures and nonpension postemployment liabilities (such as dental and prescription drugs). Furthermore, management has stipulated that the university will maintain a minimum ongoing operating reserve. Western is addressing its infrastructure maintenance backlog by lifting the two-year freeze on increases to its annual operating transfer to capital reserves in the 2012 budget;
- Western's pension plans, which it administers on a defined contribution basis and are therefore essentially balanced with no past service liability. This provides a significant boost to the university's balance-sheet strength compared with that of its peers, some of whom could be facing large deficits payments in the next few years; and
- Historically stable government support. Operating grants from the Province of Ontario (AA-/Stable/A-1+) and other government grants account for about 46% of Western's revenues, which helps underpin the ratings. In addition to a base operating grant (which it provides per FTE), the province also has a history of providing additional grant envelopes and one-time, year-end disbursements to alleviate operating and capital pressures. However, a recently released report that the province commissioned to take a comprehensive look at spending contains recommendations that, if implemented, could alter how postsecondary institutions are funded. In light of this and given Ontario's large deficit projections through 2017, we believe that medium-term financial support for universities is likely to be constrained.

We believe credit concerns include:

- Our expectation of rising debt in the near-term. Rising enrollment and Western's guarantee of residence accommodation for first year students has pressured its residence operations to the point where a new residence is required. We expect that Western will borrow up to C\$100 million by fiscal 2014 (fiscal year end is April 30) to help finance construction and that debt could increase to more than C\$10,000 per FTE and 30% of adjusted revenue, levels higher than similarly rated domestic peers; and
- Continuing pressure on operating budgets. The Canadian university sector continues to face a tight operating environment despite, for the most part, having recovered from a recession that severely impaired the value of financial assets and negatively affected investment returns. In our view, Western has exhibited stronger operating performance relative to most of its rated peers, posting a surplus 4.3% of operating revenue in fiscal 2011, down only slightly from 4.8% in 2010. Western's surpluses (and deficits) have been partially affected by and generally move in tandem with investment income, which rebounded substantially in 2010 and continued to be robust in

2011. The other key attribute of the university's budget that has made it more resilient than that of its peers is its essentially balanced pension plan, for which it does not have the same special payment funding concerns that nearly all other rated Canadian universities must budget. Given that salaries and benefits are by far the most significant spending pressure at Canadian universities, Western has a notably better performance outlook.

Outlook

The negative outlook reflects our expectation that Western's debt burden will rise significantly within the two-year rating horizon, during which time we also believe that investment returns are likely to be low and government financial support could diminish. We could lower the ratings if the level of unrestricted financial resources were to be stagnant or operations were to return to deficit (Standard & Poor's-adjusted). We could revise the outlook to stable if unrestricted financial resources continue increasing to support the additional debt, the university continued to post modest adjusted operating surpluses, and any change in provincial support does not meaningfully impair Western's grants and other revenues.

Government-Related Entity Methodology

In accordance with our criteria for government-related entities, our view of a "moderately high" likelihood of extraordinary government support reflects our assessment of Western's "important" role in the province, given that postsecondary education is one of Ontario's top priorities in both expenditure and mandate (after health care and school boards), and that there are no viable private alternatives. It also reflects our view of the university's strong reputation, and its significant research capacity. In our opinion, the provincial oversight and directive Western receives through tuition regulation and program approval suggests a "strong" link with the province. Also supporting this view is that provincial operating grants account for about 46% of the university's operating revenues.

Background

Founded in 1878, Western is a research-intense, doctoral university. It is in the southwestern Ontario city of London, which has a population of almost 366,000. Western has over 36,700 FTEs with its three affiliated colleges, and is the third-largest of 20 public universities in Ontario. It has 12 faculties and schools, including a school of medicine and dentistry, law, engineering, and business. It also has affiliations with three research institutes, three university colleges, and two teaching hospitals. In January 2012 the university rebranded itself as Western University. Although the legal name is unchanged, the new brand name is part of an ongoing attempt at becoming a more international institution and to deemphasize the legal name's regional connotations.

Demand Profile Continues To Improve

In fall 2011, Western had about 30,600 FTEs (excluding about 6,100 FTEs at its affiliates, which the consolidated audited statements do not reflect). The fall 2011 cohort was the university's largest ever, at about 5,000 new students, and overall enrollment was up 2.4%, continuing the growth trend of the past 10 years. Western's selectivity is slowly improving; its acceptance rate decreased to 57% for fall 2011 students from 66% in fall 2005. Moreover, the average entry grade of full-time first year students was 87%, slightly below that of Queen's

University in Kingston, Ont.

Graduate students made up about 17% of fiscal 2011 enrollment. Strong graduate enrollment growth has improved this proportion from 15% in 2008, putting it closer in line with other research-intensive universities such as the University of Toronto, Queen's, and McGill University (in Montreal), which average about 20%. However, graduate enrollment across Ontario universities has been below the provincial expectation of an additional 15,000 graduate spaces by 2012, which has led to intense competition for graduate students. Western will have to dedicate more resources to achieve its graduate enrollment targets over the next several years and we expect the overall proportion of graduate students to stay at current levels. In the next five years, the university expects its growth rates will moderate slightly and plans to increase its total full-time enrollments modestly to about 32,300.

A major goal of Western's growth plan is to increase international student enrollment. Currently, international students make up 3.1% of undergraduates, significantly lower than other research-intensive peers and the Ontario average of 6.0%. The university has dedicated significant resources towards recruiting international students and supporting them once they are on campus.

We believe that Western's strong demand metrics will continue partially because demographic projections show that growth in the university age population will remain fairly stable in the Greater Toronto Area (GTA) through 2022, indicating a significant need for additional spaces at universities in and around the GTA in the coming decade. This rising demand should help Western achieve its growth targets as the university is fairly close to the GTA (about 200 kilometers away).

Potential Changes To Provincial Funding Could Affect Operating Environment

The Ontario government announced in its 2011 budget (March 29) that it would allocate funding for 60,000 new postsecondary spaces over five years (19,000 for colleges and 41,000 for universities). Beginning in January 2012, the province introduced a tuition rebate program that returns 30%, or C\$1,600, of tuition fees to university students with household income of less than C\$160,000 per year. A provincially commissioned review of government program spending, released Feb. 15, 2012, and known as the Drummond Report, contained 30 specific recommendations for postsecondary education that could, if implemented, significantly affect the operating environment for Ontario universities.

Among the report's findings was that Ontario expects enrollment to increase an average of 1.7% per year through 2017-2018 and that Ontario provides the lowest per-student provincial operating grant funding in Canada. The report posits that the per-FTE funding formula emphasizes higher enrollment with the potential side effect of undermining teaching quality, and recommends changing the formula to reward quality objectives, such as degrees awarded, and varying mandates for institutions to reduce the competition for limited research funding. The report also concludes that tuition freezes are likely to hurt the learning environment and recommends maintaining the existing tuition framework, which is due to expire in 2012 and allows for annual tuition increases of five per cent per year. It also recommends that Ontario consider eliminating the newly minted tuition rebate, which will cost the province an estimated C\$420 million annually.

Although the government is under no obligation to follow the recommendations, the report provides insight into some of the challenges that Ontario universities are grappling with. The report does not suggest that funding to postsecondary institutions be cut, which provides some comfort for the sector, but does recommend that growth in

total spending on postsecondary education be capped at 1.5% per year to 2017-2018 (when the government expects to balance its budget).

We believe Ontario generally provides good support to its universities; provincial operating and other government grants account for about 46% of Western's total revenues. Nevertheless, the province's operating environment has become restricted, and we expect financial support for universities to be constrained in the medium term. Although the recommendations in the Drummond Report could result in changes to the provincial funding models if followed, and Ontario is projecting a budget deficit of C\$16 billion in fiscal 2012 (March 31), we believe that it will continue to provide solid financial support to universities and we expect that postsecondary education will continue to play a vital public policy role.

Western's operating performance has been fairly strong in the past two fiscal years despite the tight operating environment. It posted a surplus of 4.3% of operating revenue (Standard & Poor's adjusted) in fiscal 2011, which despite being slightly lower than the 4.8% in 2010 and below the historical average, is strong compared with that of its peers. Before the weak performance in fiscal years 2008 and 2009, its annual operating balance averaged 7% of total revenues since fiscal 2004. Western's surpluses (and deficits) have been partially affected by and generally move in tandem with investment income, a pattern that appears to have continued in fiscal 2011. Investment income contributed C\$50 million in 2011, down from C\$59 million in 2010, and typically accounts for 3%-6% of total revenues. We expect that investment returns will be weaker in fiscal 2012 and in the near term as economic growth continues to be soft. The other key attribute of Western's budget that has made the university more resilient than its peers is the structure of its postemployment benefits. Because its pension plan is essentially balanced, it does not have the same special payment funding concerns for which nearly all other rated Canadian universities must budget. Given that salaries and benefits are by far the most significant spending pressure at Canadian universities, Western has a notably better performance outlook.

Western expects its operations to have a moderate surplus in fiscal 2012, although it is likely to post deficits in fiscals 2013 to 2015 due to stagnant grant revenue growth and one-time allocations. By the end of 2015, we believe the cumulative deficits will result in drawdowns to the operating reserve so that it is likely to approach the board-mandated minimum of C\$2.5 million. Management has initiated some difficult cost-containment efforts; however, we believe that the potential for changes to the provincial funding model in combination with continuing budgetary pressures, particularly from salaries and benefits which account for 60% of total expenses, will continue to strain operations. Nevertheless, without having to fund significant postemployment liability deficits like many other universities, Western is in a much better position to protect its balance sheet.

New Residence Likely To Open By 2013

Western is building a new 1,000 bed residence to meet demand for on-campus student housing, particularly among first-year undergraduates. The total project is expected to cost more than C\$90 million and construction is underway, with 600 beds planned to be available by September 2013 and the remainder open by the following fall.

The university has budgeted about C\$139 million in capital projects for fiscal 2012 (see table 1), of which it will fund about 37% through debt, 18% with its operating budget, 13% through fundraising, 12% from government sources, and 10% from investment returns. Major projects, in addition to the new residence, include the new building for the Richard Ivey School of Business, which received C\$50 million in federal grants through the Knowledge Infrastructure Program, and several major renovations to academic buildings aimed at addressing

deferred maintenance issues.

Table 1

University of Western Ontario--Capital Projects Underway As Of April 30, 2011			
	Start	End	Cost (mil. C\$)
IT network and infrastructure upgrades	May 2008	September 2012	4.6
Stevenson Hall and Lawson Hall renovations	January 2009	August 2011	18.8
UCC Renovations--a follow-up on renovations to existing facilities	May 2009	December 2010	9.4
New Ivey building	August 2009	September 2012	102.1
Physics and astronomy building renovations	Mar 2010	June 2012	26.5
Electrical infrastructure	May 2010	April 2011	1.0
Addition to the Museum of Ontario Archaeology	June 2010	May 2011	2.4
UCC renovations	September 2010	April 2011	4.8
The Wind engineering, energy, and environment facility	December 2010	November 2012	9.1
Universitywide energy efficiency initiatives	January 2011	November 2011	1.5
Site servicing at the advanced manufacturing park	April 2011	August 2011	1.9
Total	N/A	N/A	182.1

Source: University of Western Ontario's 2011-12 Capital Budget. UCC--University Community Centre. N/A--Not applicable.

The current replacement value (CRV) of Western's physical assets was C\$1.8 billion at the end of March 2011. Management estimates its deferred capital maintenance at about C\$187 million (including C\$24 million for its residence buildings), or 10.7% of CRV. The university receives a small amount of funding from the province for deferred capital maintenance, but it has a long-term strategy for tackling the problem by raising its annual transfer from operations toward its backlog by C\$750,000 each year until it reaches C\$15.5 million per year. The university froze the increase for the past two years due to budget constraints but will continue with them starting in fiscal 2012. The outlook for federal and provincial capital grants is uncertain given the significant budget deficits at both levels, and we believe that Western will continue to become more dependent on capital revenues from competitive research sources, private fundraising, transfers from the operating budget, and debt to fund its capital plans.

Debt To Increase Significantly By 2014

In fiscal 2011, Western's debt was about C\$216 million, or C\$7,222 per FTE, down from C\$7,535 in 2010. The bulk of existing debt is the C\$190 million senior unsecured bullet debenture issued in 2007 that was used to refinance about C\$80 million of maturing debt and to finance capital projects to accommodate enrollment growth.

Of the university's debt, student housing mortgages accounted for C\$11 million; and about C\$16 million was for related organizations, mostly for a research development park. Western has entered what we consider a low-risk swap agreement. Included in the C\$216 million debt is C\$13 million that it borrowed from The Toronto-Dominion Bank; the university then entered a five-year swap with the bank for that amount. The agreement fixes Western's interest rate at 4.9% and ends Oct. 25, 2012. The loan repaid an existing one related to the research park.

In September 2011, Western entered a credit agreement that would allow for up to C\$130 million in additional unsecured borrowing through a C\$30 million revolving demand facility and a C\$100 million committed nonrevolving term facility payable by September 2026. At the same time, the university entered an interest rate swap to fix the long-term rates on the principal at 2.987%. The facilities will be unsecured and rank *pari passu* with the

university's senior secured debenture outstanding. Both facilities are currently undrawn and the C\$100 million is interest-only payable until April 2013, after which monthly principal and interest payments are due. We expect that the C\$100 million term facility will be fully drawn by the end of fiscal 2014 to finance the construction of the new residence but that the C\$30 million revolver will only be tapped for short-term cash flow management if necessary.

In fiscal 2011, Western's debt-to-adjusted revenue improved slightly to 22%, from 24% in 2010 and 29% in 2009, although this ratio remains weaker than the 16% to 19% range before the debt issuance in 2007. The improvement in the debt service coverage ratio (DSCR) to 7.3x in fiscal 2011, from 6.8x in fiscal 2010, indicates strengthening liquidity. Liquidity levels compare well with those of many peers, and have been sound through the past several years despite the pressure on budgets. However, with the additional borrowing expected in the next two years, pro forma debt could climb to more than C\$300 million by the end of fiscal 2014. Based on our conservative forecasts, we expect that debt-to-adjusted revenue could rise to more than 30% and that DSCR could weaken to under 4.0x, which is still favorable compared with many of Western's peers. We expect debt to exceed the limit allowed under Western's debt policy, but the university's board has approved a temporary relaxation of the policy to accommodate the additional debt in fiscal years 2013 and 2014.

In our view, the strong student demand for additional residence spaces and the history of positive cash flows from Western's residence operations, which can be used to fund debt service such that we expect the associated debt to be fully amortizing, makes for a solid business case for the project. However, we believe that the increased debt will weaken the university's credit profile relative to similarly rated Canadian universities.

Rebound In Endowment Funds Helps Buttress Balance Sheet

The market value of endowments across most of the Canadian university sector continued to recover in fiscal 2011 from the lows of 2009. The market value of Western's endowment in fiscal 2011 was C\$362 million, up 36% from fiscal 2009, in which the value dropped 18% from the previous year. This brought the market value above the previous high-water mark of the fund of C\$325 million in 2008. We do not expect that the fund will continue this impressive performance through the rating horizon given the expectations of slowing investment returns during the next two years and continuing market turbulence threatening another downturn in the global economy.

About 95% of Western's fiscal 2011 endowment carries external restrictions. But even this provides the university pragmatic strength through scholarships and faculty chairs, which help attract and maintain students and faculty. The remainder of the university's endowments are internally restricted, which along with C\$166 million in internally restricted net assets (net of investments in capital assets), gives it total unrestricted financial resources of C\$185 million. This is a significant improvement from 2009, and brings the level above pre-2008 levels. Unrestricted financial resources now cover 86% of total debt, compared with 60% in 2010 but still lower than 124% in 2007. Nevertheless, this ratio highlights an important difference between Western and its peers when nonfunded postemployment liabilities are added in the denominator; for Western, the ratio is improving, compared with deterioration at most other institutions.

Although these ratios are no longer weak compared with those of similarly rated domestic peers, relieving some near-term downward pressure on the ratings, we believe that the ratio of unrestricted financial resources to pro forma debt could decline to 60%-70% by 2013.

Effective May 2011, Western's payout policy for its endowed funds, including underwater funds with market values

less than the donated capital, is an annual allocation of 4.0% of a five-year average of the endowment's market value. Its current fundraising campaign, launched in 2007, is aiming to raise C\$750 million by 2018. The university plans to use 36% of the funds for student support, 29% for chairs and faculty leaders, 22% for academic and research programs, and 13% for infrastructure. At the end of February 2012, the university had raised more than C\$280 million in donations and pledges.

Postemployment Liabilities Are Higher But Manageable

At the end of fiscal 2011, Western had C\$272 million in unfunded nonpension postemployment liabilities (such as medical, dental, and life insurance), a 10% increase (or C\$25 million) from the previous year. The expense for these plans is funded with cash, which in fiscal 2011 amounted to C\$6.2 million. In the past few years, the university has made efforts to moderate the growth of these liabilities by initiating some cost-containment measures. For faculty, Western has:

- Introduced a 15% co-pay;
- Reduced the age limit for dependent coverage; and
- Increased the threshold for eligibility to 10 years from five for all new hires.

For staff, the university has:

- Limited cost increases for active and retiree benefits to no greater than CPI (3% maximum) in each year;
- Reduced the age limit for dependent coverage; and
- Increased service requirements to qualify for postretirement benefits to 10 years.

Among Canadian rated universities, Western stands out as the only university with an essentially balanced pension plan (its deficit position was only C\$376,000 at the end of fiscal 2011). This is largely because it predominately sponsors a pure defined contribution (DC) pension plan. In contrast, many peers, such as Queen's, McGill, and the University of British Columbia, extend a hybrid DC pension plan to their members, whereby a minimum payout is guaranteed but is less generous than the typical term of a defined benefit plan, and the benefit payout calculation is not linked to annual inflation adjustments. Western is in a stronger position given the pension funding pressures that nearly all other rated Canadian universities face.

Table 2

University of Western Ontario--Peer Comparison									
(C\$000s)	--University of Western Ontario--			--York University--			--McMaster University--		
	2011	2010	2009	2011	2010	2009	2011	2010	2009
Issuer credit rating at year-end	AA/Negative/--	AA/Negative/--	AA/Stable/--	AA-/Stable/--	AA-/Stable	AA-/Stable	AA-/Stable/--	AA-/Stable/--	AA/Stable/--
FTEs	29,913	28,987	28,171	47,894	46,644	45,273	25,399	25,007	24,104
Total revenue	994,995	961,065	834,929	923,016	890,385	846,709	859,507	828,373	731,819
Deferred capital	29,962	31,765	32,017	11,698	12,846	11,729	34,688	36,386	37,146
Adjusted revenue	965,033	929,300	802,912	911,318	877,539	834,980	824,819	791,987	694,673
Total expenditure	952,204	915,262	905,280	926,551	894,803	858,416	837,556	816,723	785,772
Interest	10,790	11,163	12,665	19,591	21,060	22,778	9,900	9,969	10,034
Depreciation	66,066	67,199	67,180	39,959	41,225	44,754	61,115	62,474	62,659

Table 2

University of Western Ontario--Peer Comparison (cont.)									
Adjusted expenditure (For DSCR)	875,348	836,900	825,435	867,001	832,518	790,884	766,541	744,280	713,079
Consolidated surplus (%)	4.3	4.8	(8.4)	(0.4)	(0.5)	(1.4)	2.6	1.4	(7.4)
Consolidated surplus (for calculating DSCR; %)	9.3	9.9	(2.8)	4.9	5.1	5.3	7.1	6.0	(2.6)
DSCR (interest and principal; x)	7.3	6.8	(0.8)	1.8	1.8	0.8	2.6	4.3	(1.7)
DSCR (interest only; x)	8.3	8.3	(1.8)	2.3	2.1	1.9	5.9	4.8	(1.8)
Total debt	216,034	218,411	230,527	310,941	315,123	345,477	174,143	173,270	154,331
Unfunded postemployment liabilities	272,486	247,332	229,015	361,997	353,581	141,805	480,964	579,116	567,969
Interest expense to adjusted revenue	1.1	1.2	1.6	2.1	2.4	2.7	1.2	1.3	1.4
Debt to FTE	7,222.1	7,534.8	8,183.1	6,492.3	6,755.9	7,631.0	6,856.3	6,928.9	6,402.7
Debt to adjusted revenue (%)	22.4	23.5	28.7	34.1	35.9	41.4	21.1	21.9	22.2
(Debt plus unfunded)/adjusted revenue (%)	50.6	50.1	57.2	73.8	76.2	58.4	79.4	95.0	104.0
Internally restricted net assets	165,680	115,046	85,479	148,502	160,199	179,426	6,416	(1,740)	9,794
Internally restricted endowments	19,567	15,949	13,975	40,533	36,324	33,747	114,833	107,817	98,832
Externally restricted endowments	342,840	302,930	251,650	290,799	257,496	202,112	329,272	287,854	246,139
Unrestricted financial resources	185,247	130,995	99,454	189,035	196,523	213,173	121,249	106,077	108,626
As % of total debt	85.7	60.0	43.1	60.8	62.4	61.7	69.6	61.2	70.4
As % of total debt plus unfunded post-employment liabilities	37.9	28.1	21.6	28.1	29.4	43.7	18.5	14.1	15.0
As a % of operating Expense	19.5	14.3	11.0	20.4	22.0	24.8	14.5	13.0	13.8
Per FTE	6,193	4,519	3,530	3,947	4,213	4,709	4,774	4,242	4,507
Total endowment value per FTE (at market value)	12,115	11,001	9,413	7,057	6,303	5,412	20,201	18,425	17,300

FTE--Full-time equivalent. DSCR--Debt service coverage ratio.

Related Criteria And Research

Rating Government-Related Entities: Methodology And Assumptions, Dec. 9, 2010

Ratings Detail (As of March 16, 2012)	
University of Western Ontario	
Issuer Credit Rating	AA/Negative/--
Senior Unsecured (1 Issue)	AA
Issuer Credit Ratings History	
14-Dec-2010	AA/Negative/--
04-May-2007	AA/Stable/--
*Unless otherwise noted, all ratings in this report are global scale ratings. Standard & Poor's credit ratings on the global scale are comparable across countries. Standard & Poor's credit ratings on a national scale are relative to obligors or obligations within that specific country.	

Copyright © 2012 by Standard & Poor's Financial Services LLC. All rights reserved.

No content (including ratings, credit-related analyses and data, model, software or other application or output therefrom) or any part thereof (Content) may be modified, reverse engineered, reproduced or distributed in any form by any means, or stored in a database or retrieval system, without the prior written permission of Standard & Poor's Financial Services LLC or its affiliates (collectively, S&P). The Content shall not be used for any unlawful or unauthorized purposes. S&P and any third-party providers, as well as their directors, officers, shareholders, employees or agents (collectively S&P Parties) do not guarantee the accuracy, completeness, timeliness or availability of the Content. S&P Parties are not responsible for any errors or omissions (negligent or otherwise), regardless of the cause, for the results obtained from the use of the Content, or for the security or maintenance of any data input by the user. The Content is provided on an "as is" basis. S&P PARTIES DISCLAIM ANY AND ALL EXPRESS OR IMPLIED WARRANTIES, INCLUDING, BUT NOT LIMITED TO, ANY WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE OR USE, FREEDOM FROM BUGS, SOFTWARE ERRORS OR DEFECTS, THAT THE CONTENT'S FUNCTIONING WILL BE UNINTERRUPTED, OR THAT THE CONTENT WILL OPERATE WITH ANY SOFTWARE OR HARDWARE CONFIGURATION. In no event shall S&P Parties be liable to any party for any direct, indirect, incidental, exemplary, compensatory, punitive, special or consequential damages, costs, expenses, legal fees, or losses (including, without limitation, lost income or lost profits and opportunity costs or losses caused by negligence) in connection with any use of the Content even if advised of the possibility of such damages.

Credit-related and other analyses, including ratings, and statements in the Content are statements of opinion as of the date they are expressed and not statements of fact. S&P's opinions, analyses, and rating acknowledgment decisions (described below) are not recommendations to purchase, hold, or sell any securities or to make any investment decisions, and do not address the suitability of any security. S&P assumes no obligation to update the Content following publication in any form or format. The Content should not be relied on and is not a substitute for the skill, judgment and experience of the user, its management, employees, advisors and/or clients when making investment and other business decisions. S&P does not act as a fiduciary or an investment advisor except where registered as such. While S&P has obtained information from sources it believes to be reliable, S&P does not perform an audit and undertakes no duty of due diligence or independent verification of any information it receives.

To the extent that regulatory authorities allow a rating agency to acknowledge in one jurisdiction a rating issued in another jurisdiction for certain regulatory purposes, S&P reserves the right to assign, withdraw, or suspend such acknowledgement at any time and in its sole discretion. S&P Parties disclaim any duty whatsoever arising out of the assignment, withdrawal, or suspension of an acknowledgment as well as any liability for any damage alleged to have been suffered on account thereof.

S&P keeps certain activities of its business units separate from each other in order to preserve the independence and objectivity of their respective activities. As a result, certain business units of S&P may have information that is not available to other S&P business units. S&P has established policies and procedures to maintain the confidentiality of certain nonpublic information received in connection with each analytical process.

S&P may receive compensation for its ratings and certain analyses, normally from issuers or underwriters of securities or from obligors. S&P reserves the right to disseminate its opinions and analyses. S&P's public ratings and analyses are made available on its Web sites, www.standardandpoors.com (free of charge), and www.ratingsdirect.com and www.globalcreditportal.com (subscription), and may be distributed through other means, including via S&P publications and third-party redistributors. Additional information about our ratings fees is available at www.standardandpoors.com/usratingsfees.





Insight beyond the rating.

CONTACT INFORMATION

Julius Nyarko
Senior Financial Analyst,
Public Finance
Tel. +1 416 597 7408
jnyarko@dbrs.com

Eric Beauchemin
Managing Director,
Public Finance
Tel. +1 416 597 7552
ebeauchemin@dbrs.com

Travis Shaw
Vice President,
Public Finance
Tel. +1 416 597 7582
tshaw@dbrs.com

The Next Big Test for Universities: Addressing Pension Deficits

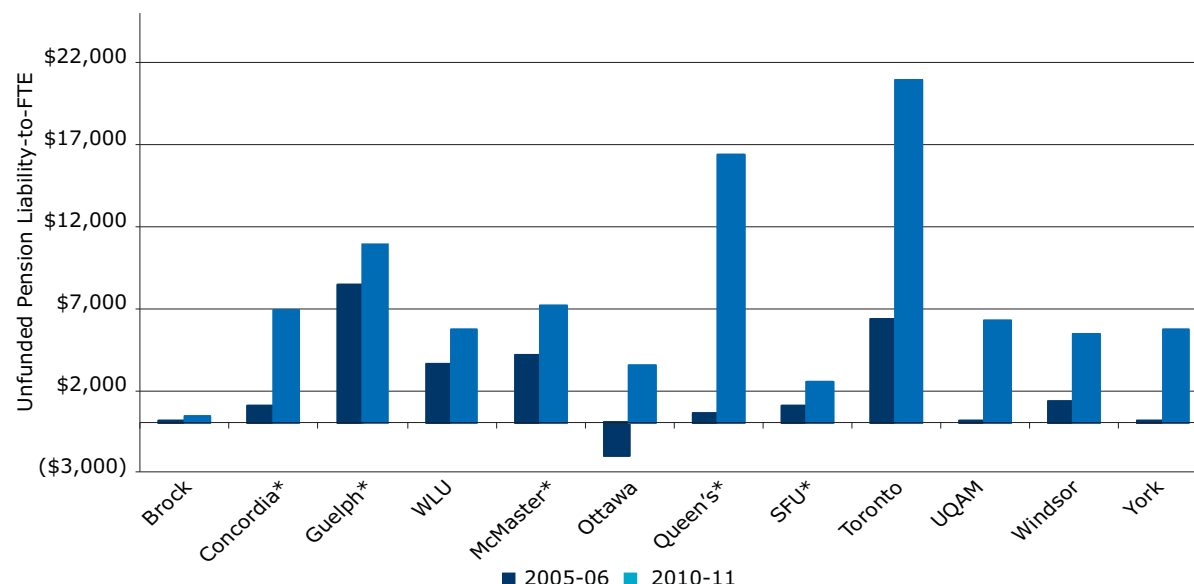
The university sector has been under growing budgetary pressures in recent years. Increased demand for university education has led to greater operating expenses vis-à-vis rising labour costs and capital expansion projects to accommodate higher student enrolment. On the revenue side, universities remain constrained by a tightening provincial funding environment and limited fee setting autonomy, although most have managed to maintain sound operating results.

However, low interest rates and a difficult investment environment have brought pension deficiencies to the forefront of the challenges faced by universities. The rapid growth in university unfunded pension liabilities has also become a concern for DBRS, as the increasing annual funding requirements are putting an added strain on operating positions. A look at the 13 DBRS-rated universities reveals that all have faced erosions in their plan funding status, and many have taken actions to address the challenge. However, solving the issue will take time.

Main Drivers of Increased Unfunded Pension Plan Deficiencies

In general, pension plan assets are funded through two sources: contributions from employers and employees, and investment returns. As is common across the university sector, employers pay a greater share of pension contributions than employees, even when compared to other public sector entities. The economic downturn of 2008–2009 triggered unprecedented pension plan funding shortfalls as sizable swaths of pension assets were wiped out. The ensuing market volatility has made it ever more difficult for many plans to fully rebuild their asset bases. To exacerbate matters, monetary authorities have reduced interest rates to historically low levels to combat the sluggish economy, which has further dampened plan discount rates and boosted plan liabilities. Since the financial crisis, the average DBRS-rated university's plan discount rate declined from roughly 7.5% in 2008–2009 to 5.5% in 2010–2011. Over this short period, total aggregate unfunded pension liabilities for DBRS-rated universities ballooned from approximately \$680 million to \$3.2 billion. Unfunded deficiencies are more of an issue for universities with defined benefit (DB) plans, under which the investment risk is borne by the employer, although universities with hybrid plans, which provide a high level of guaranteed minimum benefits to retired members, face similar challenges.

Unfunded Pension Liability per FTE of DBRS-Rated Universities, F2006 versus F2011



*Reported on a solvency basis. All others shown on an accounting basis.
 Note: Graph excludes UOIT, as it has no unfunded pension liabilities on its DC plan.
 Source: University financial statements and pension valuation reports.

On a full-time-equivalent (FTE) student basis, as university obligations are commonly measured by DBRS to ascertain relativity across the sector, the University of Toronto (UofT) shows the largest pension deficiency among DBRS-rated universities, followed by Queen's University and the University of Guelph. The University of Guelph's pension deficiency was in fact a key factor in DBRS's February 2011 downgrade of the university. In contrast, Brock University, Simon Fraser University and the University of Ottawa have the lowest shortfalls on a per-FTE basis, while the University of Ontario Institute of Technology is the only DBRS-rated university with a strictly defined contribution plan, and as such does not have a pension deficiency.

Actions Sought But Securing Significant Plan Changes Will Be Difficult

Governments are starting to pay attention to the problem, especially in Ontario where the temporary pension solvency relief program, announced by the government in August 2010, presents an opportunity for those with the most acute challenges to alleviate some of their immediate cash flow pressures, provided meaningful adjustments are made to plans. Under the two-stage program, universities will be allowed to defer solvency payments for three years while they implement strategies to ensure the long-term sustainability of their plans. After three years, if approved to proceed to the next stage, the university could amortize its deficiency over a ten-year period rather than the current five, which would substantially decrease the annual required solvency payments and allow the university to benefit from potential improvements in interest rates and investment returns, the prime drivers of the current challenge.

Many universities are seeking actions to put their pension plans on more sustainable footing. Nevertheless, DBRS notes that material changes to pension plans tend to be very challenging to secure. Benefits for retired plan members, which represent a large proportion of accumulated liabilities, are nearly impossible to scale back, and changes affecting current active or future plan members require difficult negotiations with union groups. Furthermore, plan maturity erodes the effectiveness of amendments, as a higher ratio of retired-to-active plan members makes contribution increases less effective. Lastly, increased life expectancy, spurred by advancements in medical innovation, has lengthened the time that pensioners receive benefits.



These factors illustrate the difficult task that university administrators face in restructuring their pension plans. However, as illustrated in the Appendix, some DBRS-rated universities have made significant gains to date. Specifically, McMaster University has increased employee contributions and retirement dates, as well as closed DB plans to new entrants of certain employee groups, electing instead for new group registered retirement savings plans. Two of the universities with the largest deficiencies, UofT and Queen's University, have also taken significant actions to improve their current deficit positions. In 2011, UofT made a large \$150 million lump sum payment and plans to make a second similar payment by June 2014 into its pension plans. Additionally, two large employee groups have agreed to increase member contributions, and annual pension special payments will be increased considerably. Queen's has also increased employee contributions and pensionable contributions from all its departments. These changes are expected to expedite the universities' paths toward alleviating their pension challenges. Yet for most, achieving meaningful structural changes to their pension plans will be a gradual process.

Conclusion

As western economies likely settle into an extended period of slower growth and low interest rates, DBRS expects that the path toward plan sustainability will be a long and challenging one, as it will involve difficult negotiations with employee groups. The pension deficiency challenge will also be compounded by the limited ability of universities to offset these pressures on their already stretched budgets. As a result, the agreements that come out of these negotiations may affect the ability of universities to take on new debt and address operating challenges. The necessity of structural changes to university pension plans is unquestionable, and the actions taken now may be key determinants in the credit profiles of some universities over the medium term.

Note: An upcoming study of DBRS-rated universities will explore the challenge further, particularly in the context of other opportunities and challenges faced by Canadian universities.

APPENDIX

DBRS Ratings	Brock	Concordia	Guelph	Laurier	McMaster	Ottawa
Long-term debt	A	A	A	A	AA (low)	AA
Trend	Stable	Stable	Stable	Stable	Stable	Stable
Last update	Mar. 30, 2011	Apr. 1, 2011	Dec. 14, 2011	Mar. 25, 2011	May 31, 2011	Mar. 23, 2011
Type of pension plan (DB, DC or hybrid)	Hybrid (DC, with DB component that provides minimum level of pension benefits)	DB	DB	Hybrid (DC with a minimum guarantee supplement)	DB	DB
Number of plan members (active/retired/deferred)	1,506/275/239	3,723/1,382/1,335	3,251/1,878/260	1,520/326/401	3,966/1,956/868	3,309/1,726/750
Unfunded pension liability (\$millions) ¹	(7.2)	(184.6)	(220.7)	(89.2)	(182.7)	(147.2)
Basis (accounting, solvency)	Accounting	Solvency	Solvency	Accounting	Solvency	Accounting
Discount rate ²	5.75%	4.48%	5.3%	5.50%	6.0%	5.75%
Contribution rates ³ :						
University	7.4% up to YMPE, plus 9.0% thereafter	9.66% of payroll, plus amortization payments	169% of employee contributions	7.0% of earnings	University pays current service, plus amortization, totaling: Salary plan (SP): 2.8% of unfunded liability Original plan (OP): 4.85% of unfunded liability Hourly plan (HP): slightly more than 2.32% of unfunded liability	12.19% of salary mass
Employee	4.4% up to YMPE plus 6.0% thereafter	4.5% up to YMPE plus 6.0% thereafter	4.8% up YMPE, plus 6.5% thereafter	7.0% of earnings	SP and OP: 6.50% up to YMPE; plus 8.75% thereafter HP: 5.50% up to YMPE; plus 7.0% thereafter	4.25% up to YMPE plus 6.55% thereafter
Measures taken to address shortfall	<ul style="list-style-type: none"> Additional payments made to the Minimum Guarantee Fund to fund the going concern deficit in accordance with actuarial valuation 	<ul style="list-style-type: none"> Adoption of a new Funding Policy Seeking to align Investment Policy with new Funding Policy framework 	<ul style="list-style-type: none"> Increased employee contribution rates; Eliminated early retirement benefits for certain groups 	<ul style="list-style-type: none"> Negotiating with employee groups to increase employee contributions and reduce future benefits (indexing, early retirement subsidies) 	<ul style="list-style-type: none"> Increased employee contributions; Increased early unreduced retirement dates; Increased vesting dates; new (reduced) plan benefit formula for new hires into largest group (CAW); Closed DB plans to certain groups & replaced with Group RRSP for new hires 	<ul style="list-style-type: none"> Formal actions yet to be approved
Enrolment (FTEs) (F2011)	18,180	26,777	20,651	15,551	25,399	42,211
Unfunded pension liability per FTE	\$396	\$6,894	\$10,687	\$5,738	\$7,193	\$3,486

Note: DB = Defined benefit plan; DC = defined contribution plan; FTE = full-time-equivalent

1. Pension plan deficits presented are before unamortized gains/losses; as of F2011, except for UQAM for which figure is as of May 2010.

2. Discount rates are presented for the same periods as pension plan deficits.

3. YMPE = Yearly Maximum Pensionable Earnings, set annually by Canada Revenue Agency (CRA) and represents maximum amount of salary from which Canada Pension Plan is deducted.

* DBRS estimate; ** UQAM participates in the DB plan of the Université du Québec network. At April 30, 2011, it accounted for 3,077 of the 8,444 plan members (36.4%). This figure represents

UQAM's pro-rata share of the network's pension deficit which is incorporated into DBRS's analysis of the university.



APPENDIX

DBRS Ratings	Queen's	Simon Fraser	Toronto	UOIT	UQAM	Windsor	York
Long-term debt	AA	AA (low)	AA	BBB (high)	A (low)	A (high)	AA (low)
Trend	Stable	Stable	Stable	Stable	Stable	Stable	Stable
Last update	Oct. 13, 2011	Jan. 30, 2012	Nov. 3, 2011	Apr. 1, 2011	Aug. 17, 2011	May 16, 2011	Sep. 28, 2011
Type of pension plan (DB, DC or hybrid)	Hybrid (DC, with DB component that provides minimum level of pension benefits)	DB	DB	DC	DB**	Employee plan (EP) - DB; Faculty plan (FP) - Hybrid (DC, with DB component that provides minimum level of pension benefits)	Hybrid (DC, with DB component that provides minimum level of pension benefits)
Number of plan members (active/retired/deferred)	3,611/1,867/1,545	1,590/283	8,682/4,824/2,805	-	3,077 (total)	EP - 796/344/56 FP - 684/367/169	4,420/1,805/1,360
Unfunded pension liability (\$millions) ¹	(325.0)	(64.0)	(1392.6)	-	(185.5)**	(76.7)	(272.5)
Basis (accounting, solvency)	Solvency	Solvency	Accounting	N/A	Accounting	Accounting	Accounting
Discount rate ²	5.8%	3.3% for 10 yrs, 5% thereafter	5.6%		5.5%	6.0%	5.75%
Contribution rates ³ :							
University	6.0% up to YMPE, plus 7.0% thereafter	Employer makes all contributions - 15.3% of total payroll	10.98% of payroll	6% of YMPE, plus supplemental contribution of 2% of YMPE	9.05%	EP - Match employee contribution (50% cost sharing) FP - 6% of normal salary for DC portion, plus 4.96% to fund DB portion	Match employee contributions dollar for dollar, plus additional 3%
Employee	4.5% up to YMPE plus 6.0% thereafter	Voluntary	5.25% of payroll	3% of YMPE; with optional contributions increase to of 6% of YMPE	9.05%	EP - 9.2% of normal salary up to year's basic exemption (YBE) (CRA determined), plus 6.4% above YBE up to YMPE, and 9.2% thereafter FP - DC portion, 8% of normal salary	4.5% up to YMPE, plus 6.0% thereafter
Measures taken to address shortfall	<ul style="list-style-type: none"> Increased employee contributions Increased pensionable contributions from all departments Several additional plan changes expected to make the plan more sustainable 	<ul style="list-style-type: none"> Applying to the provincial government for solvency exemption Negotiations with employee groups for plan changes Letters of credit to fund current solvency deficiency 	<ul style="list-style-type: none"> Two lump sum payments totaling \$300M Increased employee contributions for two large employee groups Increased annual pension special payments substantially 	N/A	<ul style="list-style-type: none"> Partial indexation for benefits related to service rendered after 2004. 	<ul style="list-style-type: none"> EP - Increased member contributions with employer match FP - DC contribution formula increasing from 6% to 8%, no associated employer match 	<ul style="list-style-type: none"> Engaged actuarial advisor to explore options to make plan more sustainable Built additional pension contributions of \$28M Base contributions into the budget plan Discussions with an all employee groups on plan redesign
Enrolment (FTEs) (F2011)	19,865	25,492	66,611	6,615*	29,482	14,029	47,894
Unfunded pension liability per FTE	\$16,360	\$2,510	\$20,906	N/A	\$6,291	\$5,470	\$5,689

Note: DB = Defined benefit plan; DC = defined contribution plan; FTE = full-time-equivalent

1. Pension plan deficits presented are before unamortized gains/losses; as of F2011, except for UQAM for which figure is as of May 2010.

2. Discount rates are presented for the same periods as pension plan deficits.

3. YMPE = Yearly Maximum Pensionable Earnings, set annually by Canada Revenue Agency (CRA) and represents maximum amount of salary from which Canada Pension Plan is deducted.

*DBRS estimate; ** UQAM participates in the DB plan of the Université du Québec network. At April 30, 2011, it accounted for 3,077 of the 8,444 plan members (36.4%). This figure represents UQAM's pro-rata share of the network's pension deficit which is incorporated into DBRS's analysis of the university.



Note: All figures are in Canadian dollars unless otherwise noted.

Copyright © 2012, DBRS Limited, DBRS, Inc. and DBRS Ratings Limited (collectively, DBRS). All rights reserved. The information upon which DBRS ratings and reports are based is obtained by DBRS from sources DBRS believes to be accurate and reliable. DBRS does not audit the information it receives in connection with the rating process, and it does not and cannot independently verify that information in every instance. The extent of any factual investigation or independent verification depends on facts and circumstances. DBRS ratings, reports and any other information provided by DBRS are provided "as is" and without representation or warranty of any kind. DBRS hereby disclaims any representation or warranty, express or implied, as to the accuracy, timeliness, completeness, merchantability, fitness for any particular purpose or non-infringement of any of such information. In no event shall DBRS or its directors, officers, employees, independent contractors, agents and representatives (collectively, DBRS Representatives) be liable (1) for any inaccuracy, delay, loss of data, interruption in service, error or omission or for any damages resulting therefrom, or (2) for any direct, indirect, incidental, special, compensatory or consequential damages arising from any use of ratings and rating reports or arising from any error (negligent or otherwise) or other circumstance or contingency within or outside the control of DBRS or any DBRS Representative, in connection with or related to obtaining, collecting, compiling, analyzing, interpreting, communicating, publishing or delivering any such information. Ratings and other opinions issued by DBRS are, and must be construed solely as, statements of opinion and not statements of fact as to credit worthiness or recommendations to purchase, sell or hold any securities. A report providing a DBRS rating is neither a prospectus nor a substitute for the information assembled, verified and presented to investors by the issuer and its agents in connection with the sale of the securities. DBRS receives compensation for its rating activities from issuers, insurers, guarantors and/or underwriters of debt securities for assigning ratings and from subscribers to its website. DBRS is not responsible for the content or operation of third party websites accessed through hypertext or other computer links and DBRS shall have no liability to any person or entity for the use of such third party websites. This publication may not be reproduced, retransmitted or distributed in any form without the prior written consent of DBRS. ALL DBRS RATINGS ARE SUBJECT TO DISCLAIMERS AND CERTAIN LIMITATIONS. PLEASE READ THESE DISCLAIMERS AND LIMITATIONS AT <http://www.dbrs.com/about/disclaimer>. ADDITIONAL INFORMATION REGARDING DBRS RATINGS, INCLUDING DEFINITIONS, POLICIES AND METHODOLOGIES, ARE AVAILABLE ON <http://www.dbrs.com>.

Suncor Chair in Energy Policy

FOR INFORMATION

Property and Finance Committee has approved on behalf of the Board of Governors, establishment of the Suncor Chair in Energy Policy in the Richard Ivey School of Business, within the following terms of reference:

Donor and Funding: Suncor Energy Foundation has committed a gift of \$1.125 million in support of a chair in energy policy, undergraduate student awards, program outreach, case-writing and research. \$600,000 of the Donor's generous gift will establish and support the Suncor Chair in Energy Policy at Ivey.

Effective Date: April 1, 2012

Purpose: The Suncor Chair in Energy Policy will align with the Energy@Ivey faculty research group, whose vision "is to be the leading forum for discovering and disseminating new knowledge about energy issues facing business, government and society. By thinking beyond traditional approaches, we can cultivate innovative, effective and responsible policy solutions".

The Suncor Chair in Energy Policy will enable Ivey to continue on the path of becoming a world leader in energy policy research, through the development of a comprehensive program around energy policy initiatives. The chair will expand opportunities for research and case writing, and host events to promote greater engagement among students, faculty and practitioners on a global scale.

Criteria: This expendable Chair will have academic appointment in the Richard Ivey School of Business.

The candidate will be internationally recognized for his or her energy-related research and thought leadership. The chair will be responsible for developing and implementing an innovative research and teaching agenda within Ivey. Through the teaching and research conducted and stimulated by the holder of the chair, the School will distinguish itself in Canada as the primary source of relevant, applied research in energy issues facing business, government and civil society.

Appointment to the Suncor Chair in Energy Policy will be conducted in accordance with the relevant policies and procedures of the University based on the recommendation of a selection committee, which will include a representative of the dean's office of the Ivey School of Business.

The appointment of the chair will be for five years, renewable.

Renewal: Renewal of the Suncor Chair in Energy Policy will be conducted in accordance with guidelines established by the Richard Ivey School of Business for reviewing expendable chairs and at the discretion of the Review Committee.

Reporting: The University, through the Richard Ivey School of Business, will report from time to time to the donors regarding the progress and advancement of the Chair's work.

Background:

The Suncor Chair in Energy Policy was established by Suncor Energy Foundation, on behalf of SUNCOR ENERGY Inc (Suncor), Canada's premier integrated energy company.

Suncor's operations include oil sands development and upgrading, conventional and offshore oil and gas production, petroleum refining, and product marketing under the Petro-Canada brand. While working to develop petroleum resources responsibly, Suncor is also developing a growing renewable energy portfolio.

In 1967, Suncor made history by pioneering commercial crude oil production from the oil sands of northern Alberta. Since then, Suncor has grown to become Canada's largest integrated energy company, focused on operational excellence, with the assets, people and financial strength to compete globally.

Suncor's clean, renewable energy investments include: (i) six wind power projects in operation with a total capacity of 255 megawatts. These wind power projects are expected to result in the avoidance of approximately 500,000 tonnes of carbon dioxide annually; (ii) St. Clair, ON ethanol facility, Canada's largest biofuels plant, with a current production capacity of 400 million litres per year. The ethanol is blended into Petro-Canada™ gasoline and contributes to avoidance of up to 600,000 tonnes of CO₂ emissions per year.

Report of the Investment Committee

FOR INFORMATION

This report outlines the performance of the operating and endowment investment portfolio and the recent activities of the Investment Committee.

Performance

The investment performance of the portfolio for the past four years was as follows:

<u>Asset Class</u>	<u>Annual Dec 31 2011</u>	<u>Annual Dec 31 2010</u>	<u>Annual Dec 31 2009</u>	<u>Annual Dec 31 2008</u>	<u>Annualized for Four years Ending Dec 31, 2011</u>
Fixed Income	9.4%	6.8%	5.5%	7.0%	7.2%
Alternative Investments:					
Hedge funds	(32.6)	(4.3)	2.4	(30.0)	(17.5)
Private equity	16.4	-	-	-	-
Equities:					
Canadian	(9.8)	17.0	28.9	(31.4)	(1.7)
US	(0.1)	13.7	20.4	(36.4)	(3.4)
Non North American	(9.6)	5.7	20.1	(32.8)	(6.2)
Total Return	<u>(1.0)%</u>	<u>10.2%</u>	<u>16.7%</u>	<u>(18.9)%</u>	<u>0.8%</u>
Policy Return	<u>(0.3)%</u>	<u>10.8%</u>	<u>17.3%</u>	<u>(19.6)%</u>	<u>1.0%</u>

For additional information, please refer to the attached pages, which show the amounts held by each investment manager at December 31, 2011, the annual and annualized returns by manager over the five years ending December 31, 2011.

Returns in relation to the real rate of return objective

One of the Investment Committee's objectives is to earn a 4% real rate of return over the long term (i.e., to earn 4% over the rate of inflation, as measured by the Consumer Price Index). Inflation has averaged 1.9% per year for the past five years and 2.1% for the past ten years.

For the four years ending December 31, 2011, the annualized real rate of return was -1.0%, consisting of a nominal return of 0.8% less inflation of 1.8%. For the five years ending December 31, 2011, the annualized real rate of return for the portfolio was -0.5%, which consisted of a nominal (actual) annualized return of 1.4% less 1.9% for inflation. The 5 year annualized return does not meet the Investment Committee's performance objective of a real rate of return of 4%.

Value added by Active Management

Another of the Investment Committee's objectives is to earn the return produced by the asset mix policy based on the returns of the market indices plus a premium to reflect the additional fees related to active management. In order to achieve this objective, investment managers with active investment mandates need to outperform their benchmark indices. For example, Canadian equity managers need to outperform the TSX Composite Index over time.

Over the five years ending December 31, 2011, the actual annualized return for the portfolio was 1.4% and the return generated by the market indices for the portfolio was 1.4% (the policy return). Over this period, our combination of managers achieved the same results than could have been achieved by a passive or index style of management. It should be noted that 55% of the total portfolio is actively

managed and 45% is passively managed.

Book and Market Value of the Portfolio

As at December 31, 2011, the operating and endowment portfolio had a book value of \$437,528,000 and market value of \$485,471,000 as follows:

	<u>Book Value (\$000's)</u>	<u>Market Value (\$000's)</u>	<u>Actual Asset Mix</u>	<u>Policy Asset Mix</u>
Bonds	\$103,889	\$147,596	30.4%	25.0%
Alternative Investments	37,074	37,070	7.6	15.0
Canadian equities	87,036	100,918	20.8	20.0
US equities	85,714	101,601	20.9	20.0
Non-North American equities	<u>123,815</u>	<u>98,285</u>	<u>20.2</u>	<u>20.0</u>
Total	<u>\$437,528</u>	<u>485,471</u>	<u>100.0%</u>	<u>100.0%</u>

At December 31, 2011 the portfolio consisted of the following components:

Portion related to Endowed funds	<u>\$212,319,000</u>	<u>43.7%</u>
Portion related to Operating and Non-endowed funds	<u>273,152,000</u>	<u>56.3%</u>
Total market value of portfolio	<u>\$485,471,000</u>	<u>100.0%</u>

Update on Investment Committee Activities

- Administration continued its research on Infrastructure, as well as proceeded with an RFP for a Consultant to assist with the manager search.
- Administration selected bfinance to carry out the Infrastructure search.
- At the meeting on February 29th, 2012, comments or concerns were sought from the Committee regarding the Consultant that was selected by Administration. A few minor concerns were raised, leaving Administration in a position to proceed with hiring bfinance pending resolution of those issues.
- Administration completed the transfer of \$50 million from the short term portfolio to the Operating & Endowment fund, in conjunction with rebalancing the portfolio
- Highstreet Asset Management was terminated and administration completed the re-allocation of assets to the remaining Canadian Equity managers with the assistance of a transition manager.
- The Committee had a lengthy discussion regarding Fixed Income and the changes that were discussed at previous meetings and whether we should continue on this path given the events of the past several months and the low interest rate environment which they don't believe can be sustained.
- The Committee decided not to proceed with a Canadian core plus fixed income mandate. The Committee suggested that we continue the discussion at the next meeting and requested that Administration develop a "risk budget" to assist with the discussion.
- The Committee approved, and recommended to P&F, the appointment of two new Investment Committee members.

University of Western Ontario Endowment Plan

Asset Summary

As of December 31, 2011

	Total Market Value	% of Total Fund	% of Asset Class	Equity & Convertible		Fixed Income		Real Estate		Cash & Equivalents		Alternative	
Total Fund													
UWO Endowment - Total Fund	\$ 485.5	100.0%	100.0%	\$ 300.0	61.8%	\$ 153.9	31.7%	\$ 20.1	4.1%	\$ 0.8	0.2%	\$ 10.7	2.2%
Canadian Stock Managers	100.9	20.8	100.0	100.1	99.2	--	--	--	--	0.8	0.8	--	--
Beutel, Goodman Capital Mgmt.	40.7	8.4	40.4	39.9	97.9	--	--	--	--	0.8	2.1	--	--
Greystone Canada	31.8	6.5	31.5	31.8	100.0	--	--	--	--	--	--	--	--
Highstreet Asset Management	28.4	5.9	28.1	28.4	100.0	--	--	--	--	--	--	--	--
U.S Stock Managers	101.6	20.9	100.0	101.6	100.0	--	--	--	--	--	--	--	--
SSgA Midcap Hedge Blend	19.8	4.1	19.5	19.8	100.0	--	--	--	--	--	--	--	--
J.P. Morgan 130/30	41.2	8.5	40.6	41.2	100.0	--	--	--	--	--	--	--	--
SSgA S&P 500 Hedge Blend	40.5	8.3	39.9	40.5	100.0	--	--	--	--	--	--	--	--
Hedge Funds	1.7	0.3	100.0	--	--	--	--	--	--	--	--	1.7	100.0
Northwater Capital Mgmt. Inc. NET III	1.7	0.3	100.0	--	--	--	--	--	--	--	--	1.7	100.0
Non-North American Mgrs	98.3	20.2	100.0	98.3	100.0	--	--	--	--	--	--	--	--
Templeton International	48.0	9.9	48.8	48.0	100.0	--	--	--	--	--	--	--	--
MFS/SSgA Hedge Blend	50.3	10.4	51.2	50.3	100.0	--	--	--	--	--	--	--	--
Fixed Income Managers	147.6	30.4	100.0	--	--	141.7	96.0	5.9	4.0	--	--	--	--
State Street Global Advisors	141.7	29.2	96.0	--	--	141.7	100.0	--	--	--	--	--	--
Greystone Capital Management	5.9	1.2	4.0	--	--	--	--	5.9	100.0	--	--	--	--
Private Equity													
Adams Street Partners	9.0	1.9	100.0	--	--	--	--	--	--	--	--	9.0	100.0
Real Estate Managers	\$ 14.2	2.9%	100.0%	\$ --	--%	\$ --	--%	\$ 14.2	100.0%	\$ --	--%	\$ --	--%
Bentall Investment Management	11.6	2.4	81.6	--	--	--	--	11.6	100.0	--	--	--	--
GPM	2.6	0.5	18.4	--	--	--	--	2.6	100.0	--	--	--	--
Other Absolute Return Strategy													
Romspen	12.2	2.5	100.0	--	--	12.2	100.0	--	--	--	--	--	--

Performance Summary by Portfolio

Annual Value Added by Asset Class – December 31, 2011

				Annualized			Rolling 12-Months			
	3 Mths	YTD	1 Yr	3 Yrs	4 Yrs	5 Yrs	2010	2009	2008	2007
Total Fund - UWO Endowment	4.4	(1.0)	(1.0)	8.4	0.8	1.4	10.2	16.7	(18.9)	3.6
Policy Portfolio	5.0	(0.3)	(0.3)	9.0	1.0	1.4	10.8	17.3	(19.6)	2.9
Canadian Stock Managers	4.7	(9.8)	(9.8)	10.8	(1.7)	0.7	17.0	28.9	(31.4)	11.2
Beutel Goodman	5.9	(4.9)	(4.9)	12.0	2.3	3.1	16.6	26.8	(22.0)	6.4
Greystone	2.5	(15.2)	(15.2)	8.6	(5.1)	(1.8)	18.1	27.8	(36.7)	13.0
Highstreet	4.3	(10.8)	(10.8)	10.9	(3.4)	0.2	15.7	32.2	(36.1)	15.9
S&P/TSX Composite Index	3.6	(8.7)	(8.7)	13.2	(0.7)	1.3	17.6	35.1	(33.0)	9.8
U.S. Stock Managers	10.0	(0.1)	(0.1)	11.0	(3.4)	(3.0)	13.7	20.4	(36.4)	(1.3)
SSgA Midcap Hedge Blend	12.4	(3.3)	(3.3)	17.3	(0.4)	0.6	24.8	34.0	(39.1)	4.5
JP Morgan 130/30	8.0	(0.4)	(0.4)	8.4	—	—	9.4	16.9	—	—
SSgA S&P 500 Hedge Blend	11.3	1.4	1.4	11.2	—	—	13.6	19.3	—	—
S&P 500 - Total Return Index	9.3	4.6	4.6	7.0	(0.9)	(2.9)	9.1	7.4	(21.2)	(10.5)
S&P MidCap 400 Index	10.4	0.7	0.7	12.1	3.0	0.6	20.0	16.7	(20.2)	(8.4)
S&P 400 Canada Dollar Hedged (BNYM Calc.)	12.6	(2.6)	(2.6)	17.9	(0.1)	1.2	24.8	34.7	(39.1)	6.2
S&P 500 Canada Dollar Hedged (BNYM Calc.)	11.5	1.6	1.6	12.7	(3.3)	(2.0)	13.6	24.1	(39.0)	3.8
Hedge Funds	(38.5)	(32.6)	(32.6)	(12.9)	(17.5)	(13.5)	(4.3)	2.4	(30.0)	4.6
Northwater Capital Mgmt. Inc. NET III	(38.5)	(32.6)	(32.6)	(12.9)	(17.5)	(13.5)	(4.3)	2.4	(30.0)	4.6
90 Day LIBOR (US\$)	0.1	0.3	0.3	0.5	1.1	1.9	0.3	0.7	3.0	5.3
Non-North American Mgrs.	4.5	(9.2)	(9.2)	4.8	(6.2)	(4.8)	5.7	20.1	(32.8)	0.9
Templeton International	2.3	(9.5)	(9.5)	2.2	(7.3)	(6.1)	0.4	17.6	(31.0)	(1.0)
MFS Investment Management	2.9	(7.4)	(7.4)	3.3	(2.9)	—	5.3	13.2	(19.3)	—
MFS/SSgA Hedge Blend	6.6	(9.1)	(9.1)	8.3	(4.5)	—	12.7	24.0	(34.6)	—
MSCI EAFE Hedged to C\$ w/Gross Dividends	4.2	(11.7)	(11.7)	4.8	(9.4)	(6.9)	5.0	24.1	(41.5)	4.2
MSCI EAFE Index	1.0	(9.5)	(9.5)	1.4	(7.1)	(6.8)	2.6	12.5	(28.8)	(5.3)
Private Equity	8.3	16.4	16.4	—	—	—	—	—	—	—
Adams Street	8.3	16.4	16.4	—	—	—	—	—	—	—
MSCI All Country World Index	4.9	(4.6)	(4.6)	5.6	(3.8)	(4.0)	7.3	15.0	(27.3)	(4.9)
Fixed Income Managers	2.0	9.4	9.4	7.2	7.2	6.5	6.8	5.5	7.0	3.7
State Street Global Advisors	2.1	9.5	9.5	7.2	7.2	6.5	6.8	5.5	7.0	3.7
DEX Bond Universe Index	2.1	9.7	9.7	7.3	7.0	6.4	6.7	5.4	6.4	3.7

Policy (effective 12/31/2011):

S&P/TSX Composite	20%
S&P 500 -C\$ Hedged	11%
S&P 500	5%
S&P 400 C\$ Hedged	4%
MSCI EAFE C\$ Hedged	10%
MSCI EAFE	10%
DEX Universe	20%
60% DEX Sh Term/ 40% DEX Mid Term	5%
MSCI ACWI	5%
90-Day LIBOR	5%
IPD All Property	2.5%
IPD All Industrials	2.5%

SSgA Midcap Hedge Blend includes the history of the Northwater hedges.
MFS/SSgA hedge Blend includes the history of the Northwater hedges.

UWO Operating - Combined

Total Fund Real Returns – December 31, 2011

**A Real Return of 6.4% Over The Last 3 years But Below the 4%
Real Objective Over the Long Term**

	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	10 Years
UWO Annualized Returns	-1.0	4.4	8.4	0.8	1.4	3.2	4.2	4.8	5.7	4.2
CPI (Inflation)	2.3	2.3	2.0	1.8	1.9	1.9	1.9	1.9	1.9	2.1
Real Return	-3.3	2.1	6.4	-1.0	-0.5	1.3	2.3	2.9	3.8	2.1
	Yr Ending 12/31/2011	Yr Ending 12/31/2010	Yr Ending 12/31/2009	Yr Ending 12/31/2008	Yr Ending 12/31/2007	Yr Ending 12/31/2006	Yr Ending 12/31/2005	Yr Ending 12/31/2004	Yr Ending 12/31/2003	Yr Ending 12/31/2002
UWO Annual Returns	-1.0	10.2	16.7	-18.9	3.6	12.9	10.6	9.3	13.2	-8.5
CPI (Inflation)	2.3	2.4	1.3	1.2	2.4	1.7	2.1	2.1	2.1	3.8
Real Return	-3.3	7.9	15.3	-20.1	1.3	11.2	8.5	7.2	11.1	-12.3

UWO Operating - Combined

Total Fund Value Added – December 31, 2011

	1 Year Annualized	2 Years Annualized	3 Years Annualized	4 Years Annualized	5 Years Annualized	6 Years Annualized	7 Years Annualized	8 Years Annualized	9 Years Annualized	10 Years Annualized
UWO Annualized Return (1)	-1.0	4.4	8.4	0.8	1.4	3.2	4.2	4.8	5.7	4.3
Policy Return (2)	-0.3	5.1	9.0	1.0	1.4	3.1	4.2	4.8	5.7	4.3
Value Added	-0.8	-0.7	-0.7	-0.2	0.0	0.1	0.0	0.1	0.0	0.0

	Yr Ending 12/31/2011	Yr Ending 12/31/2010	Yr Ending 12/31/2009	Yr Ending 12/31/2008	Yr Ending 12/31/2007	Yr Ending 12/31/2006	Yr Ending 12/31/2005	Yr Ending 12/31/2004	Yr Ending 12/31/2003	Yr Ending 12/31/2002
UWO Annual Return (1)	-1.0	10.2	16.7	-18.9	3.6	12.9	10.6	9.3	13.2	-8.5
Policy Return (2)	-0.3	10.8	17.3	-19.6	2.9	12.0	11.1	9.1	13.3	-7.8
Value Added	-0.8	-0.6	-0.6	0.8	0.8	0.9	-0.5	0.2	-0.1	-0.7

Policy Mix as of December 31

S&P/TSX Composite	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%
S&P 500	5%	5%	5%	5%	15%	15%	10%	20%	20%	20%
S&P 500 Hedged Currency	11%	11%	11%	10%	5%	5%	10%	0%	0%	0%
S&P 400 Hedged Currency	4%	4%	4%	5%	5%	5%	5%	5%	5%	5%
MSCI EAFE	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
MSCI EAFE Hedged Currency	10%	10%	10%	10%	5%	5%	5%	5%	5%	5%
Total Equity	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%
DEX Universe (3)	25%	40%	40%	40%	40%	40%	40%	40%	40%	40%
MSCI All Country World (ACWI)	5%	0%	0%	0%	0%	0%	0%	0%	0%	0%
90-Day LIBOR	5%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Real Estate (4)	5%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Notes:

(1) All returns except for the Northwater Hedge Fund are before deducting investment managers' fees.

(2) The UWO Policy Return is the return that would have been earned (before investment managers' fees) by investing the portfolio in index funds in proportion to the target or policy asset mix.

(3) Current allocation comprised of 20% DEX Universe + 5% custom benchmark (60% DEX Short-Term+40% DEX Mid-Term+5%)

(4) Current 5% allocation consists of 2.5% REALpac / IPD Canada - All Property Index and 2.5% REALpac / IPD Canada - All Industrials Index

The University of Western Ontario
2011-12 Operating Budget Update

as at January 31, 2012

(\$000)

<a> Summary

		As Approved by Board	Revised Forecast	Increase/Decrease	
				\$	%
1	Revenues 	604,078	609,264	5,186	0.86%
2	Expenditures <c>	602,030	603,089	1,059	0.18%
3	Surplus / (Deficit)	2,048	6,175	4,127	
4	Operating Reserve -- Beginning of Year	29,830	33,014	3,184	
5	Surplus / (Deficit)	2,048	6,175	4,127	
6	Operating Reserve -- End of Year	31,878	39,189	7,311	

** Revenue Changes**

7	Tuition Revenue		2,975	
8	Undergraduate Enrolment Growth Funding		2,128	
9	Medical Program Expansion Grants		1,686	
10	Reaching Higher Grants (Graduate Expansion & Quality Improvement)		-1,603	
11	Total Revenue Changes		5,186	

<c> Expenditure Changes

12	Medicine & Dentistry: Family Medicine & Post Graduate Expansion		1,651	
13	Undergraduate Student Aid		580	
14	Utilities		-1,172	
15	Total Expenditure Changes		1,059	

SCHOLARSHIPS/AWARDS/PRIZES

FOR INFORMATION

1. New Scholarships, Awards and Bursaries

On behalf of the Board of Governors, the Property and Finance Committee approved the following terms of reference for new scholarships, awards, bursaries and prizes.

Dr. Tom Munro Imaging Resident Prize (Schulich School of Medicine & Dentistry, Medical Imaging)
Awarded annually to a postgraduate trainee in a residency program in the Department of Medical Imaging in the specialty of either Radiology or Nuclear Medicine, with the best oral research presentation at the Department's annual London Imaging Discovery (LID) Day held each June. The recipient will be selected by the LID Day judging committee that consists of the Residency Training Program Directors, a scientist and at least one other Radiologist or Nuclear Medicine physician. This prize was established by an anonymous donation in honour of Dr. Tom Munro's contributions to Imaging.

Value: 1 at \$200 and a plaque

Effective: 2011-12 to 2020-21 (after ten years, the value of the prize will be reviewed)

Dr. N. Stewart McIntyre Award in Surface Science (Faculty of Science, School of Graduate and Postdoctoral Studies, Science)

Awarded annually to a full-time undergraduate or graduate student for his or her excellence in research involving surface analysis and/or surface science as part of his or her undergraduate or graduate thesis studies. The selection committee, made up of a number of researchers at Surface Science Western (SSW), will identify a number of potential candidates from this group of students who are involved in unique and noteworthy research that has surface science or surface analyses as a key component. These candidates will then be invited to submit a short abstract (1-2 pages) about their work. The abstracts will be judged by SSW scientific and faculty personnel, and faculty partners (Honorary SSW Research Scientists). The student recipient can hold the award only once. This award was established with Foundation Western by Dr. Leo Lau and Dr. Wayne Chang in honour of Dr. N. Stewart McIntyre.

Dr. N. Stewart McIntyre, was the director of Surface Science Western from 1981 to 2005. He published over 200 publications in the field of surface science and related subjects and is currently a Professor Emeritus in the Department of Chemistry at Western. He remains active in materials research, XRF and XRD applications, and in facilitating such work using HP computations.

Value: 1 at \$1,000

Effective: May 2012

Eleta Britton Graduate Scholarship in History (School of Graduate and Postdoctoral Studies, History)
Awarded annually to a full-time graduate student who is pursuing a masters or doctoral degree in History, based on academic achievement and outstanding research potential. Preference will be given to a student specializing in American, Canadian or Canadian-American history. The recipient will be selected by the Scholarship Committee in the Department of History of which at least one representative holds membership in the School of Graduate and Postdoctoral Studies. A new recipient will be selected each year. This scholarship was established with Foundation Western by Dr. Allan G. Bogue (BA'43 History, MA'46, Honorary Doctor of Laws'73) in honor of his mother, Eleta Britton.

Value: 1 at \$2,000, effective May 2011

Value: 1 at \$4,000, effective May 2012

Harold Dene Webber Scholarship in Education (Faculty of Education)

Awarded annually to a full-time student pursuing a Bachelor of Education Degree at the Intermediate-Senior teaching level with one of the Sciences as a teaching subject, based on academic achievement. The recipient will be selected by the Science Subject Group, whose coordinator will recommend the nominee to the Dean of the Faculty of Education. This scholarship was established with Foundation Western by a bequest from Harold Dene Webber (BSc Honors '50 and Professor Emeritus, Faculty of Education).

Value: 1 at \$1,300
Effective: 2011-2012 academic year

Kwitko Family Ontario Graduate Scholarships in History (School of Graduate and Postdoctoral Studies, History)

Awarded to graduate students who are conducting research in History in the Faculty of Social Science at the Masters or Doctoral level and who are current holders of an Ontario Graduate Scholarship, based on academic achievement and research merit. The School of Graduate and Postdoctoral Studies will select the recipients in consultation with the Graduate Chair in the Department of History. These scholarships were established by a generous gift from the Kwitko family.

Value: 3 at \$5,000*
Effective: May 2011 to April 2012

** Ontario Graduate Scholarship (OGS) funding ensures a 2:1 match through the Provincial Government, increasing the value of the scholarships to \$15,000 each.*

MBA Student Support Fee Bursaries (School of Graduate and Postdoctoral Studies, Business)

Awarded annually to full-time students in the Master of Business Administration program who demonstrate financial need. These bursaries were created by the MBA Association to assist MBA students. Application for the bursary must be completed in conjunction with the MBA program application. Recipients will be selected by the MBA Scholarships Committee.

Value: 2 at \$7,000
Effective: May 2012 to April 2014

MBA Student Support Fee OSOTFII Bursary (School of Graduate and Postdoctoral Studies, Business)

Awarded annually to a full-time student in the Master of Business Administration program who demonstrates financial need. This bursary was created by the MBA Association to assist MBA students. Application for the bursary must be completed in conjunction with the MBA program application. Recipients will be selected by the MBA Scholarships Committee.

Value: 1 at \$7,000
Effective: May 2012 to April 2017 (value to be reviewed in 2016)

This award is offered through the Ontario Student Opportunity Trust Fund (OSOTF II) program, and recipients must meet Ontario residency requirements.

MBA Student Support Fee OTSS Bursary (School of Graduate and Postdoctoral Studies, Business)

Awarded annually to a full-time student in the Master of Business Administration program who demonstrates financial need. This bursary was created by the MBA Association to assist MBA students. Application for the bursary must be completed in conjunction with the MBA program application. Recipients will be selected by the MBA Scholarships Committee.

Value: 1 at \$7,000
Effective: May 2012 to April 2019 (value to be reviewed in 2018)

This award is offered through the Ontario Trust for Student Support (OTSS) program, and recipients must meet Ontario residency requirements.

Michael Mics Bursary (Continuing Studies)

Awarded annually to an individual registered in a Continuing Studies professional development course at The University of Western Ontario, based on demonstrated financial need and the applicant's description of how receipt of the bursary will assist in achieving specific learning objectives. An application form is available from the Continuing Studies Office and must be submitted to the Office of the Registrar by August 15 for the fall program. The Office of the Registrar will assess financial need. Continuing Studies at Western, in consultation with the Office of the Registrar, will make the final selection of the recipient. Students with current outstanding debts to Continuing Studies at Western, or who qualify for employee

education assistance programs, are not eligible. This bursary was established by Mr. Michael Mics (BA'00).

Value: 1 at \$500

Effective: 2012-2013 to 2031-2032 academic years inclusive

HRPLD Human Resources Award (Faculty of Social Science, MOS)

Awarded annually to a full-time student completing fourth year in the Aubrey Dan Program in Management and Organizational Studies (MOS) who has excelled in the Organizational and Human Resources stream (minimum 70% average) and is involved in community service. A resume, including an outline of the student's community service, must be submitted by April 1 to the MOS Office. The Scholarship Committee in MOS will select the award recipient each spring. This award was established by a generous donation from The Human Resources Professionals Association, London and District Chapter.

Value: 1 at \$1,500 plus a plaque

Effective: 2011-2012 to 2015-2016 academic years inclusive

Wade-Walters Scholarship (Faculty of Arts and Humanities, French and English)

Awarded annually to a full-time undergraduate student entering fourth year who has excelled in Eighteenth Century Studies in an Honors Specialization in the Faculty of Arts and Humanities. Preference will be given to a student specializing in the study of Voltaire (either in French or English). The recipient will be selected by the Scholarship and Awards Committee in the Faculty of Arts and Humanities. This scholarship is given in honour of the distinguished Princeton Voltaire scholar, Ira O. Wade, who early in his career spent two years teaching in the Department of Romance Languages at The University of Western Ontario, and is offered in appreciation by his student Dr. Robert L. Walters, Professor Emeritus, who taught at Western in the Department of French from 1963 to 1987.

Value: 1 at \$1,000

Effective: 2012-2013 academic year

A.M.F.G. Nursing Ontario Graduate Scholarships (School of Graduate and Postdoctoral Studies, Nursing)

Awarded annually to full-time students in a Nursing program at the Masters or Doctoral level who are current holders of an Ontario Graduate Scholarship or a Queen Elizabeth II Graduate Scholarship, based on academic achievement and research merit. The School of Graduate and Postdoctoral Studies will select the recipients in cooperation with the School of Nursing. These scholarships are made possible by a generous gift from an anonymous estate held with Foundation Western.

Value: 2 at \$5,000*

Effective: May 2011 to April 2012 only

**Ontario Graduate Scholarship (OGS) funding ensures a 2:1 match through the Provincial Government, increasing the value of the scholarships to \$15,000 each.*

Newalta Corporation Ontario Graduate Scholarships (School of Graduate and Postdoctoral Studies, Engineering)

Awarded to full-time Masters or Doctoral students in the Faculty of Engineering who hold an Ontario Graduate Scholarship or a Queen Elizabeth II Scholarship, based on academic achievement and research merit. Preference will be given to graduate students who are conducting research in the area of environmental engineering related to waste treatment, recovery, recycling or environmental research. The School of Graduate and Postdoctoral Studies will select the recipients in consultation with the Faculty of Engineering. These scholarships were made possible by a generous gift from Newalta Corporation.

Value: 5 at \$5,000*

Effective: May 2011 to April 2016 inclusive

**Ontario Graduate Scholarship (OGS) funding ensures a 2:1 match through the Provincial Government, increasing the value of the scholarships to \$15,000 each.*

Leland Phelps McLelland Ontario Graduate Scholarship (School of Graduate and Postdoctoral Studies, English)

Awarded to a graduate student studying English at the Masters or Doctoral level who is a current holder of an Ontario Graduate Scholarship, based on academic achievement and research merit. The School of Graduate and Postdoctoral Studies will select the recipient in consultation with the Graduate Chair of the Department of English in the Faculty of Arts and Humanities. This scholarship is made possible by a generous gift from the Estate of the late Ms. Patricia M. Anglin.

Value: 1 at \$5,000*

Effective: May 2011 to April 2012 only

**Ontario Graduate Scholarship (OGS) funding ensures a 2:1 match through the Provincial Government, increasing the value of the scholarship to \$15,000.*

Martha Blackburn Journalism Entrance Scholarship (School of Graduate and Postdoctoral Studies, Journalism)

Awarded annually to a full-time graduate student entering the Master of Arts in Journalism program in the Faculty of Information and Media Studies, based on academic achievement. Preference will be given to a female student. The recipient will be selected by the Journalism Admissions Committee within the Faculty of Information and Media Studies with at least one representative who is a current member of the School of Graduate and Postdoctoral Studies. This scholarship was made possible by a generous donation from Blackburn Radio Inc.

Value: 1 at \$8,000

Effective: May 2012 to April 2019 inclusive

Brigadier F.C. Wallace HBA Scholarship (Richard Ivey School of Business)

Awarded annually to a full-time student entering HBA 1 at the Richard Ivey School of Business, based on academic achievement and demonstrated community leadership. The HBA Scholarship Committee of the Richard Ivey School of Business which includes the Director of the HBA Program, will review and select the scholarship recipient. This scholarship is made possible by a bequest from the Brigadier F.C. Wallace & Vera Isobel Wallace (BA'32) estate held with Foundation Western.

Value: 1 at \$6,000

Effective: 2012 - 2013 academic year

Marion E. MacLeod Ontario Graduate Scholarship (School of Graduate and Postdoctoral Studies)

Awarded annually to a full-time student in a master's or doctoral graduate program in any faculty who is funded through an Ontario Graduate Scholarship (OGS) or Queen Elizabeth II Graduate Scholarship in Science and Technology (QEGSST), based on academic achievement and research merit. The School of Graduate and Postdoctoral Studies will select the recipient. This scholarship is made possible by a bequest from Marion E. MacLeod (BA'38) with Foundation Western.

Value: 1 at \$5,000*

Effective: May 2012 to April 2017 inclusive

** Ontario Graduate Scholarship (OGS/QEGSST) funding ensures a 2:1 match through the Provincial Government, which increases the value of the scholarship to \$15,000.*

Helen Fasken Graduate Nursing Bursary (School of Graduate and Postdoctoral Studies, Nursing)

Awarded annually to full-time graduate Nursing students whose studies are focussed on any aspect of long-term care of the elderly and who have demonstrated financial need. Preference will be given to one student studying at the Master's level, and one at the Doctoral level. An application form outlining both financial need and involvement in studies related to the long-term care of the elderly, must be completed by August 1. This application form is available online through the School of Nursing Graduate Program Web site. The Scholarships and Awards Committee in Nursing will select the recipients in consultation with at least one faculty member who holds membership in the School of Graduate and Postdoctoral Studies. These bursaries were established by a bequest with Foundation Western by Helen Fasken (BSc'42, Nursing).

In 1974, Helen was chosen by her colleagues (through the Registered Nurses Association of Ontario) as one of twelve nurses considered "The Most Caring Nurse" in the Province. Many programs, including Well-Baby Clinics, Mental Health services, Immunization programs, Public Health Nursing visits and Home Care were developed in Wellington County with Helen's guidance.

Value: 2 at \$2,100
Effective: May 2012

William C. and Jean Hawke Entrance Scholarship (Any Undergraduate Program)

Awarded annually to a first-year undergraduate student in any program with a minimum 88% final admission average. The Office of the Registrar will select the recipient. This scholarship is made possible by a generous gift from William C. (HBA'52) and Jean (BA'52) Hawke with Foundation Western.

Value: 1 at \$1,000
Effective: 2012-2013 academic year

Henning Rasmussen Graduate Bursary (School of Graduate and Postdoctoral Studies, Applied Mathematics)

Awarded annually to a full-time master's or doctoral student who is registered in the Department of Applied Mathematics, based on financial need. Applications are available from the Department of Applied Mathematics and must be submitted by September 30. The recipient will be selected by a committee of faculty members in the Department of Applied Mathematics, with at least one representative who holds membership in the School of Graduate and Postdoctoral Studies. This bursary was established by Ms.

Anne Elizabeth Rasmussen in memory of Dr. Henning Rasmussen (BESc'63), an emeritus professor in the Department of Applied Mathematics and Chair of his department from 1992-97.

Value: 1 at \$1,000
Effective Date: May 2012

Pioneer Sandy Smibert Award (Faculty of Social Science, History)

Awarded annually to a full-time undergraduate student in third year of an Honors Bachelor degree with either an Honors Specialization in History or a double Major including History. Preference will be given to a student who has successfully completed the mandatory second-year Canadian History course and attained an overall academic average of at least 80%. Candidates must also demonstrate financial need. Online financial need assessment forms are available through the Office of the Registrar's Web site and must be submitted by September 30. Selection of the recipient will be made by the Awards Selection Committee in the History Department after the Office of the Registrar assesses financial need. This award was established by H. Marie Smibert (HBA'40) and is held with Foundation Western.

Value: 1 at \$2,000
Effective: 2012-2013 academic year

Norman Craig Brown QC Continuing Bursary in Law (Faculty of Law)

Awarded to a full-time student entering the first year of the Law Program, based on financial need. This bursary will continue into Years 2 and 3 as long as the student progresses and continues to demonstrate financial need each year. The Admission Bursary Application is available through the Office of the Registrar's Web site and is due by April 30. The recipient will be selected by the Office of the Registrar. Only one student can hold this bursary at any one time. If the student fails to retain the bursary for any reason, then a replacement student in the same year will be selected. This bursary was established by Mr. L. Craig Brown, Mrs. Ruth Brown and the Dyer Brown LLP Law Firm in honour of Mr. Norman Craig Brown QC, to recognize his career in law and his commitment to the legal profession.

Value: 1 at \$5,000
Effective: 2012-2013 academic year

2. Scholarship and Award Revisions

On behalf of the Board of Governors, the Property and Finance Committee approved the following revisions to the terms of reference of scholarships, awards, bursaries and prizes.

HBA '60 Awards (Richard Ivey School of Business)

Change in value from: 2 at \$700

To: 1 at \$1,200

Effective: 2012-2013 academic year

William Mitchell Memorial Award (School of Graduate and Postdoctoral Studies, Business)

Change in value from: 1 at \$600

To: 1 at \$450

Effective: May 2012

HBA Ivey IPO Award (Richard Ivey School of Business)

Change in value from: 1 at \$850

To: 1 at \$1,000

Effective: 2012-2013 academic year

HBA 1956 Award (Richard Ivey School of Business)

Change in value from: 1 at \$5,700

To: 1 at \$9,000

Effective: 2012-2013 academic year

Kranjc Family 125th Anniversary Alumni Award (Richard Ivey School of Business)

Change in value from: 1 at \$750

To: 1 at \$800

Effective: 2012-2013 academic year

Dr. Howard Teall HBA '77 Scholarship (Richard Ivey School of Business)

Change in value from: 1 at \$4,800

To: 1 at \$5,800

Effective: 2012-2013 academic year

Pirie Foundation 125th Anniversary Alumni HBA Award (Richard Ivey School of Business)

Change in name and criteria from:

~~Awarded to a full-time student in the Honors Business Administration program based on academic achievement and financial need. Applications are available online through the Office of the Registrar's Web site and must be submitted by March 1. The office of the Registrar will determine financial need and the Richard Ivey School of Business will select the recipient. This award was established by the Pirie Foundation through Foundation Western.~~

To: Pirie Foundation 125th Anniversary Alumni **MBA** Award (School of Graduate and Postdoctoral Studies, MBA)

Awarded to a full-time student in the **Master of** Business Administration program based on academic achievement and financial need. **Final selection of the recipients will be made by the MBA Scholarship Review Committee, with at least one member of the selection committee holding membership in the School of Graduate and Postdoctoral Studies.** This award was established by the Pirie Foundation **with** Foundation Western.
Effective: May 2012

HaakSaan Responsible Journalism Scholarship (School of Graduate and Postdoctoral Studies, Journalism)

Change in criteria from:

~~Awarded annually to a full-time student in the MA in Journalism program based on academic achievement (minimum 78% average). The student must demonstrate high integrity ... established through the Korean-Canadian Scholarship Foundation by an anonymous donor, in loving memory of his~~

parents and to promote and enhance social justice, peace and harmony by encouraging highly responsible journalism.

Effective: May 2010 to April 2012

To: Awarded annually to a full-time student in the MA in Journalism program based on academic achievement. The student must demonstrate high integrity and a strong commitment to responsible journalism. A minimum 600-word story on responsible journalism is required and must be submitted by January 15. The story may be published in a media outlet appropriate for this subject matter. The recipient will be selected in February of each year by the Dean of the Faculty of Information and Media Studies, in consultation with at least one member of the Journalism program who holds membership in the School of Graduate and Postdoctoral Studies. This scholarship was established by an anonymous donor in loving memory of his parents to promote and enhance social justice, peace and harmony by encouraging highly responsible journalism.

Effective: May 2012

Phillip Nakahara MacLachlan Memorial Award (Faculty of Engineering)

Change in criteria from:

Awarded to a full-time undergraduate student in the fourth year of Chemical and Biochemical Engineering, based on ~~academic achievement (minimum 75% average)~~. ~~Candidates must also have demonstrated their involvement with volunteer work at the University (such as student orientation) and/or the community, and must submit with their application~~ a one-page statement which describes their volunteer efforts and how their efforts have benefitted others. The recipient will be selected by a committee within the Department of Chemical and Biochemical Engineering. This award was established by the parents, family and friends of Phillip Nakahara MacLachlan, ~~through~~ Foundation Western....

To: Awarded to a full-time undergraduate student in the fourth year of Chemical and Biochemical Engineering, based on **a minimum 75% average and demonstrated financial need. Students** must also demonstrate their involvement with volunteer work at the University (such as student orientation) and/or in the community **by submitting** a one-page statement which describes their volunteer efforts and how their efforts have benefitted others. **Financial need applications can be accessed online through the Office of the Registrar's website and must be submitted by September 30.** The recipient will be selected by a committee within the Department of Chemical and Biochemical Engineering **once the Office of the Registrar has determined financial need.** This award was established by the parents, family and friends of Phillip Nakahara MacLachlan, **with** Foundation Western. Phil is remembered by those who knew and loved him for his passion for life, his commitment to excellence and his involvement with Western, particularly the student orientation week program, intramural sports and the Western Varsity Water Polo Team.

Effective: 2012-2013 academic year

Gary W. Weese Award (Any Undergraduate Program)

Change in value from: 1 at \$1,000

To: 1 at \$1,500

Effective: 2012-2013 academic year (value to be reviewed for 2017-2018 academic year)

Rhea A. McRae Whitty and Prof. John R. McRae Continuing Entrance Award (Faculty of Health Sciences, Nursing)

Change in value from: 1 award at \$1,500 continuing for 4 years; 1 additional award of \$1,500 continuing for 4 years, to be awarded in even years, i.e., fiscal years 2008 (2007-08), 2010 (2009-10), 2012 (2011-12), etc.

To: 2 at \$1,500, continuing for 4 years

Effective: 2012-2013 academic year

Christina MacKerracher CFUW B London Club Memorial Awards (Any Undergraduate Program)

Change in name to: Canadian Federation of University Women London Club Memorial Awards

Effective: 2011-2012 academic year

James P and Margaret A Carr Ontario Graduate Scholarship (School of Graduate and Postdoctoral Studies, English)

Change in effective date from: 2010-2011

To: May 2011 to April 2012 (renewed on an annual basis)

Nicolaas & Regina Veenboer Foundation Ontario Graduate Scholarship (School of Graduate and Postdoctoral Studies, Health Sciences)

Change in criteria and value from:

Awarded to a full-time graduate student in any program at the Masters or Doctoral level who is a current holder of an Ontario Graduate Scholarship or ~~an Ontario Graduate Scholarship in Science and Technology~~ based on academic achievement (minimum 78%) and research merit. The School of Graduate and Postdoctoral Studies will select the recipient. This scholarship was made possible by a generous gift from the Nicolaas & Regina Veenboer Foundation.

Value: 3 @ \$5,000

Effective: May 2010 to April 2011 only

Ontario Graduate Scholarships (OGS) funding ensures a 2:1 match through the Provincial Government, increasing the value of the scholarships to \$15,000 each

To: Awarded to a full-time graduate student in any **Faculty of Health Sciences'** program at the Masters or Doctoral level who is a current holder of an Ontario Graduate Scholarship or **a Queen Elizabeth II Graduate Scholarship** based on academic achievement and research merit. The School of Graduate and Postdoctoral Studies will select the recipient. This scholarship was made possible by a generous gift from the Nicolaas & Regina Veenboer Foundation.

Value: 4 at \$5,000*

Effective: May 2011 to April 2012 only (with funding to be reviewed each year)

**Each Ontario Graduate Scholarship (OGS) or Queen Elizabeth II Scholarship is ensured a 2:1 match through the Provincial Government, increasing the value of the scholarship to \$15,000.*

Susan Vitali-Lovell Gold Medal and Award

Change in criteria from:

Awarded to the student with the highest academic performance in fourth-year Honors Pharmacology. This student ... will be selected by the Progression, Awards and Appeals Committee in the Schulich School. This award was established by the late John J. Vitali in memory of his eldest daughter Susan Vitali-Lovell who died in 2008.

To: Awarded **annually** to the student with the highest academic performance in fourth-year Honors **Specialization in** Pharmacology. This student must have completed a prescribed academic program requiring 5.0 or more courses in the fourth year of an Honors Pharmacology program; have taken the full complement of the prescribed courses (both principal and elective) for the fourth year of the academic program within that fourth year; and, have achieved an average of at least 80% ('A') overall and in the principal courses of the fourth year. Only one gold medal will be awarded in an honors program to the student with the highest average, without rounding of averages, unless there is an exact tie in which case more than one gold medal may be awarded. The recipient will be selected by the Progression, Awards and Appeals Committee in the Schulich School **of Medicine & Dentistry**. This award was established by the late John J. Vitali in memory of his eldest daughter Susan Vitali-Lovell who died in 2008.

Effective: 2011-2012 academic year

Frances Weir Gold Medal and Scholarship (Faculties of Arts and Humanities and Social Science)

Change in value from: Gold Medal and \$250

To: Gold Medal and \$400

Effective: 2011-2012 academic year

Frances Weir Scholarship (Any Undergraduate Faculty)

Change in value from: 1 @ \$350

To: 1 at \$500

Effective: 2011-2012 academic year

Robert V. Brouillard MBA Scholarship (School of Graduate and Postdoctoral Studies, MBA)

Change in criteria from:

Awarded to an MBA student entering each MBA cohort at the Richard Ivey School of Business. The recipient will be a Canadian student with outstanding academic achievement (~~minimum 78% average~~) and an interest in international business demonstrated through background, ~~experience, course selection and~~ declared career interest. Applications for these awards....

To: Awarded to an MBA student entering each MBA cohort at the Richard Ivey School of Business. The recipient will be a Canadian student with outstanding academic achievement and an interest in international business **beyond North America**, demonstrated through background, **academic, work or volunteer experience, or** declared career interest. Applications for these awards must be submitted to the MBA Programs Office upon admittance into the MBA Program at the Richard Ivey School of Business. Final selection of the recipients will be made by the MBA Scholarship Review Committee, with at least one member of the selection committee holding membership in the School of Graduate and Postdoctoral Studies. This Award was established by a generous donation from Robert V. Brouillard, FCMC (MBA'66).

Effective: May 2012 to April 2013 inclusive

The following scholarship is funded through Operating Funds. The revision is included for information only.

Ontario Law Foundation Graduate Fellowships (Faculty of Law)

Change in name, criteria and value from:

Awarded to ~~graduates of the Faculty of Law to pursue post-graduate legal education. Selection will be made by a~~ committee composed of the Dean and the Associate Deans.

Value: 2 at up to \$3,000 each

To: Ontario Law Foundation Graduate Scholarship (School of Graduate and Postdoctoral Studies, Law) Awarded **annually to a graduate of the JD program at Western** to pursue **an LLM degree at Western**. A committee composed of the Dean and Associate Deans **will select a recipient based on academic excellence in the JD Program. A letter of application is to be submitted to the Dean by August 1.**

Value: 1 at \$3,000

Effective: 2011-2012 academic year

CNW GROUP Entrance Scholarship (School of Graduate and Postdoctoral Studies, Journalism)

Change in criteria and effective date from:

Awarded to a full-time graduate student ~~enrolled in the School of Graduate and Postdoctoral Studies~~ entering the Master's in Journalism program based on academic achievement (minimum 80% admission average). The recipient will be selected by the Faculty of Information and Media studies Scholarship and Awards Committee, ~~at least one member of which must hold membership in the Faculty of Graduate Studies~~. No application is required. This scholarship was made possible by a generous donation from CNW GROUP.

Effective: 2006-2007 to 2010-2011

To: Awarded to a full-time graduate student entering the Master **of Arts** in Journalism program, based on academic achievement (minimum 80% admission average). The recipient will be selected by the Faculty of Information and Media **Studies Scholarship and Awards Committee, with at least one person who holds** membership in the **School of Graduate and Postdoctoral Studies**. No application is required. This scholarship was made possible by a generous donation from CNW Group.

Effective: May 2012 to April 2017

The Judy and Murray Bryant HBA Rugby Award (Richard Ivey School of Business)

Change in criteria and effective date from:

Awarded to a full-time student in the Honors Business Administration program who demonstrates athletic leadership skills as a member of The University of Western Ontario's Rugby Team. Candidates must be

in compliance with current OUA and CIS regulations. As per OUA and CIS regulations, an entering student athlete must have a minimum admission average of 80% and a non-entering student must have an in course average of 70%. The ~~Western Athletic Financial Awards~~ Committee, in consultation with the ~~HBA Scholarships~~ Committee, will select the recipient. ~~This committee will base its decision on its evaluation of academic performance/potential (20%) and the written recommendation from the Head Coach assessing athletic performance/potential and team/campus leadership (weighted as 60% and 20% respectively). This award was established by Professor Murray Bryant, Richard Ivey School of Business. Effective 2010-11 to 2011-12 academic years inclusive~~

To: Awarded to a full-time student in the Honors Business Administration program who demonstrates athletic leadership skills as a member of The University of Western Ontario's Rugby Team. Candidates must be in compliance with current OUA and CIS regulations. As per OUA and CIS regulations, an entering student athlete must have a minimum admission average of 80% and a non-entering student must have an in-course average of 70%. **The HBA Scholarship Committee**, in consultation with the **Western Athletic Financial Awards** Committee, will select the recipient, **based** on its evaluation of academic performance/potential (20%) and the written recommendation from the Head Coach assessing athletic performance/potential and team/campus leadership (weighted as 60% and 20% respectively). This award was established by **Judy Bryant and** Professor Murray Bryant, Richard Ivey School of Business.

Value: 2 at \$3,000

Effective: 2012-13 to 2013-14 academic years inclusive

Pierre L Morrisette HBA Award in Entrepreneurship (Richard Ivey School of Business)

Change in criteria from:

~~Awarded to a student entering first year of a full-time undergraduate program at Western who has also applied to the Academic Excellence Opportunity (AEO) at the Richard Ivey School of Business. In addition to illustrating outstanding academic quality (minimum 90% admission average), the successful applicant will have expressed an interest in entrepreneurship, as determined by the HBA Scholarship Review Committee based on the student's application to AEO. The HBA Scholarship Review Committee will then select the award recipient in consultation with Director of the Pierre L. Morrisette Institute for Entrepreneurship at the Richard Ivey School of Business. Payment of the award is conditional upon the recipient's successful application and entry into the HBA Program and the Entrepreneurship Stream at the Richard Ivey School of Business. Funds will be awarded upon entry to HBA 2. This scholarship was established by Landmark Communications, Inc. in honour of Pierre L. Morrisette.~~

~~If the selected student chooses not to enter the HBA program, or is declined, the award may be transferred to another student entering the Entrepreneurship stream at the discretion of the HBA Scholarship Review Committee, provided the new recipient meets all award criteria stated above.~~

To: Awarded to a **full-time HBA** student at the Richard Ivey School of Business **who is enrolled in the Entrepreneurship Certificate program**. In addition to illustrating outstanding academic quality, the successful applicant will have expressed a **strong** interest in entrepreneurship **and been accepted through Ivey's Advanced Entry Opportunity (AEO)**. The HBA Scholarship Review Committee will select the award recipient in consultation with the Pierre L. Morrisette Institute for Entrepreneurship. This scholarship was established by Landmark Communications, Inc. in honour of Pierre L. Morrisette.
Effective: 2012-2013 academic year

Schulich Award for Entrepreneurship (School of Graduate and Postdoctoral Studies, Business)

Change in value from: 3 at \$2,500

To: 1 at \$10,000

Effective: May 2012 (to be reviewed annually)

James G. McKee Taxation Award (Faculty of Law)

Change in name and criteria from:

~~Awarded to a full-time student in Law who has completed second year based on academic achievement and interest in second year courses in the Area of Concentration: Taxation. The award is to be used to cover conference expenses (including conference fees, travel, accommodation, etc.) in attending the Canadian Tax Foundation's National Tax Conference in the recipient's third year. Number of awards and~~

value dependent on location of annual conference (eg: 3 awards when conference in Toronto). This award was established through a generous gift by James G. McKee (Law '79).

To: James G. McKee Award

Awarded **annually** to a full-time **upper-year** student in **the Faculty of Law with a minimum B average and demonstrated financial need. Online financial need assessment forms are available through the Office of the Registrar's Web site and are due by September 30. The Scholarship Committee in the Faculty of Law will select the recipient after the Registrar's Office assesses financial need.** This award was established **with Foundation Western by** a generous gift **from** James G. McKee (Law'79).

Effective: 2011-2012 academic year

Beltone Awards (School of Graduate and Postdoctoral Studies, **Audiology**)

Change in criteria and value from:

Awarded annually to students entering the **Preparatory Year in the area of Audiology in Communicative Disorders. Determination of awards will be based on grade point averages, letters of recommendation, a personal statement and the Department's judgement of research and clinical potential.** Established through the generosity of Beltone Electronics of Canada, Ltd.

Value: 2 @ \$1,000 each

To: Awarded annually to **full-time graduate** students entering the **first year of the Audiology program in the School of Communication Sciences and Disorders** based on grade point averages, letters of recommendation, a personal statement and the **School's** judgement of research and clinical potential. Established through the generosity of Beltone Canada.

Value: 2 at \$1,067.50

Effective: May 2011 to April 2014 inclusive

Dr. Leola E. Neal President's Entrance Scholarship (Any Undergraduate Program)

Change in name, criteria and value from:

Awarded to an outstanding secondary school student from across Canada entering year one studies at The University of Western Ontario. ~~Preference will be given to female students. Candidates must have a very strong academic record (minimum 90% or equivalent) and, as well, demonstrate broad interests and leadership qualities through participation in school and/or community activities. Candidates will also be expected to submit an essay for consideration in the selection process. Candidates must be nominated by their secondary school and all materials supporting the application must be received by The University of Western Ontario by February 14th. Candidates will be selected by the University for personal interviews during April. Award winners will be announced before the end of May. One student will hold this scholarship until he or she no longer qualifies, based on the University's guidelines for retention of continuing scholarships. A new recipient will be selected every four years (i.e., 2004, 2008, etc.) in order~~

~~to accommodate outstanding appeals or deferrals by recipients.~~ This scholarship was established through Foundation Western by many generous donors to honour Dr. Leola E. Neal, former Dean of Women at Western

~~Value: The total value is approximately \$30,000—1 at \$24,000; payable \$6,000 per academic year for a period of four years plus first year residence room and board included free of charge. Note: recipients must meet the eligibility requirements for residence; otherwise, a cash award of equal value will be given~~

~~in lieu of accommodation.~~

To: Dr. Leola E. Neal **Faculty** Entrance Scholarship

Awarded to an outstanding secondary school student from across Canada entering Year 1 studies at The University of Western Ontario **with a very strong academic record (minimum 90% or equivalent), who demonstrates broad interests and leadership qualities through participation in school and/or community activities. Preference will be given to a female student. Candidates must be nominated by their secondary school and will be expected to submit an essay for consideration in the selection process. All materials supporting the application must be received by The University of Western Ontario by February 14. Candidates will be selected by the University for personal**

interviews during April and the recipient will be announced before the end of May. One student will hold this scholarship until he or she no longer qualifies based on the University's guidelines for retention of continuing scholarships. A new recipient will be selected every **five** years. This scholarship was established through Foundation Western by many generous donors to honour Dr. Leola E. Neal, former Dean of Women at Western.

Value: **1 at \$30,000 (\$24,000 payable at \$6,000 per academic year for a period of four years, and \$6,000 for first-year living expenses.)**

Effective: 2012-2013 academic year

Thomas Brent HBA Award (Richard Ivey School of Business)

Change in criteria from:

Awarded to students entering **first year** of the HBA program at the Richard Ivey School of Business based on academic achievement, financial need, ~~and demonstrated community leadership. Online financial need applications are available through the Office of the Registrar's Web site. Preference will be given to students who participate in extra-curricular activities such as athletics or music and who have graduated from an Ontario high school.~~ This award will be renewed for Year 2 for students ~~maintaining academic achievement ("B" average) and financial need.~~ If a student does not meet these requirements, Year 2 students will have an opportunity to apply for this award. The HBA Scholarship Committee of the Richard Ivey School of Business will review and select each award recipient. These awards are made possible in recognition of a generous donation made by Thomas Brent (HBA '59) ~~through Foundation Western to the 1996 Ivey Annual Fund.~~

To: Awarded to students ***who have completed their second year of university at Western and are entering Year 1*** of the HBA program at the Richard Ivey School of Business, based on academic achievement, financial need, ***participation in campus activities (one of which must be athletics and/or music), and who have graduated from an Ontario high school.*** The award will be renewed for Year 2 for students ***who maintain the defined criteria in HBA Year 1.*** If a student does not meet these requirements, Year 2 students will have an opportunity to apply for this award. ***Online financial need applications are available through the Office of the Registrar's Web site.*** The HBA Scholarship Committee of the Richard Ivey School of Business will review and select each award recipient. These awards are made possible by a generous donation from Thomas Brent (HBA'59) ***to the 1996 Ivey Annual Fund with Foundation Western.***

This award is offered through the Ontario Student Opportunity Trust Fund (OSOTF) program, and recipients must meet Ontario residency requirements.

Effective: 2012-2013 to 2016-2017 academic years, with value to be reviewed thereafter

HBA Ivey IPO Award (Richard Ivey School of Business)

Change in criteria and value from:

~~Awarded to students based on academic excellence and leadership qualities as demonstrated by involvement in University or community activities. Students must submit a current resume and an essay (maximum 1000 words) outlining their thoughts on what giving back to the community means to them, including their past experience and future plans for community involvement. The HBA Scholarship Committee of the Richard Ivey School of Business will review applications received by May 1 to select the~~

recipient. This award is made possible by the generosity of the HBA Ivey IPO through Foundation Western.

Value: 1 at \$850

To: Awarded ***annually to a full-time student who has completed Year 1 of the Honors Business Administration program at the Richard Ivey School of Business,*** based on academic excellence and leadership qualities as demonstrated by involvement in University or community activities. The HBA Scholarship Committee of the Richard Ivey School of Business will select the recipient. ***This award will***

be presented to the recipient at the Welcome Back event at the start of HBA2. This award is made possible by the generosity of the HBA Ivey IPO through Foundation Western.

Value: 1 at \$1,000
Effective: 2012-2013 academic year

Robert Luba MBA Award (School of Graduate and Postdoctoral Studies, Business)
Change in value from: 1 at \$10,000
To: 1 at \$7,000
Effective: May 2012

John & Maria Simpson HBA Scholarships (Richard Ivey School of Business)
Change in value from: 1 at \$5,000 for HBA 1 and 1 at \$5,000 for HBA 2
To: 2 at \$5,000 for HBA 1 and 2 at \$5,000 for HBA 2
Effective: 2012-2013 academic year

Bob Gage Athletic Leadership Awards (Any Undergraduate or Affiliated University College Student – Athletic Award)
Change in value from: the number of awards will vary and each will be valued at a minimum of \$1,000 to a maximum of \$3,500. A total of \$20,000 is available.
To: The number of awards will vary and each will be valued at a minimum of \$1,000 to a maximum of \$4,000. A total of \$28,500 is available.
Effective: 2012 – 2013 academic year

Michelle Outerbridge Memorial Scholarship (Any Undergraduate Faculty)
Change in value from: 1 at \$500
To: 1 at \$1,000
Effective: 2012-2013 academic year

Gonder Continuing OSOTF Award (Faculty of Engineering)
Change in value from: 1 at \$2,000
To: 1 at \$1,225
Effective: 2012-2013 academic year

Keith R. Halpenny Men's Basketball Award (Any Undergraduate, Graduate or Affiliated University College Student – Athletic Award [Basketball])
Change in value from: 2 at \$1,000
To: 1 at \$1,000
Effective: 2012-2013 academic year

Norm and Kay Irwin Hockey Award (Any Undergraduate, Graduate or Affiliated University College Student – Athletic Award [Hockey])
Change in value from: 1 at \$3,000
To: 1 at \$2,000
Effective: 2012-2013 academic year

Leonardo Suarez Memorial Scholarships (Faculty of Health Sciences, Nursing)
Change in value from: 2 at \$500
To: 1 at \$600
Effective: 2012-2013 academic year

Dr. Bryan Smith Award in Graduate Orthodontics (School of Graduate and Postdoctoral Studies, Orthodontics)
Change in value from: 1 at \$1,500
To: 1 at \$1,200
Effective: May 2012

P.J. Blake Memorial Award (School of Graduate and Postdoctoral Studies, Orthodontics)

Change in value from: 1 at \$1,125

To: 1 at \$800

Effective: May 2012

Douglas and Linda Beaton Awards (School of Graduate and Postdoctoral Studies, Orthodontics)

Change in value from: 1 at \$600

To: 1 at \$400

Effective: May 2012

First Nations Entrance Scholarship (Faculty of Law)

Change in value from: 2 at \$1,000

To: 1 at \$1,100

Effective: 2012-2013 academic year only

Peter J. Thomson 125th Anniversary Alumni Award (Faculty of Arts and Humanities)

Change in value from: 1 at \$900, continuing for up to 3 years

To: 1 at \$1,000, continuing for up to 3 years (value to be reviewed each year)

Effective: 2012-2013 academic year

125th Anniversary Alumni Athletes Merit Award (Any Undergraduate or Affiliated University College Student – Athletic Award)

Change in value from: 1 at \$1,350

To: 1 at \$2,000

Effective: 2012-2013 academic year

Alumni Association Continuing Scholarship (Any Undergraduate Program)

Change in value from: 1 at \$600 (one award for up to four years)

To: 1 at \$1,000 (one award for up to four years)

Effective: 2012-2013 academic year

Wally Gibson Memorial Continuing Scholarship (Any Undergraduate Program)

Change in value from: 1 at \$600 (one award for up to four years)

To: 1 at \$1,000 (one award for up to four years)

Effective: 2012-2013 academic year

Alumni Western London Branch Scholarship (Any Undergraduate Program)

Change in value from: 1 at \$600

To: 1 at \$1,000

Effective: 2012-2013 academic year

Toronto Western Alumni Branch Bursary (Any Undergraduate Program)

Change in value from: 1 at \$600

To: 1 at \$1,000

Effective: 2012-2013 academic year

USC Alumni Awards (Any Undergraduate Program)

Change in value from: 2 at \$500

To: 2 at \$600

Effective: 2012-2013 academic year

Stephanie Spinks Arts Scholarships (Faculty of Arts and Humanities)

Change in value from: 1 at \$1,000

To: 1 at \$675

Effective: 2012-2013 academic year

Social Science Grad Pact Bursary (Faculty of Social Science)

Change in value from: 1 at \$1,000

To: 1 at \$725
Effective: 2012-2013 academic year

Ellen Nilsen Award (Faculty of Social Science)
Change in value from: 2 at \$350
To: 1 at \$400
Effective: 2012-2013 academic year

Sociology Awards Undergraduate (Faculty of Social Science)
Change in value from: 2 at \$300
To: 1 at \$400
Effective: 2012-2013 academic year

G. Gilbert Waters Bursary (Faculty of Science)
Change in value from: 1 at \$800
To: 1 at \$500
Effective: 2012-2013 academic year

James and Dorothy Burns Chemistry Bursary (Faculty of Science)
Change in value from: 1 at \$750
To: 1 at \$475
Effective: 2012-2013 academic year

Caradocian Prize in Geochemistry (Faculty of Science)
Change in value from: 1 at \$500
To: 1 at \$300
Effective: 2012-2013 academic year

HBA '60 Awards (Richard Ivey School of Business)
Change in value from: 2 at \$700
To: 1 at \$1,200
Effective: 2012-2013 academic year

W. Ross Pinkerton Bursaries (Faculty of Engineering)
Change in value from: 4 at \$1,000
To: 2 at \$1,275
Effective: 2012-2013 academic year

UWO Law Alumni Association Presidents' Award (Faculty of Law)
Change in value from: 1 at \$800
To: 1 at \$550
Effective: 2012-2013 academic year

Osler, Hoskin & Harcourt Award in Tax Law (Faculty of Law)
Change in value from: 1 at \$5,000
To: 1 at \$3,000
Effective: 2012-2013 academic year

Lorne & Shari Segal Bursary (Faculty of Law)
Change in value from: 1 at \$300
To: 1 at \$225
Effective: 2012-2013 academic year

Diana Majury-Cheryl Waldrum Award (Faculty of Law)
Change in value from: a maximum of 3 awards, up to a combined total of \$900
To: 1 at \$600
Effective: 2012-2013 academic year

D. Maxine Thompson Bursary In Nursing (Faculty of Health Sciences, Nursing)

Change in value from: 2 at \$850

To: 1 at \$1,200

Effective: 2012-2013 academic year

Forest City Track and Field Athletic Scholarships (Any Undergraduate or Affiliated University College Student – Athletic Award [Track and Field])

Change in value from: As determined each year by the Western Athletic Financial Awards Committee, up to a total of \$3,000 (minimum value \$1,000)

To: 1 at \$1,000

Effective: 2012-2013 academic year

Dr. Gerald Z. Wright Entrance Awards – OSOTF (Schulich School of Medicine & Dentistry)

Change in value from: 4 at \$1,100

To: 2 at \$1,600

Effective: 2012-2013 academic year

Sara Boxen Memorial Bursary (Schulich School of Medicine & Dentistry)

Change in value from: 1 at \$2,000

To: 1 at \$1,300

Effective: 2012-2013 academic year

Meds Class of 1952 Bursaries (Schulich School of Medicine & Dentistry)

Change in value from: 2 at \$1,750

To: 2 at \$1,350

Effective: 2012-2013 academic year

Foundation Western Alumni Bursary (Any Undergraduate Program)

Change in value from: 15 at \$1,000

To: 5 at \$1,000

Effective: 2012-2013 academic year

Lisa Gilmer Memorial Award (Any Undergraduate Program)

Change in value from: 1 at \$1,800

To: 1 at \$1,000

Effective: 2012-2013 academic year

Mervin Katzman Bursaries (Any Undergraduate Program)

Change in value from: 5 at Up to \$1,000 each

To: 3 at \$1,150

Effective: 2012-2013 academic year

Barry and Alison Brown 125th Anniversary Alumni Award (Faculty of Arts and Humanities)

Change in value from: 1 at \$250

To: 1 at \$300

Effective: 2012-2013 academic year

Patrick and Marley Carroll Family Scholarship (Faculty of Social Science)

Change in value from: 1 at \$600

To: 1 at \$650

Effective: 2012-2013 academic year

Stephen Kaganov Award (Faculty of Social Science)

Change in value from: 1 at \$850

To: 1 at \$950

Effective: 2012-2013 academic year

Diamond Aircraft 125th Anniversary Alumni Award (Faculty of Social Science)

Change in value from: 1 at \$700

To: 1 at \$750
Effective: 2012-2013 academic year

Chemistry Alumni Scholarship (Faculty of Science)

Change in value from: 1 at \$925

To: 1 at \$975

Effective: 2012-2013 academic year

Cieslak Family Bursary (Faculty of Science)

Change in value from: 1 at \$900

To: 1 at \$1,000

Effective: 2012-2013 academic year

HBA 1956 Award (Richard Ivey School of Business)

Change in value from: 1 at \$5,700

To: 1 at \$9,000

Effective: 2012-2013 academic year

Kranjc Family 125th Anniversary Alumni Award (Richard Ivey School of Business)

Change in value from: 1 at \$750

To: 1 at \$800

Effective: 2012-2013 academic year

Dr. Howard Teall HBA '77 Scholarship (Richard Ivey School of Business)

Change in value from: 1 at \$4,800

To: 1 at \$5,800

Effective: 2012-2013 academic year

Laura and Ed McLeish Scholarship (Faculty of Education)

Change in value from: 1 at \$550

To: 1 at \$850

Effective: 2012-2013 academic year

Matthew & Cornelia Koens Scholarship (Faculty of Education)

Change in value from: 1 at \$275

To: 1 at \$300

Effective: 2012-2013 academic year

Milton and Helen Walker Scholarships in Mathematics Education (Faculty of Education)

Change in value from: 1 at \$850

To: 1 at \$900

Effective: 2012-2013 academic year

Milton and Helen Walker Scholarships in Science Education (Faculty of Education)

Change in value from: 1 at \$850

To: 1 at \$900

Effective: 2012-2013 academic year

Canadian Centennial '67 Class Award (Faculty of Engineering)

Change in value from: 1 at \$700

To: 1 at \$800

Effective: 2012-2013 academic year

Ian Duerden Memorial Award (Faculty of Engineering)

Change in value from: 1 at \$875

To: 1 at \$1,100

Effective: 2012-2013 academic year

Thomas N. Guinsburg Bursary (Continuing Studies, Any Program)

Change in value from: 1 at \$200

To: 1 at \$275

Effective: 2012-2013 academic year

Trois-Pistoles Homestay OSOTF Bursaries (Continuing Studies)

Change in value from: 1 at \$500

To: 3 at \$1,000

Effective: 2012-2013 academic year

Mitch and Leslie Frazer Scholarship (Faculty of Law)

Change in value from: 1 at \$500

To: 1 at \$600

Effective: 2012-2013 academic year

Class of '97 Law Grad Pact Bursaries (Faculty of Law)

Change in value from: 1 at \$1,000

To: 1 at \$1,250

Effective: 2012-2013 academic year

Grad Pact Law Bursary (Faculty of Law)

Change in value from: 1 at \$1,000

To: 1 at \$1,250

Effective: 2012-2013 academic year

Darwin Hayward Award in Law (Faculty of Law)

Change in value from: 1 at \$450

To: 1 at \$725

Effective: 2012-2013 academic year

UWO Law Alumni Association Bursaries (Faculty of Law)

Change in value from: 2 at \$1,000

To: 2 at \$1,500

Effective: 2012-2013 academic year

Larry Shaw Athletic Continuing Entrance Scholarships (Any Undergraduate or Affiliated University College Student – Athletic Award)

Change in value from: 2 at \$1,500

To: 2 at \$2,500

Effective: 2012-2013 academic year

Michael S. Yuhasz Award (Any Undergraduate or Affiliated University College Student – Athletic Award [Wrestling])

Change in value from: 1 at \$1,000

To: 1 at \$1,800

Effective: 2012-2013 academic year

Ronald and Gladys Richardson Bursary in Dentistry (Schulich School of Medicine & Dentistry)

Change in value from: 1 at \$300

To: 1 at \$375

Effective: 2012-2013 academic year

Jeanne Deinum OSOTF II Bursary (Schulich School of Medicine & Dentistry, Medicine)

Change in value from: 2 at \$1,150

To: 2 at \$1,900

Effective: 2012-2013 academic year

Dr. Carol Hindmarsh Bursary (Schulich School of Medicine & Dentistry, Medicine)

Change in value from: 1 at \$1,600

To: 1 at \$1,700
Effective: 2012-2013 academic year

Dr. Carol Hindmarsh Summer Studentship Award (Schulich School of Medicine & Dentistry, Medicine)
Change in value from: 1 at \$1,600
To: 1 at \$1,700
Effective: 2012-2013 academic year

Dr. Donald and Christina Jolly Medical Student Bursary (Schulich School of Medicine & Dentistry, Medicine)
Change in value from: 1 at \$1,675
To: 1 at \$1,800
Effective: 2012-2013 academic year

The Meds Class of 1950 OSOTF II/OTSS Bursary (Schulich School of Medicine & Dentistry, Medicine)
Change in value from: 1 at \$1,700
To: 1 at \$2,000
Effective: 2012-2013 academic year

Barbara Stolk Award (Faculty of Health Sciences, Nursing)
Change in value from: 1 at \$1,000
To: 2 at \$1,000
Effective: 2012-2013 academic year

SWOMEN Award for Excellence in Rural Medicine (Schulich School of Medicine & Dentistry, Medicine)
Change in value from: 2 at \$2,500
To: 2 at \$2,800
Effective: 2012-2013 academic year

Drs. James and Leslie Rourke Award in Rural Medicine Research (Schulich School of Medicine & Dentistry, Medicine)
Change in value from: 1 at \$900
To: 1 at \$1,000
Effective: 2012-2013 academic year

W. A. McKenzie OSOTF Bursary (Any Undergraduate Program)
Change in value from: 1 at \$1,450
To: 1 at \$1,550
Effective: 2012-2013 academic year

Gwen and Ben Anders MBA Award (School of Graduate and Postdoctoral Studies, Business)
Change in value from: 1 at \$5,000
To: 1 at \$4,100
Effective: May 2012

William Mitchell Memorial Award (School of Graduate and Postdoctoral Studies, Business)
Change in value from: 1 at \$600
To: 1 at \$450
Effective: May 2012

E. Stanley and Nadine M. Beacock Bursaries (School of Graduate and Postdoctoral Studies, Information & Media Studies)
Change in value from: 5 at \$600
To: 3 at \$1,250
Effective: May 2012

Peter Newby Awards In Audiology (School of Graduate and Postdoctoral Studies, Communication Disorders)
Change in value from: 2 at \$600

To: 1 at \$675
Effective: May 2012

Martin J. Bass - P.S.I. Foundation OSOTF Awards (School of Graduate and Postdoctoral Studies, Medicine)

Change in value from: 4 at \$2,000
To: 2 at \$2,150
Effective: May 2012

The Lynne-Lionel Scott Fellowship in Canadian Studies (School of Graduate and Postdoctoral Studies, History)

Change in value from: 1 at \$2,000
To: 1 at \$2,100
Effective: May 2012

Allen K. Philbrick PhD Scholarship in Cultural Geography (School of Graduate and Postdoctoral Studies, Geography)

Change in value from: 1 at \$1,000
To: 1 at \$1,100
Effective: May 2012

The J.D. Detwiler Awards in Zoology & Plant Sciences (School of Graduate and Postdoctoral Studies, Science)

Change in value from: 2 at \$1,300
To: 2 at \$1,500
Effective: May 2012

Ivey Alumni Association Toronto Chapter MBA Scholarship (School of Graduate and Postdoctoral Studies, Business)

Change in value from: 1 at \$16,000
To: 1 at \$17,000
Effective: May 2012

E. Stanley & Nadine M. Beacock OSOTF Travel Bursaries (School of Graduate and Postdoctoral Studies, Information and Media Studies)

Change in value from: 1 at \$600
To: 3 at \$1,200
Effective: May 2012

Christopher Mathew Dixon LIS Memorial Scholarship (School of Graduate and Postdoctoral Studies, Information and Media Studies)

Change in value from: 1 at \$1,000
To: 1 at \$1,075
Effective: May 2012

Susan Kennedy Grant Memorial Entrance Scholarship (School of Graduate and Postdoctoral Studies, Information and Media Studies)

Change in value from: 1 at \$575
To: 1 at \$625
Effective: May 2012

Barbara Stolk Memorial Bursary (School of Graduate and Postdoctoral Studies, Nursing)

Change in criteria from:

~~A Faculty of Nursing bursary to be awarded annually. To a mature student who demonstrates financial need. Preference given to a student returning to UWO to pursue a Masters of Nursing degree after working in the public health service. Contact the Faculty of Nursing for application details and deadline. Recipient must meet OSOTF eligibility requirements.~~ Barbara Stolk MScN'95 was an enthusiastic and tireless worker in a lifelong pursuit of a healthy population through education. Although she already accomplished much, she was just hitting her stride when her life was cut short by an automobile accident in October, 1996. The bursaries are intended to provide deserving candidates with support and

knowledge that Barb is pulling for them to achieve their goals and the expectation that knowledge gained be used to help create a loving, caring community.

To: ***Awarded annually to a graduate student entering the Master of Nursing (MN) or the Master of Science in Nursing (MScN) who has demonstrated financial need. Preference will be given to a student who has been working in the public health service field [Public Health Nursing, Victoria Order of Nurses (VON), or a Community Care Access Center (CCAC)]. An application form must be completed and is available through the School of Nursing, graduate studies' Web site.***

This award is offered through the Ontario Student Opportunity Trust Fund (OSOTF) program, and recipients must meet Ontario residency requirements.

Barbara Stolk MScN'95 was an enthusiastic and tireless worker in a lifelong pursuit of a healthy population through education. Although she already accomplished much, she was just hitting her stride when her life was cut short by an automobile accident in October, 1996. The bursaries are intended to provide deserving candidates with support and knowledge that Barb is pulling for them to achieve their goals and the expectation that knowledge gained be used to help create a loving, caring community.

Effective: May 2011

RTO District 8 Student Awards for Excellence in Practicum Teaching (Faculty of Education)

Change in value and effective date from: 2 at \$500

Effective: 2010-2011 academic year only (value to be revisited for 2011-2012)

To: 2 at \$1,000

Effective: 2011-2012 academic year only (value to be visited for 2012-2013)

KPMG Bursary in Medicine (Schulich School of Medicine & Dentistry, Medicine)

Change in value from: 1 at \$700

To: 1 at \$800

Effective: 2012-2013 academic year

KPMG Award in Business (Richard Ivey School of Business)

Change in value from: 1 at \$1,000

To: 1 at \$800

Effective: 2012-2013 academic year

KPMG Foundation Dean's HBA Entrance Scholarship (Richard Ivey School of Business)

Change in value from: 1 at \$2,500, continuing for two years

To: 1 at \$2,000, continuing for two years

Effective: 2012-2013 academic year

Hideo Saito Memorial Award (Faculty of Music)

Change in Value from: 1 @ \$500

To: 1 at \$1,000

Effective: 2011-2012 to 2018-2019 academic years inclusive

Joan and Geno Francolini Award in Medicine (Schulich School of Medicine & Dentistry, Medicine)

Change in criteria from:

~~Awarded to a medical student in year I or II who is progressing satisfactorily in the "Community Health" curriculum and can demonstrate financial need. To be eligible, Year I students will have demonstrated exceptional potential in the area of population health, community health, or social health issues and satisfactorily completed a related community-based activity. Year II students will have satisfactorily completed a community-based project in the core curriculum. This award was made possible by a generous donation from Geno (LLD '84, HBA '54) and Joan (HBA and Secretarial Science '55) Francolini through Foundation Western. Students must apply for this award. Application forms will be available for pick-up in January of the year applying. Completed forms must be returned to Admissions/Student &~~

~~Equity Affairs Office of the Faculty by March 31st. Applications must be accompanied by a short essay (maximum 500 words) describing the student's interest and participation in population health, community health, or social health issues. Final selection will be made by the Department of Family Medicine.~~

To: Awarded ***annually to an undergraduate Doctor of Medicine (MD) student completing Year 1 who has excelled in the course, "Population Health" and has demonstrated financial need. Online financial need applications must be submitted through the Office of the Registrar's Web site by September 30. Final selection will be made by the Progressions and Awards Committee in the Schulich School of Medicine & Dentistry after the Registrar's Office has assessed financial need.***
This award was made possible by a generous donation, ***held with*** Foundation Western, from Geno (LLD '84, HBA '54) and Joan (HBA and Secretarial Science '55) Francolini.

Effective: 2011-2012 academic year

MGPS Organizational Management Awards (Faculty of Social Science, Management and Organizational Studies)

Change in value from: \$1,000 twice per year, divided among members of the winning teams

To: \$2,300 to be divided among members of the winning teams

Effective: 2011-2012 with value to be reviewed for 2012-2013

Maria and James Ferraro Strategic Management Prize (Faculty of Social Science, Management and Organizational Studies)

Change in value from: \$1,500 to be distributed among the third-place team members

To: \$2,020 to be divided among the third-place team members

Effective: 2011-2012 with value to be reviewed for 2012-2013

Sabine and Raymond W. Leduc Strategic Management Prize (Faculty of Social Science, Management and Organizational Studies)

Change in value from: \$2,000 will be split among the second place team members

To: \$2,120 to be divided among the second-place team members

Effective: 2011-2012 with value to be reviewed for 2012-2013

CMA Ontario Strategic Management Prize (Faculty of Social Science, Management and Organizational Studies)

Change in value from: \$4,350 to be divided among the top teams

To: \$4,400 to be divided among the top teams

Effective: 2011-2012 with value to be reviewed for 2012-2013

Governor General's Medal (School of Graduate and Postdoctoral Studies)

Change in name and number of medals from: 2

To: Governor General's Gold Medal

Number of Medals: 3

Effective: 2011-2012 academic year

Governor General's Medals (Any Undergraduate Faculty)

Change in name to: Governor General's Silver Medal

Effective: 2011-2012 academic year

The following scholarship is paid out of the operating budget and is included for information only:

Western Scholarship of Distinction

Change in criteria from:

One year admissions scholarships awarded to entering first year students based on academic averages 87.0% to 89.9%.

To: One-year admissions scholarships awarded to entering first-year students based on academic averages from 88.0% to 89.9%.

Effective: 2012-2013 academic year

3. **Discontinued Awards**

The following scholarships will be discontinued effective May 2011:

Archibald A. Campbell Scholarship in Canadian Literature
Archibald A. Campbell Scholarship in French Canadian Literature
Leslie V. Balogh Memorial Prize (Faculty of Law)

The following scholarship will be discontinued effective May 2012:

Class of 1947 Arts Scholarship

REPORT OF THE AUDIT COMMITTEE

Contents	Consent Agenda
Campus Community Police Annual Report 2011	Yes
Health, Safety & Wellness Annual Report 2011	Yes

FOR INFORMATION

1. **Campus Community Police Annual Report 2011**

An executive summary of the Campus Community Police report to the Audit Committee, and the full Annual Report to the Community, are attached as [Annex 1](#).

2. **Health, Safety and Wellness Annual Report 2011**

The Audit Committee received the Health, Safety and Wellness Annual report at its March meeting. The report is attached as [Annex 2](#).

FOR INFORMATION

Campus Police, Audit Committee Report



Integrated “Safe Campus” Community Network

Western’s integrated “Safe Campus” Community Network is an all-inclusive, overarching safety program that builds upon both institutional leadership and personal responsibility. The goal/result is to provide a feeling of safety and security that contributes to an exceptional experience for students, faculty and staff.

Western’s ethical and legal responsibility to provide a safe environment where 40,000 people study and work each day is a top institutional priority - to identify, prevent, assess and respond to situations or actions that pose a harm to people or property.

Achieving a safe campus requires leadership, partnerships, relationships, tools, standards, structure and education. It is a “moving target” - building knowledge, shifting culture and responding to a changing environment and new standards. The sum of all we do is Western’s **“Safe Campus Community Network”**. The essence of the network is a sustained and systematic approach to sharing critical information, empowering and educating those who may be first to see danger, and reaching all community members with information about rights and responsibilities.

Leading the Network is Western’s Safe Campus Advisory Partners (SCAP). SCAP is comprised of senior leaders from academics (two Vice-Provosts), human resources, campus police, residences, student development, student health services, counseling and more. These leaders have a finger on the pulse of the community and come together to share information about specific incidents that signal a threat and they ensure continuous improvement in safety initiatives.

In 2010 Campus Police initiated an e-reporting system, creating a centralized and standardized approach to reporting behaviours that raise a red flag. This system was devised to ensure that separate but

related occurrences to an Officer's attendance at an occurrence are not overlooked. In 2011 there were 143 occurrences where personal safety concerns were an issue.

From September 2010 to September 2011, there was just one termination/dismissal from residence resulting from safety issues as well as drug use and trafficking. From September 2011 until March 1, 2012, there have been 16 terminations/dismissals, reflecting a large increase in reporting, and a more assertive approach in addressing issues at an earlier time. The main tools that are used to deal with such issues include the Criminal Code and the Code of Student Conduct. Internal consequences range from a warning to a notice of trespass from the property and suspension.

Drug trafficking to the University community goes beyond residences and recent discussion was held relating to a broad educational plan focusing mainly on safety, individual health, and personal safety.

Key messages relating to safety, drugs, etc., as well as presentations from motivational speakers or health researchers are thought to be prime components of the educational plan.

The report may be found in its entirety at
http://www.uwo.ca/univsec/board/minutes/2012/r1204aud_ann*.pdf

Elgin Austen
Director
Campus Community

Campus Community Police Service 2011 Annual Report



Table of Contents

From the Director	3
Campus Community Police Service Team.....	4
2010-2011 Goals and Objectives	5
Safe Campus Community	6
Safety Programs.....	7
Traffic Safety	8
Fire Safety and Emergency Management.....	9
Western Foot Patrol	14
Service to the Community	16
Communications Centre.....	19
Incidents of Note.....	20
Professional Development.....	22
2011 Occurrence Summary.....	24
Holiday Safety Tips	26
New Crest for 2012	26

From the Director



Campus Police Special Constables have the authority of a Police Officer for all University Properties and are supported by London Police when off Campus authority is required. Two-way radio and telecommunications strategy includes connections to London Police as does interaction on reports, CPIC access and stats Canada reporting.

Based on Western having established a Campus Community Police Service and Policy, our main objective is to provide leadership and support in maintaining a 'Safe Campus'. During this past year Campus Police have been involved with a major educational program for all faculty and staff on that focused on a 'Safe Respectful Campus.' This included scenarios, video, actors and presentations dealing with harassment, bullying, violence and domestic violence; identifying, preventing, responding and resources for support.

Campus Police extend substantial proactive effort in support of Community Policing, as well as encouraging and showing appreciation for the contributions of individual community members. With 250 Foot Patrollers and over 500 Building Emergency Team members, the volunteer contributions associated with Campus Police are enormous.

As part of the University community, we work very closely with legal services, human resources, the registrar's office, housing and all other areas with the goal of supporting a safe environment for students, faculty, staff, contractors and visitors.

We trust that you will find our Annual Report of Campus Police Activities interesting as you peruse some of the highlights of this past year.

Elgin Austen
Director
Campus Community Police Service

Campus Community Police Service Team

Spotlight on our newest Team members

Staff Sergeant John Carson, Operations Leader



Since the 2007 Virginia Tech massacre of over 30 college students we have held a training exercise (200 persons involved) with London Police that closely replicated the Virginia Tech tragedy. In addition, a 'Safe Campus Policy' was approved shortly afterward by the Board of Governors followed by 4 years of education for students, faculty and staff in civility and respect, and identification and actions to take for troubling conduct. Commencing in 2010, with the new legislated responsibilities of the Occupational Health and Safety Act, formal training for about 5,000 faculty and staff has been presented. This training relates to harassment, bullying, violence and domestic violence and how to

identify, prevent, and respond to this and the resources to support positive outcomes.

Behaviour that causes personal safety concerns is directed toward Campus Police to investigate, assess, and take appropriate action. In this regard it was important to create a position that dealt exclusively with operations and to ensure the University was properly equipped to deal with all types of concerning behaviour, including Domestic related violence. Training and oversight for correct assessment and response to incidents, and an improvement in investigation skills was a priority. The Operations Leader is responsible for ensuring our 'Safe Campus' mandate is upheld as well as related communications and staffing.

In 2011, Staff Sergeant Carson coordinated 96 Safe Campus investigations.

Declan Hunt, Technical Coordinator



In 2004 the University committed to reducing the proliferation of key access by moving toward perimeter card access on all 93 buildings at Western. By 2009, with about ½ of the buildings completed, a greater degree of maintenance and support was required for the software and hardware used in sustaining the system. It was at this time that a concerted effort was planned to bring all of the afx software to a consistent version. A Technical Coordinator was contracted in 2010 to up-date and maintain the system. This position transitioned in 2011 to a full time position within the Campus Police portfolio of responsibilities. With 2/3 of the facilities now completed efforts of the Technical Coordinator,

supported by the Administrative Officer, has resulted in substantial service efficiencies and cost benefits to the University. The remaining 1/3 of facilities have already had a CPTED review and are prepared to receive card access completion commencing in 2012.

2010-2011 Goals and Objectives

Pursue Best Practices and Measure Success

1. *Development and maintenance of Community Partnerships to ensure positive relationships, open communications, mutual respect and public confidence*
 - i. sustain honest, supportive and respectful community leadership
 - ii. interact in a proactive & non-judgmental manner with students, staff & faculty
 - iii. accept responsibility for personal actions and outcomes

Discover and Develop Talent and Recognize our Success

2. *Continuous development of staff to provide opportunities for individual growth and ensure best practice in service delivery:*
 - i. exceed community expectations in collaboration and service delivery
 - ii. build excellence in learning, team consistency and supervision
 - iii. complete thorough, timely and professional investigations

Align and Integrate Business Process to Better Serve Clients

3. *Development and implementation of preventative safety and security strategies to protect people, their property and university assets.*
 - i. engage in problem solving to improve safety, security & community confidence
 - ii. listen to concerns, assess risk, analyze hazards, anticipate problems, and develop solutions in consultation with stakeholders
 - iii. assist in community protection education and individual responsibilities

Strengthen Opportunities for Interaction and Shared Understanding of Roles and Goals

4. *Enforcement to ensure a safe community and compliance with legal obligations:*
 - i. involve the community in determining safety objectives
 - ii. develop strategic initiatives and actions in response to community concerns
 - iii. promote individual, public and OHS risk management strategies & outcomes

Safe Campus Community

Safe Campus Advisory Partners (SCAP)

SCAP is composed of leaders from Campus Police; Residence Life; Housing and Ancillary Services; Health Services; Student Development; Human Resources; Faculty Relations; Graduate Studies; Occupational Health and Safety; Legal Council; and, the Registrar. They meet on a monthly basis to discuss behavioural concerns of campus community members that have been brought to the attention of Campus Police. SCAP collaborates and develops strategies for support of a safe campus community. Much of the work they did in 2011 centered on the development of educational and information programs relating to mental health issues.

Code of Student Conduct

The Code of Student Conduct is designed to manage disruptive behaviour, to refocus the student on their studies, and to return to a harmonious environment. On occasion, the Code is also applied in conjunction with, and in addition to, a criminal offence. In addition to the Code, which may have academic impact on the student, other consequences for disruptive or concerning unsafe behaviour may be initiated. These include a verbal or written warning by Campus Police, either of which will form part of the evidence should the behaviour continue and a Code of Student Conduct charge be processed.

The Code is employed both on and off campus to improve personal safety, when necessary, or to protect property on campus. Typical examples of where the Code is used are for removal or damage to fire safety systems, harassment, fighting, assault, and most recently drug trafficking. Consequences are prompt.

Domestic Violence

Each year there are many examples of domestic violence, much of which could be avoided with early intervention. The Death Review Committee, for the Chief Coroner of Ontario, has reviewed the tragic death of a young female student of an Ontario University, who died by the hands of a former boyfriend. Research shows that warning signs leading up to such tragedies are often ignored or not identified. Universities have subsequently been asked for assistance in determining strategies that would assist in preventing similar occurrences in the future.

Vice President Gitta Kulczycki has volunteered to chair Ontario Universities Death Review Committee and provide recommendations for prevention. An initial survey of Western's Domestic Violence education has revealed 25 campaigns are presented annually reaching a total of nearly 30,000 students. In addition, approximately 5,000 faculty and staff have received extensive training on bullying, violence, threats, and Domestic Violence over the past year. Campus Police have been directly involved in these educational sessions for employees and are trained to investigate violence and domestic violence occurrences.

Safety Programs

Crime Prevention Through Environmental Design

This program was initiated at Western through the combined efforts of the Women's Safety Committee and Campus Police. The goal of the program is to initiate and support improvements to campus safety and security. Prior to security enhancements at any faculty or department, a CPTED Review is undertaken by our CPTED/Safety Coordinator, Emmet Lecompte. These reviews have ranged from providing better security for areas with specialized equipment, to an entire campus at an affiliated university college campus. In 2011, the CPTED Coordinator conducted 25 such reviews.

We have assembled volunteer experts from throughout our Western community, trained them in CPTED principles during a 40 hour course, and call upon them for guidance during a review. CPTED reviews, investigations, and subsequent recommendations can be simple or complex with improvement phase in periods recommended.

For further information please check the Campus Police website at www.uwo.ca/police or contact Emmet Lecompte, CPTED/Safety Coordinator at elecompt@uwo.ca

Emmet is also our designated Freedom of Information officer. In 2011, he processed 15 informal and 2 formal FIPPA requests in accordance with University Policy and Provincial statute.

R.A.D.

What is RAD?

The Rape Aggression Defence training provides women basic information on personal safety, awareness, risk reduction and avoidance. RAD teaches practical defensive techniques that require no special skills. This is employed as women learn to be more aware of their surroundings. RAD also offers the opportunity to test these learned skills on a real person during an *optional* simulated attack session.



Why is RAD Special?

- The largest network of its kind with over 3,000 instructors trained who have trained nearly 100,000 women.
- The only program with a free lifetime return and practice policy that is honoured nationwide and in the United States.
- The development of specialized simulation techniques and equipment for use by certified R.A.D. instructors.
- The only self defence program ever endorsed by the International Association of Campus Law Enforcement Administrators (I.A.C.L.E.A.).

Traffic Safety

University Drive Bridge Improvements



There has been a long standing issue of motorists passing cyclists on University Drive Bridge. Over the years, the University has improved the structure of the bridge, painted clear bicycle lane markings, installed high visibility signs, and increased enforcement by Campus Police. This year traffic delineators were installed down the centre of the bridge to encourage motorists to stay in their own lane. Even this seemed to challenge a number of drivers who fail to share the road.

The delineators were removed in the late fall to accommodate snow removal but, in the spring when the cycling season begins, measures to separate motorists from cyclists will be back.

Pedestrian Crosswalks

New high visibility pedestrian crosswalk signs were installed at high volume pedestrian crossings. Improved pavement markings, used in conjunction with these signs will enhance pedestrian safety on campus.



Fire Safety and Emergency Management

Fire safety is a shared responsibility and is taken seriously within all levels of the organization. Western was the first Canadian University to conduct a live burn, and the live burn safety video was recognized at the Canadian Association of University Business Officers (CAUBO) annual conference. Western Fire Safety maintains memberships in the National Fire Protection Agency, Canadian Fire Alarm Association and is a founding member of the Ontario Colleges and University Fire Safety Association.



Fire Safety staff are certified experts and are responsible for testing, inspecting and maintaining a wide range of life safety systems and equipment throughout the University. Fire Safety also provides support to the affiliate university colleges, the research park and off campus housing. Education, training and collaborative inspections significantly increase overall safety and form a cornerstone that is delivered in a variety of methods.

Fire Alarm Systems

Fire Safety is responsible for testing, inspecting and maintaining all University fire alarm systems. Presently there are over 25,000 fire alarm devices such as manual pull stations, heat detectors, and smoke detectors that must meet CAN/ULC S536 for annual testing. As well, 71 buildings are tested monthly, totalling 852 buildings annually, for nine fire alarm performance markers such as correct communication to the monitoring facility located here on campus. Through these tests we can monitor the health of the major components and capture problems that occur with renovations and program changes. Our technical staff are fully certified by the Canadian Fire Alarm Association to perform these and many other inspections to ensure functionality and reliability.



Portable Fire Extinguishers

Western has over 5,000 fire extinguishers deployed across campus, all of which require regular service. Special extinguishers such as K-type (required in kitchens), FE-36 clean agent (for sensitive equipment) and D-type for potential metal fires are also used throughout the campus. Aside from each extinguisher requiring an annual inspection, over 825 recharges and hydrostatic tests are completed annually to NFPA & Ontario Fire Code standards. Our modern in house re-charge facility captures and re-uses the extinguishing agent, a much greener and cost effective method of maintaining the ABC type extinguishers.



Fixed Suppression Systems

Western also has numerous fixed suppression systems which will activate both manually and automatically.

- 36 Wet Sprinkler Systems
- 3 Dry Sprinkler Systems
- 19 Fire Pumps
- 36 Kitchen Suppression Systems
- 6 Pre-Action Systems
- 5 Gaseous Systems



These systems require monthly, semi-annual and annual inspections that total over 2,000 devices, 1,000 valves, and 5.7 Km of fire hose supported by over 1100 hose cabinets. All fixed suppression systems are tested to NFPA standards.

Education and Training



Education and training are delivered through a variety of methods and are an important component of maintaining a safe campus. Even with the most modern fire detection and suppression systems our campus would not be as safe as it is without our Building Emergency Team (B.E.T.) members and Residence Fire Wardens. There are over 500 B.E.T.'s on campus and over 250 Residence Fire Wardens in the residences. This year, Fire Safety hosted two B.E.T. educational sessions at the Great Hall which were well attended and presentations made by Gitta Kulczycki, VP of Resources & Operations, Director of Campus Community Police Services, Elgin Austen and London Fire Services.

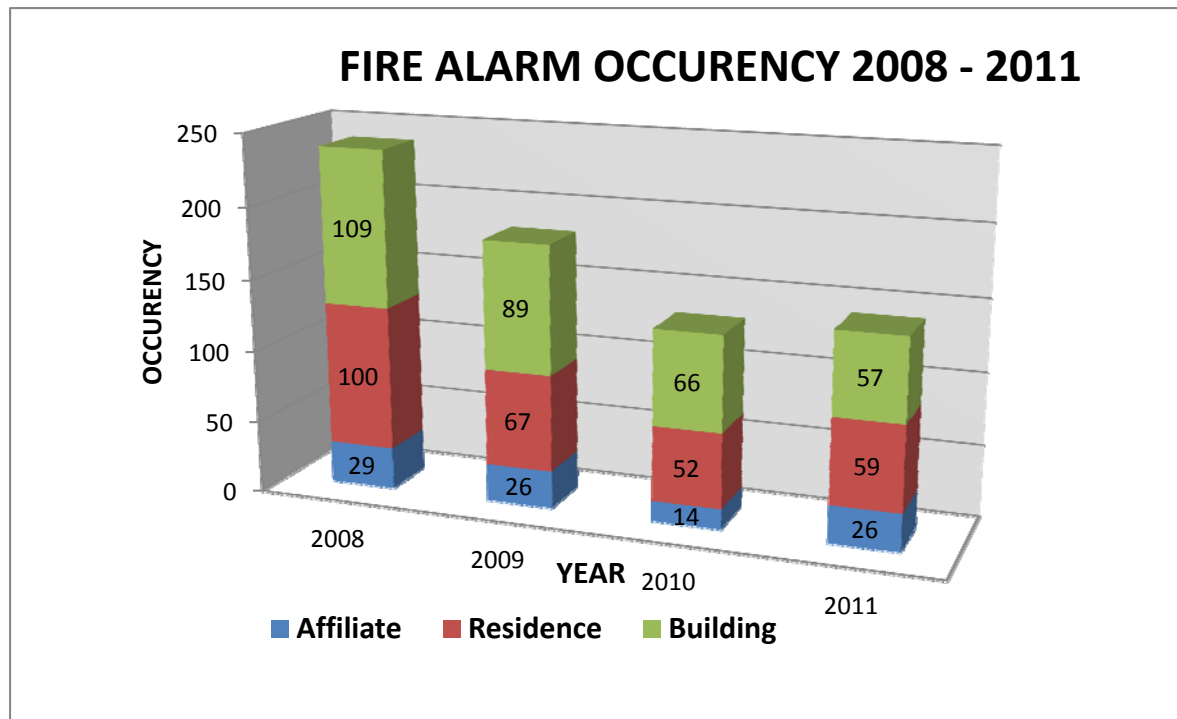
This past year Fire Safety has trained over 800 persons on the use of fire extinguishers using our state of the art fire extinguisher simulator. As well fire drills are conducted twice annually in all buildings; monthly in the day cares.



Fire Safety Plans

Fire Safety provides a fire safety plan for every building. These plans offer the campus community an opportunity to review floor plans, where life safety equipment and exits are located, and emergency responders with building details such as hazards if they exist. All 97 plans are now available on line to persons with a University username and password. Previously the plans were in booklet form and posted in each building; the online version has allowed us to save paper, efficiently edit plans, and make the plans more accessible. London Fire Services (LFS) also has electronic access to the plans; for review and information purposes. Western is very fortunate to have a partner such as LFS for their forward thinking and continued support in these endeavours.

New measures implemented by Fire Safety have resulted in significant reductions in the number of false fire alarms at Western. The many benefits include improved safety and fewer classroom disruptions.



Live Burn



On September 6th over 5,000 first year students gathered on University Hill to observe the “Live Burn”. In collaboration with Housing and assistance from Facilities Management, mock dorm suites were set ablaze to illustrate the power of fire. London Fire Services were on scene to ensure everyone’s safety and also use this opportunity as training for their new hires. This demonstrates how quickly a fire can spread, how dangerous it can become in a short period of time, and reinforces that fire safety is everyone’s concern.



Community

Fire Safety has developed a relationship with both Lambton and Seneca Colleges where Co-Op Students from the Fire Sciences program find placement here. Western provides them with hands on training and the students bring their enthusiasm and energy. These students are eager to gain experience here at Western and provide valuable feedback. Fire Safety have as many as 4 different students during a fiscal a year. Their tasks involve assisting with building fire alarm testing, scheduled maintenance of all life safety equipment including fire extinguishers, fire hose stations, responding to fire alarms, gathering information for Fire Safety Plans and assisting with all aspects of fire safety training. We here at Western are very fortunate to be able to take advantage of this opportunity.

Emergency Management



Fire Safety plays an active role in emergency management. All staff members have taken the basic emergency management course and incident training.

Through mock scenarios which are conducted at least annually, our internal and external partners engage in various training exercises throughout the year.



Western Foot Patrol

Foot Patrol is a volunteer-driven safety service that provides a variety of services to the main and affiliate college campuses. Co-ed volunteer teams provide a variety of services to the Western community. Each year, Western Foot Patrol has approximately 250 students delivering services.

Safe Escorts

Volunteer teams provide safe escorts at Western, Brescia, Huron and Kings University College campuses, and some off campus locations. Our co-ed teams will wait with customers at a bus stop, ensure they reach their car safely in campus parking lots, and escort them to their residence or any building on campus. The Western Foot Patrol SUV compliments our walking teams, and is used for long escorts and on high-volume evenings.



Deterrence

Teams help deter crime through visible patrol of the main and affiliate college campuses. Any criminal or suspicious behaviour or events are reported to Campus Police. Examples of items reported include erratic driving, heated arguments, and suspicious persons around a building, among others.



Lighting & Blue Phone Audits

Foot Patrol conducts weekly audits of the 21 emergency blue phones on campus. Street light audits are completed monthly of the main campus and the reports forwarded to Facilities Management.

Work Safe

Foot Patrol operates the Work Safe program in partnership with CCPS. Staff members working alone and late at night can call and set "check in" times while they are at work so someone knows where they are. If customers do not check in at set times and cannot be reached, Campus Police are dispatched to check on their welfare.

Special Events

iPad Contest

Western Foot Patrol held an iPad contest for customers from February-April and October- December. Customers received a card, and each time they used the service they received a stamp. Ten stamps on a card qualified as an entry. The contest was very popular and there are plans to run it again in 2012.



iPad winner Sarah Irwin with WFP staff member Zach Valliant

Annual Used Book Sale

Held in April, the used book sale is a fundraiser for Foot Patrol that takes place in the UCC Atrium. Books are generously donated by members of the London community. The sale raises over \$2,000 for the program. These proceeds are placed towards the Annual Volunteer Banquet.

Social Media

Although active in the social media front in the past, our presence was refined with our Facebook page and the gradual increase in our popularity on Twitter @uwofootpatrol. We ventured into new territory with a brief video on YouTube to encourage people to use the service.

Volunteer Banquet

Foot Patrol strives to appreciate and thank our tremendous volunteers in various ways throughout the year with weekly draws, refreshments in the office, pizza (thank you Domino's!), reference letters and of course a heartfelt "thank you". Formally, we thank and appreciate them at our Annual Volunteer Banquet in the spring at the Great Hall. This past year, the theme for the banquet was "The Supernatural". We saw some interesting personalities emerge in the MugShotLounge photo booth!



Service to the Community

Pandemic sanitary supplies donated

Following the World Health Organization's call to prepare for a possible influenza pandemic in 2008, The University of Western Ontario (UWO) was among institutions ordering supplies of latex gloves, hand sanitizer, facemasks and biohazard dispense containers, in preparation for supply shortages.

After the concern waned, the university was prepared to release much of the inventory. Retired OPP Deputy Commissioner John Carson is the Operations Leader for UWO Campus Police and he took the initiative to contact Aboriginal Policing Bureau (APB) to see if it would be feasible to ship supplies to some Aboriginal communities. Community leaders were consulted and the answer was yes, they would gladly accept the supplies. OPP S/Sgt. Gary Maracle was designated the liaison.



Director of UWO Campus Police and Emergency Management Elgin Austen says, "We appreciate John bringing forward the concept of sharing with our Aboriginal communities. His idea was enthusiastically endorsed by the university's senior administration and we are pleased to support the communities in this way." From left: S/Sgt. Gary Maracle, UWO Campus Police Director Elgin Austen, Anishinabek Police Sgt. Warren John and UWO Campus Police Operations Leader John Carson.

From OPP Review Magazine

Annual Platts Lane BBQ



Special Constable Frank Creamer enjoying his last Platts Lane BBQ and Bike Safety Check.

Frank has been organizing this event for over a decade. He retired on December 31st and the community will miss him.

University Student Council Food Support Service



Elgin Austen presents Marissa Joffre, USC VP Campus Issues, with a donation of \$500 for the Food Support Service.

The USC Food Support Service is a completely anonymous food hamper distribution system. Food hampers can be requested through email and collected 24 hours a day. Each month, 'food hampers' are prepared by USC volunteers. These 'hampers', packaged discreetly in grocery bags, contain enough food to prepare two meals. The hampers are then placed in unmarked lockers throughout the UCC.

Any UWO community member may use the USC food support service. No identification is required, however the service is targeted towards those in need in our campus community.

Refuge Support



Emmet Lecompte presents Anne Alton, Chair of the Colborne Street United Church Refugee Assistance Committee, with a cheque for \$1000 from the University Police Bike Fund.

The money will go towards helping Karen refugees with the basics of life – things most of us take for granted.

Bicycle Donations

Campus Community Police, in partnership with a research project initiated by Professor Alan Salmoni from Kinesiology, requested faculty and staff at Western donate children's bicycles and helmets in support of a project to teach elementary school children in grades 6 to 8 how to ride bikes safely. A total of 30 bikes and helmets were needed. The project focuses around the fact that in Canada bike accidents are a leading cause of brain injury and mortality in this age group. After the bikes have been used for safety training they will be given to needy children who do not have a bike of their own. As of the end of December, 2011, half our goal in acquiring bikes has been met.

Communications Centre

The Communications Centre provides service 24 hours a day, every day of the year. Their responsibilities include monitoring intrusion, environmental, and fire alarms, video monitoring, and after hours operation of the card access system. Communications Operators dispatch not only Campus Police Special Constables but also the Student Emergency Response Team and the Hazardous Materials and Confined Space Rescue Team.



This year, the campus wide radio system was upgraded from analogue to digital. The new console makes it possible to monitor and communicate on any one of the sixteen channels licenced to the University, including a new encrypted channel that will be used to communicate with London Police Service C.P.I.C. Operators. Other features include the ability to page a specific radio and call logging for immediate playback.

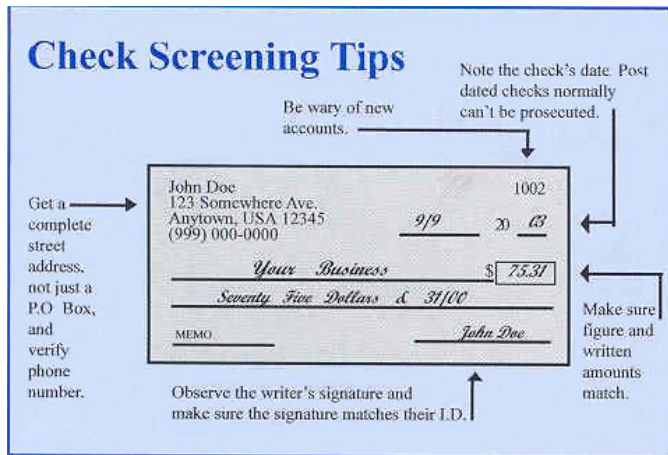
The final stages of our upgrade to an integrated video monitoring system were completed. All video monitoring cameras are managed through a central server by our Information Technology Services. The Communications Operator can access any one of the 400 cameras for live view and officers can search and upload any archived videos at a separate workstation.



Incidents of Note

Attempted Frauds

Fraud occurrences rose from 10 in 2010 to 64 in 2011. There were the usual credit card fraud occurrences where unwitting victims released their credit card information in response to online Phishing. The bulk of attempted frauds in 2011 were fraudulent cheques issued in Western's name. People received cheques, which appeared to be issued by Western, with instructions to deposit them in personal accounts, and then transfer funds to another account. The potential total loss due to all frauds was over \$200,000. The campus community was warned about the fraudulent cheques and this minimized the loss to under \$15,000.



Drug Trafficking



Special Constables Lawson and Pressey seized 284 gram of cannabis, along with scales and baggies.

Drug possession and trafficking saw a dramatic 78% increase in 2011 from 41 to 73 occurrences despite increasing publicity and education linking drug use to mental health concerns.

Shovel anyone?



This scene was typical in the Winter of 2010/2011. Campus Police monitor the weather through the Police Communications Centre and while on patrol. With our campus partners we develop responses to weather events that would impact the safe operation of the university.

Events at TD Waterhouse



Every fall, Western hosts capacity crowds at the Mustang Football games. Campus Police, in partnership with Athletics, Parking Services, Alumni Affairs, and Hospitality Services, maintain a safe and enjoyable environment for the many fans in attendance.



Professional Development



In addition to ongoing and specialized training for service members, we have an Employee Fitness Incentive Program. Members, who log 44 visits every 6 months at our Western Campus Recreation Centre and engage in fitness activities are reimbursed their membership fees. Several members have taken advantage of this program.

Facilities Manager, Michelle Wagler congratulates Lee Pressey for completing his first year in the EFIP program.

Ontario Police College courses, in particular Advanced Patrol Training, General Investigative Techniques, Front Line Supervisor, and Coach Officers course are available to eligible Campus Police Special Constables.



Sergeant Colleen Kelly and Special Constable Lee Pressey receive their OPC Front Line Supervisors Course Certificate



Special Constable Ryan Thomson receives his OPC General Investigative Techniques Certificate

Operational Training

- Police Operational Planning – SMEAC
- IMS100: Introduction to Incident Management System
- Basic Emergency Management Training
- CCPS Investigations Seminar
- Statement Analysis Online Training
- CDSA Investigation Refresher
- Interrogation and Interview Training
- Forensic Evidence Collection
- Introduction to Criminal Intelligence Analysis
- Mental Health First Aid Canada Course
- Violence Threat Assessment Planning and Response
- Violence Threat-Risk Assessment – Level 2
- Annual Use of Force recertification
- Active Killer Review and Weapon Comprehension
- Terrorism: A New Dimension in Front Line Policing
- Vehicle Impound Program – London Police
- Alco-test Training
- R.A.D.A.R.
- CANWARN Severe Weather Spotter Course
- HazMat Team Training
- Peoplesoft, Extranet, and Student Records Systems
- Fire Alarm Public Address System Training
- Omnicast Video Monitoring Software
- DispatchLog V4 Training
- Ontario Police Video Training Alliance and Canadian Police Knowledge Network

Workplace and Campus Safety

- WHMIS Lab Safety
- First Aid/CPR
- Bill 168 and Safe Campus Community
- A Safe Respectful Campus – New Legislation on Workplace Harassment, Violence and Domestic Violence
- Occupational Health and Safety: Frontline Officer
- Accessibility for Ontarians with Disabilities Act
- Accessible Customer Service for Emergency Responders
- Personal Protection Strategy for Infection Prevention and Control
- Asbestos Awareness Program

Career Development

- Supervisor and “Second in Charge” Seminar
- OPC Police Supervisors Course
- Performance Dialogue and Goal Setting
- Project Management
- Western’s CIM Program
- Professional Certificate in Adult Education
- A number of our members are pursuing degrees

Conferences

- Annual Staff Conference (UWO)
College of the Overwhelmed
Intercultural Communication
The Courage to Shine
Today’s Young Adults
Me to We
- OACP Conferences
- OACUSA/IACLEA Conferences and Seminars

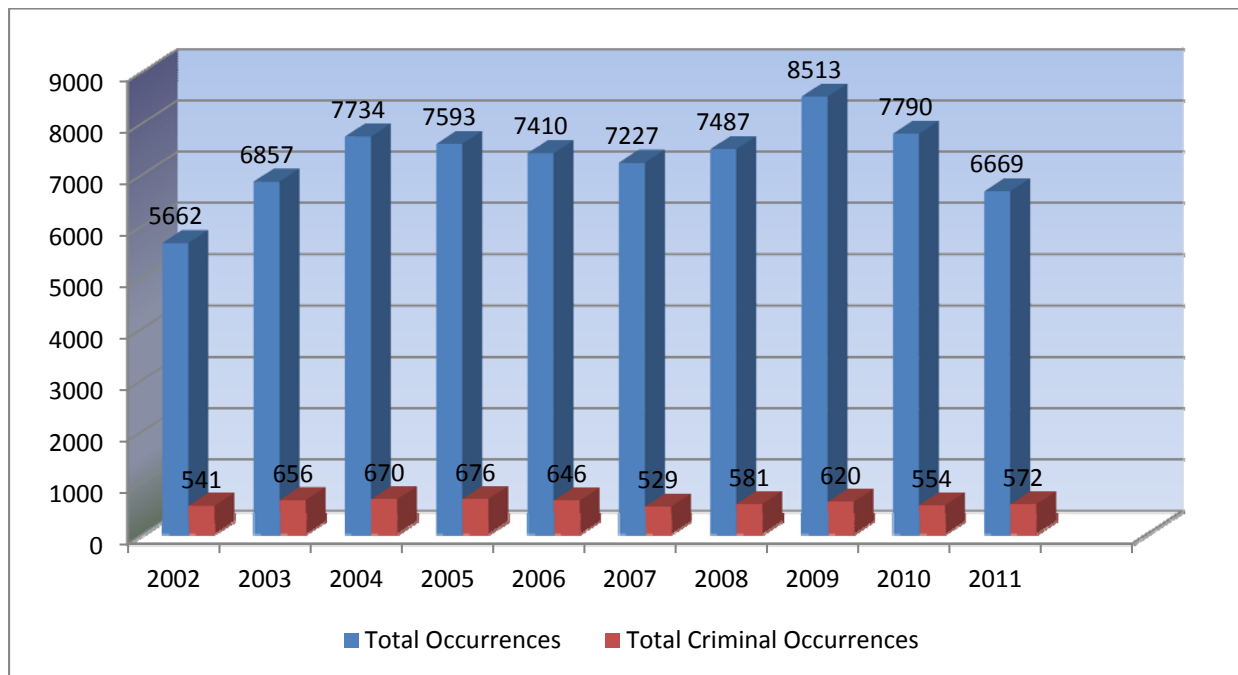
2011 Occurrence Summary

In 2011, CCPS members engaged in 20951 activities, only a 0.5% increase from 2010. Although the change in aggregate was minimal, there was significant change to specific activities. Follow-up Investigations increased by 61% to 1079 (2087 person hours), and Directed Patrols increased by 5% to 8843 (2277 person hours). The increase in Follow-up Investigation can be attributed, in part, to Bill 168 Safe Campus investigations and increases in reported incidents involving personal safety (see figure below). There has been an increase of e-Reports used by our campus partners to report Safe Campus Community Intelligence information.

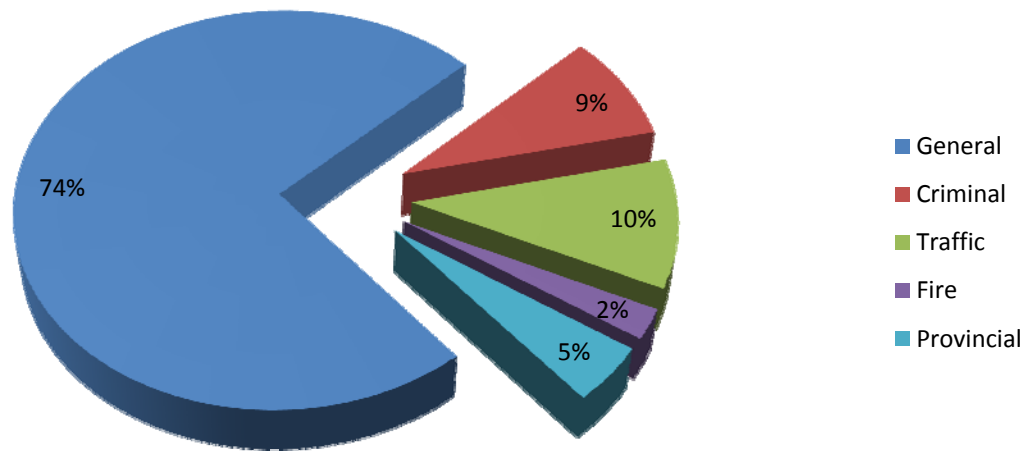
Incidents Involving Personal Safety

Criminal	2011	2010	Non Criminal	2011	2010
Assault Level 1	20	15	Customer Trouble	9	8
Assault Level 2	0	4	Family Trouble – No Assault	4	4
Assault Level 3	0	2	Neighbour Dispute	0	1
Criminal Harassment	18	6	Trouble with Persons	86	115
Sexual Assault Level 1	9	4	Disturbance – No Charges	22	17
Sexual Assault Level 2	0	0	Suspicious Person	160	134
Weapons Offences	0	2	Suspicious Vehicle	51	60
Safety – Bomb Threat	0	0	Safe Campus Intelligence	26	16

10 Year Trend in Core Activities (Criminal, Provincial, Traffic, General, Fire)

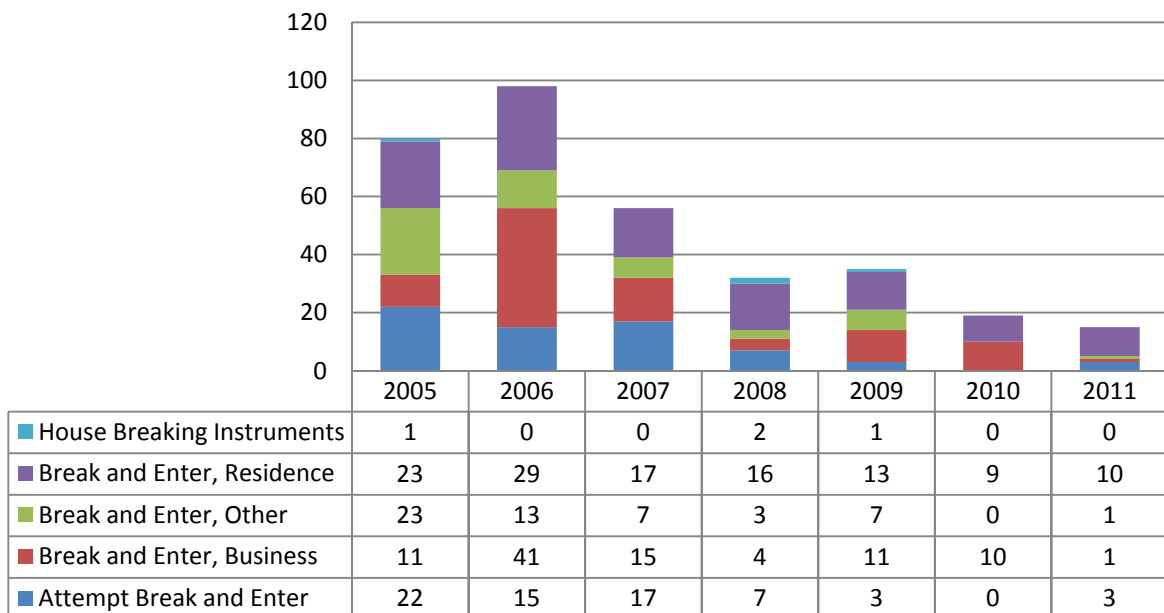


2011 Core Occurrences by Category



Break and Enter Statistics Comparison

Increased patrols and use of technology to secure and monitor facilities has resulted in a steady decrease in the number, and losses, attributed to Break and Enters.



Holiday Safety Tips

When away from your residence:

1. Lock the doors and windows to your residence and don't hide a key under the door mat or some other obvious outside location;
2. Do not publicly post that you will be out of town or away from your residence;
3. Leave a low level light on when you are away and have the blinds partially closed;
4. Arrange to have your sidewalk and driveway cleared of snow to give the live-in look;
5. Ensure water is turned off inside your residence so outside faucets are not exposed to freezing;
6. STOP the newspaper;
7. Have a trusted friend pick up flyers left near your door and periodically check the residence for water leaks, heat and security;
8. Don't leave your laptop unattended, at any time;
9. Take your laptop and other hand-held electronics with you if you are going home for the holidays;
10. Park your car near lighted areas and keep valuables in the trunk and out of sight;
11. Walk with a partner or group and avoid unlighted areas at night;
12. Inform a trusted neighbour you will be away and to report any suspicious persons to the Police;
13. Be a good Neighbourhood Watch neighbour and report suspicious persons to Police, anytime;
14. Contact Campus Police for electronic tracking support if your laptop is stolen.

New Crest for 2012



This new crest incorporates the changes to University Branding



Health, Safety and Wellness *2011 Annual Report*

Occupational Health & Safety
and
Rehabilitation Services

Table of Contents

Year in Review	3
Priorities 2012	5
Programs.....	7
Biosafety Program.....	7
Environmental Safety Program	9
HazMat Storage Facility	9
PCB Storage Facility	9
Radioactive Waste Program	10
Facilities Safety Program	11
Occupational Hygiene	12
Emergency Preparedness.....	12
Laboratory Safety Program	13
Musculoskeletal Disorders Program	14
Mental Health Program	15
Mental Health First Aid Canada Certification Program	15
Mental Health for Leaders At Western.....	15
Radiation Safety Program	16
Safety Committees	18
Joint Occupational Health and Safety Committee	18
Inspections	19
Joint Occupational Health and Safety Committee Inspections of the Workplace.....	19
Training	21
Safety Training	21
First Aid Program	22
Incident and Critical Injuries Reports	23
Environmental Incident.....	23
Critical Injuries.....	23
Rehabilitation Services Case/Claims Management.....	24
Workplace Safety and Insurance Board (WSIB) Claims Management	27
Health, Safety and Wellness Teams.....	31
Occupational Health and Safety Team	31
Rehabilitation Services Team	31
Appendix A.....	32
Public Health Agency of Canada: Definitions of Biosafety Levels	32
Appendix B.....	33
Health and Safety Legislative Compliance Requirements	33

Year in Review

Prevention and safety were a major focus of both the Occupational Health and Safety and Rehabilitation Services Teams during 2011. A number of new initiatives related to training and the expansion of existing training and prevention programs for workers at Western were implemented.

The Musculoskeletal Disorders Program (MSD) was introduced in 2010 and expanded in 2011 and a number of worksite recommendations have been successfully implemented. The goal of the MSD Program is to increase ergonomic awareness through education with an overall goal to decrease musculoskeletal disorders. Since the beginning of the Program, a total of 26 recommendations, that included alternative equipment and additional training, have been implemented in Facilities Management. In Hospitality Services, over 86 recommendations have been made with 67 fully implemented. Recommendations in Hospitality Services included tooling changes, work re-organization and working height modifications.

Rehabilitation Services hosted a successful Wellness Fair in 2011 with approximately 90 people attending. Participating units and organizations provided information on a number of health and wellness services available to Western employees. These services included the following topics: group benefit plans; fitness programs; ergonomic information on working comfortably and safely; nutritional advice; and, training and safety programs. Our Employee Assistance Program provided information on the confidential services provided to employees which include; counselling, childcare and eldercare consultations, programs to assist in daily life and access to community resources.

The Policy covering Working in Hot Weather or Hot Workplace Environments was developed and introduced at Western in 2011. This protocol is for faculty, staff and students when working outdoors and in hot places, either on campus or across the country when travelling and working as part of their academic programs or field trips.

A number of inspections and certifications occurred during 2011. The Level 3 facility was successfully re-certified, the PCB Storage Facility underwent a successful inspection, and Western's Nuclear Substances and Radiation Devices Licence was successfully renewed by the Canadian Nuclear Safety Commission for another five years.

During 2011, Occupational Health and Safety (OHS) was involved in the development of a number of new Standard Operating Procedures for Animal Care and Veterinary Services (ACVS). In addition, a number of staffing changes that occurred in ACVS during 2011 increased the workload for the OHS team. The Animal Use Protocol review process was changed by the Animal Use Subcommittee and this impacted OHS

significantly because of the need to adapt to the new processes and procedures and the new timelines.

A number of internal policy statements have been developed through the work of the subcommittees of the University Health and Safety committee including a change to the lab inspection process to effect a change of full compliance of the lab safety program.

The Occupational Health and Safety team, through the continuous training and increased support to Principal Investigators, Faculties and units across Western are shifting the culture across the campus towards safety and well-being. The subcommittees of the University Health and Safety Committee are fully engaged, and through the work of their members, have contributed to the awareness and compliance of health and safety regulations. In addition, several Departmental/Unit safety committees have been formed and function at the local level in promoting awareness and safety.

The implementation of a number of on-line training courses allows members of the University community to easily access and complete a number of courses on-line including: Accessibility for Ontarians with Disabilities; Safe Campus Community: Preventing Harassment, Violence, and Domestic Violence at Western; and WHMIS. The introduction of the Employee Health and Safety Orientation, a mandatory program for all employees, from a classroom based course to an online/e-learning based course was an important success. The other significant advantage of on-line training is the University E-Learning Tracking System which allows the Health & Safety team and Academic and Administrative leaders the ability to monitor and report on compliance of training.

The accomplishments and achievements of 2011 provide an excellent opportunity for the Occupational Health and Safety and Rehabilitation Services Teams to continue to introduce and implement positive changes at Western to maintain and improve the safety and well being of employees.

Priorities 2012

Priorities and activities for the Occupational Health and Safety and Rehabilitation Services Teams for 2012 will continue to focus and build on the important work and accomplishments of 2011. Major emphasis will be to continue to increase the awareness of prevention and safety – through education and training. In addition, concentrated efforts will continue in obtaining full compliance to safety programs, implementing legislative changes and preparing for inspections and reviews. The Safety Team will lead over 50 Joint Occupational Health inspections in 2012 with assistance from community members.

The Occupational Health and Safety team will continue its work with the University community to comply with training requirements and to advocate for awareness and recognition of the importance of health and safety at Western.

The Supervisor-Faculty Health & Safety Responsibilities Seminar is being developed as an e-learning module for implementation in 2012 and the Animal Care Training on WebCT will be updated. In addition, the University E-Learning Tracking System will be expanded to include registration and tracking for these and other training programs. These initiatives provide an additional advantage by positioning Western well in complying with the new Ministry of Labour training requirements that will be introduced in 2012. These requirements are the result of reforms to the Occupational Health and Safety System in Ontario.

A major priority for the Laboratory Safety Program is to continue the roll-out of the Laboratory Safety improvement plan developed in 2011 with the intent to achieve full compliance at Western.

The Biosafety Program will be reviewing the implications to Western associated with the expansion of animal work to labs outside the control of Animal Care and Veterinary Services (ACVS) and will continue with the implementation of the new Standard Operating Procedures developed for ACVS in 2011. It is anticipated changes in the Human Pathogens and Toxins Act will impact Biosafety in areas including inventory, licensing and security requirements.

A Tri-Council review of Western will occur in 2013 requiring OHS to begin preparations for the audit during the coming year with all principal investigators who use biohazards in their labs. Currently there are approximately 250.

The Radiation Safety Program will be preparing and submitting a renewal to the Canadian Nuclear Safety Commission for its Tritium Import Licence.

In 2012, the Rehabilitation Services Team, working with colleagues in Learning and Development, will review the existing Mental Health First-Aid Training program to assess if it can be delivered on-line or in a combination of on-line/in-class learning. This is to meet the needs of participants by reducing the current 2-day time commitment to complete the program.

The Rehabilitation Services Team will also continue their efforts in implementing the Musculoskeletal Disorders Program and focussing on awareness and prevention. Plans to host another Wellness Fair are in place for 2012. The team will continue to follow their successful practice of case management by focussing on early and safe return to work for employees.

Programs

Biosafety Program

The Biosafety Program has responsibility for ensuring all matters pertaining to Biosafety, including verifying that all work with biohazardous agents conducted by Western and its affiliates, is done in accordance with the safety practices outlined in the Public Health Agency of Canada Laboratory Biosafety Guidelines. The Biosafety Program is citywide and oversees all research involving biohazards conducted by faculty, staff and students at Western and affiliated Research Institutes.

During 2011, Occupational Health and Safety (OHS) has spent considerable time working with ACVS developing Standard Operating Procedures (SOPs), which are being finalized and implemented in 2012. The Animal Use Protocol review process was changed by the Animal Use Subcommittee which meant OHS was required to adapt to the new process, procedures and timelines. Recently animal work has started to expand beyond the animal care facilities controlled by ACVS to laboratories, and the Biosafety Program is conducting a review of the implications of this change. It is expected to involve facility inspections and development, review and implementation of SOPs for the new areas. In addition, the Sheep containment unit was decontaminated and re-certified in 2011.

The Level 3 facility used for HIV research, including work relating to the HIV/AIDS vaccine, received a one-year recertification in 2011. This is an annual process and requires a complete decommissioning and recommissioning of the entire space and equipment. Access to this facility was expanded to include 5 new employees. In addition, a re-training session, which included a mock spill emergency with Western's Hazardous Materials Emergency Response team, was held for all employees with Level 3 access.

Biosafety continues to be an evolving program with many legislative changes. The Human Pathogens and Toxins Act was passed in June 2009 and consultation on Phase II of the Act commenced in 2011 and continues into 2012. Phase II implementation will impact biosafety in several ways, including inventory requirements, licensing, and security requirements. Also, the Public Health Agency of Canada (PHAC) and the Canadian Food Inspection Agency (CFIA) are coming together to create one standard pertaining to human and terrestrial animal pathogens called the Canadian Biosafety Standards and Guidelines (CBSG). They are currently consulting on the requirements and the impact of the changes on the Biosafety Program are not known at this time.

The Biosafety Committee reviewed and approved five internal policies and guidelines, including the standard operating procedure for Tamoxifen, a Procedure for the Safe Use

of Biological Safety Cabinets, and standard operating procedures and training for the project involving Vaccinia.

In 2011, there were 250 biosafety laboratories at Western and its off-campus affiliates. Figure 1 below provides a breakdown of the number of permits by containment level. The Biohazards Subcommittee reviewed and approved 119 research projects involving biohazards in 2011. This is down from 145 in 2010. Given the review of projects is conducted every 3 years this number is consistent to what was reviewed in 2008.

Fifteen new compliances letters and/or permits were issued from the Public Health Agency of Canada and the Canadian Food Inspection Agency to Western researchers in 2011 and 102 grants involving biohazards were approved by the Biosafety Officer.

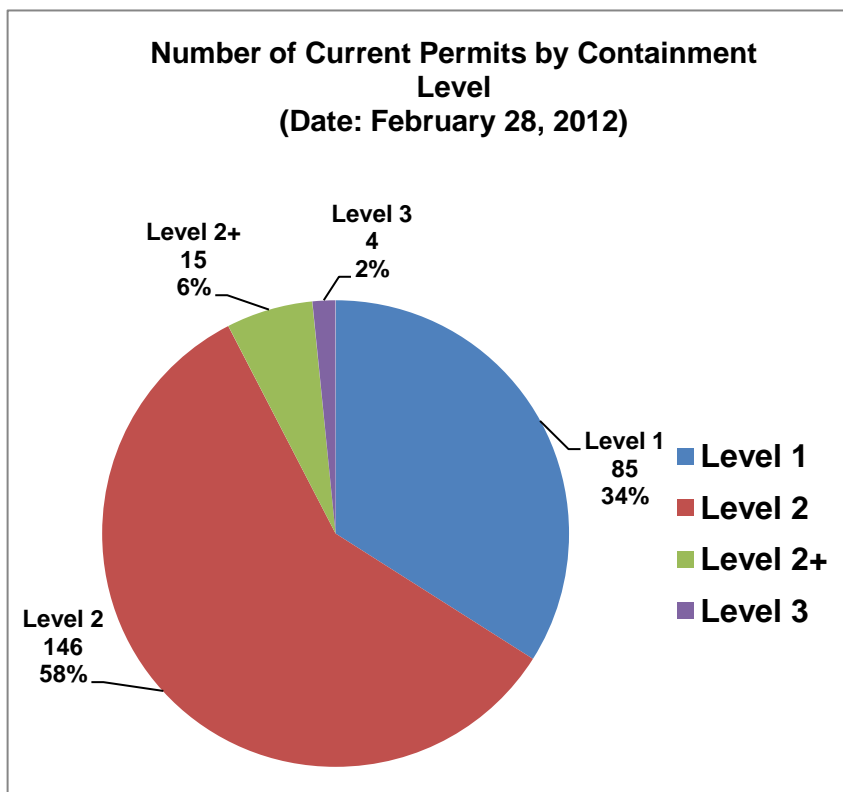


Figure 1 – Current Permits by Containment Level

Environmental Safety Program

In 2011, the use of the Hazardous Waste disposal program has continued to expand to support the needs of teaching and research at Western. Reasons for this increase include:

- Western's focus on increased research activity and increased graduate student enrollment (with a corresponding increase in waste)
- Increased awareness of Western's environmental programs (with an increase in participation by all Western employees and students).

Western continues to maintain a status of 'In Good Standing' for its waste generator license.

HazMat Storage Facility

As specified in the Certificate of Approval from the Ministry of the Environment an Annual Report for the HazMat Facility was submitted prior to March 31st and no concerns were raised.

Occupational Health and Safety (OHS) recognizes there is risk associated with the collection and storage of hazardous materials on campus and works closely with our external waste contractor and Internal Audit to develop procedures and programs to effectively manage that risk and comply with legislative requirements. It is equally important that our waste management program continue to meet the needs of Western's teaching and research community.

In 2011, OHS designed, and began, a pilot program that collects hazardous chemical waste and removes it from campus every week. This removes the risk of storing chemical waste and hence removes the need, and cost of having a HazMat facility. There is no impact to the users.

In 2012, OHS will analyze and review how this program impacts risk, safety, convenience, operating costs and capital costs.

PCB Storage Facility

An Annual Report, as required for the PCB Facility was submitted to the Ontario Ministry of the Environment and no concerns were raised.

In July 2011, two inspectors from the Ministry of the Environment visited Western for an inspection of the facility, the procedures and the documentation of the program. Their written report followed with no issues identified.

Western's main source of PCBs are light ballasts which, as a result of Western's program to replace them, are being removed during renovations and maintenance.

Radioactive Waste Program

The Radioactive Waste program continues to operate to meet all the requirements of the Canadian Nuclear Safety Committee (CNSC).

An annual inspection by the CNSC reported no issues of non-compliance.

Facilities Safety Program

During 2011 the Facilities Safety Program addressed issues relating to construction work activities, pedestrian safety, the design of facilities, and hazard control in buildings. Monitoring of work activities in and around construction and renovation sites was performed regularly to reduce the impact on the University community. In situations where hazardous situations were anticipated, the immediate participation of various stake holders was encouraged to implement reasonable corrective measures before a situation occurred.

The focus of the Facilities Safety Program is the prevention of accidents and injuries and the strategy in addressing risks is constantly evaluated by monitoring behaviours and adherence to procedures and protocols. To accomplish this Occupational Health and Safety provides ongoing focussed training, education and support to the staff of Facilities Management relating to Construction and Maintenance Projects as well as Facilities Management internal policies and work procedures. These policies and procedures were monitored and enforced through a structured daily inspection program. As well the University adopted “The Safety Reminder Program”. The Safety Reminder Program addresses instances of non compliance through a process of documenting the violation with reference to the applicable section in the regulations and distributing to the affected internal and external administrative units. The Facilities Safety Program also conducts scheduled post bid meetings with outside contractors prior to the commencement of any project activities on University property.

In 2011 a new protocol was developed and introduced at Western called, **Working in Hot Weather or Hot Workplace Environments**. This protocol was written in response to an order from the Ontario Ministry of Labour to Western during the summer of 2010. The order was prompted after a Graduate Student who was conducting research outside in Sudbury, Ontario suffered a heat stroke. In the Spring of 2011, a large awareness campaign was launched by Occupational Health and Safety across Western targeting workers and graduate students who work outdoors in the summer or who work in hot places such as steam tunnels. This protocol is to be implemented by the Western community when the humidex reaches or exceeds 35, or, when air temperature reaches 32 °C or higher. The document identifies the training for recognizing hazards of working in hot weather as well as the process and controls for determining a hazard and how to mitigate the risk.

To monitor regional heat alerts, OHS in conjunction with Human Resources - Communications developed a “Procedure for Campus Community Notification of Heat and Humidity Alerts”. The procedure reaches leaders and individuals at Western who may be at risk from extreme heat and humidity via targeted emails and broad warnings to the entire community via the Western home page. This protocol requires OHS to monitor Environment Canada and the Middlesex Health Unit regularly.

Occupational Hygiene

The Health & Safety Team responded and resolved over 120 occupational hygiene concerns. The issues involved indoor air quality, dust, mold, noise, and lighting concerns. In all of the situations, thorough investigations were conducted and corrective measures were adopted in compliance with Ontario Industrial Regulations 851.

Emergency Preparedness

The Health & Safety Team is part of the group of first responders to an emergency incident on campus.

The Western Hazardous Materials Emergency Response (HAZMAT) Team conducted eleven training sessions for its responders. The ten team members were trained in the “Disciplined Approach to Emergency Response” and are capable of handling small to medium size spills or releases of chemical, nuclear, and biological material.

In 2011, team members were recertified in confined space rescue, see Figure 2. This was required under Ontario Regulations 632/05 to have internal capabilities ready for immediate rescue should an emergency happen in any of Western’s 1,200 confined spaces.



In conducting its training, the team maintains a very close relationship with the London Fire Department Hazardous Materials Team. This has proven to facilitate better coordinated responses to emergency situations at Western.

Several tours to the Level 3 Biosafety Facility and other potentially hazardous locations on campus were conducted. The objective of the tours was to familiarize the internal and external teams with the access routes and physical structures at the University.

Figure 2 – Certification in Confined Space Rescue

Laboratory Safety Program

In 2011, the Laboratory Safety Committee and the University Health and Safety Committee approved a policy change in the lab inspection process to effect a change in compliance with the lab safety program. A program improvement plan was developed that includes consequences for labs that do not correct non-compliance issues identified during an inspection.

The inspection program itself will focus on reducing the risk from serious non-compliance issues and communicating with Principal Investigators on lab hazards. Labs with non-compliance issues will be re-inspected and failure to meet compliance will result in the closure of the lab until corrective action is completed. The changes in the inspection process were discussed and supported by Academic Leaders, Deans and Chairs.

A priority for 2012 will be to continue to meet full compliance through the ongoing implementation of the policy changes identified above as well as providing increased awareness and training and education in laboratory safety.

Currently there are 230 Principal Investigators (PI) covering 350 laboratories in the Laboratory Safety Program which has been in place since 2005. The labs in the program include those that have high or medium risk hazards and are inspected by the Lab Safety Consultant annually. Labs that are low risk and have met requirements in previous inspections were removed from the program in 2010, however, they are inspected at least once a year under other OHS inspection programs.

With this change in focus, although there was an increase in compliance between 2010 and 2011 those PIs that met or exceeded requirements had greatly decreased in 2011. In response to this the program was reviewed. The policy change to meet full compliance was approved in 2011 to be implemented in 2012. Figure 3 shows the compliance of laboratory safety for 2010 and 2011.

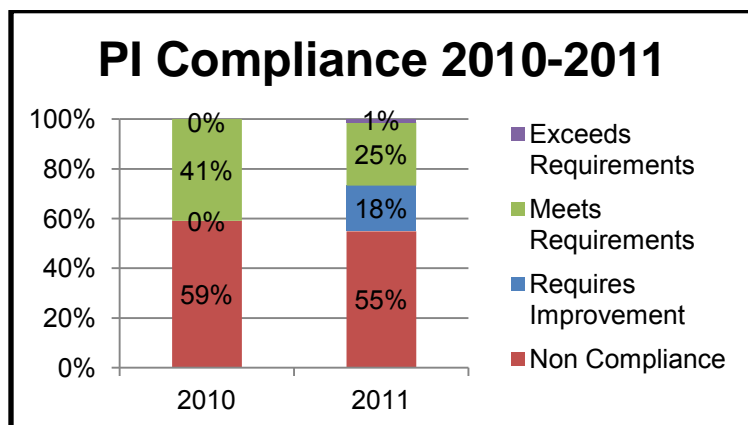


Figure 3 – Principal Investigator Compliance

Musculoskeletal Disorders Program

The Musculoskeletal Disorders (MSD) Program was introduced two years ago to address injuries and disorders that affect the musculoskeletal system (i.e. muscles, tendons, ligaments, nerves, discs, blood vessels, etc.). The goal of the program is to increase ergonomic awareness through education regarding better and healthier work techniques with an overall goal to decrease MSDs, their risk factors and eliminate ergonomic related injury costs. It is based on a process utilizing Occupational Health and Safety Council (OHSCO) guidelines.

The program was introduced to Facilities Management in 2010 and the first cycle of the prevention program was completed in 2011. Eleven recommendations were implemented within Caretaking as well as 15 recommendations implemented in the Trades area. The recommendations that were implemented included alternative equipment and additional training sessions.

The MSD program was also introduced in Hospitality Services during 2010. In 2011, there were a total of 36 recommendations and of these 17 have been fully implemented into the units and 19 are in various stages of implementation. These recommendations include tooling changes, work re-organization and working height modifications. This follows more than 50 solutions that were executed in Hospitality Services in 2010.

In 2011 the program was introduced in Animal Care and Veterinarian Services with 2 of 6 recommendations implemented by year's end.

The success of the program relies on communication from the employees through anonymous worker feedback forms. The forms elaborate on personal discomfort experiences in the course of performing daily tasks in the workplace and by identification of risks during regular workplace inspections. The program also provides opportunities for employees to participate in the resolution to safety concerns which has benefited both adoption and participation.

Many staff members have been coached to address physical discomfort issues affecting them. New material handling equipment has also been purchased to alleviate discomfort symptoms. During this process, many safety concerns were also resolved, thus reducing accidents in the workplace.

Mental Health Program

Mental Health First Aid Canada Certification Program

Nine training sessions were delivered in 2011 for a total of 24 since the inception of the program, with a total of 278 individuals completing training. In addition, focussed courses have been delivered to groups such as Social Science, the Staff Association, and Engineering with requests for additional focussed courses from other Faculties and units.

The majority of participants to date in the 2-day Mental Health First Aid certification program have been administrative and academic leaders, and those individuals who provide direct support to students. The program provides information to participants on how to help someone showing signs of a mental health problem or experiencing a mental health crisis. The first aid is given until appropriate professional treatment is received or until the crisis is resolved. The concept is based on the model of medical first aid and includes modules on: Substance-Related Disorders, Mood Disorders (Depression & Suicide), Anxiety Disorders and Psychosis.

The 2 day time commitment to participate in the program has been identified as a potential barrier for academic leaders and faculty, therefore the program will be reviewed during 2012 to assess if alternate forms of program delivery, on-line and/or a combination of on-line and in-class learning, can be developed.

Mental Health for Leaders At Western

Three courses were delivered in 2011 for a total of 13 since the program began.

This additional half day session is offered as a follow up to the Mental Health First Aid certification to leaders responsible for managing the performance of others. The session provides practical information to leaders in dealing with mental health and potentially intertwined performance issues in Western's work environment. Participants learn effective communication strategies, gain understanding of their role in supporting an employee with a mental health condition, and to recognize resources available to support the employee, the leader and the team (includes accommodation of Mental Health issues). This session is jointly presented by Human Resources Consultants and Rehabilitation Services Case Managers.

Radiation Safety Program

The Radiation Safety Program is comprised of Nuclear Radiation, X-Ray and Laser Safety. The Radiation Safety is mandated under the Canadian Nuclear Safety Commission regulations. The committee is composed of members with expertise or a stake in ionizing and non-ionizing radiation safety matters to provide advice on all matters of radiation safety including nuclear substances, radiation devices, particle accelerators, X-ray equipment, lasers/laser systems and other non-ionizing radiation sources.

As a requirement of the Canadian Nuclear Safety Commission (CNSC), Western underwent a successful renewal process for its CNSC nuclear substances and radiation devices licence in 2011. This renewal occurs every 5 years, and the current license is valid from March 1, 2012 to February 28, 2017. This is Western's second licence renewal without an audit which can be directly attributed to our good annual inspection records with the CNSC during the past 10 years. This licence authorizes Western to possess, transfer, import, export, use and store the nuclear substances and radiation devices listed in the licence and to conduct licensed activities in 19 buildings on and off campus with 23 licence conditions.

In addition, the Radiation Safety Program successfully underwent two routine Canadian Nuclear Safety Commission inspections successfully and submitted three annual compliance reports. The Nuclear Safety and Control Act and Canadian Nuclear Safety Commission (CNSC) mandate the regulatory requirements of the Radiation Safety Program. CNSC inspects all licensed buildings at Western a minimum of once a year.

The continued success rate in inspections and renewals is a evidence of ongoing training as well as record keeping and adherence to standard operating procedures. Over 400 participants attended Radiation, X-ray and Laser Safety Training in 2011. As of June 30, 2011 (data to December 31, 2011 not yet available), all TLD badges are within Western's and the CNSC exposure limits. For the safety of our workers, Western has set its standard for exposure at ten times less than the legal limit which is set by CNSC.

A total of 125 permits covering 187 designated rooms in the area of radiation, x-ray and laser were inspected by the Radiation Safety Coordinator in 2011. **There was over 82 % compliance in all three of these programs.** The compliance performance of each area is shown in Figure 4.

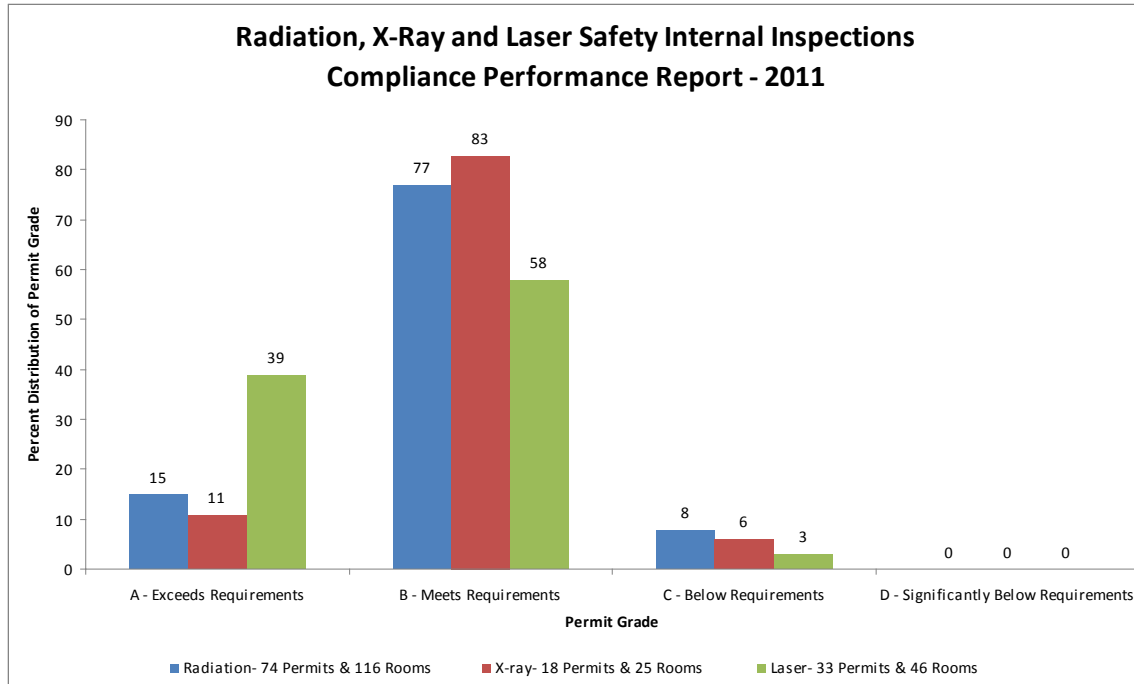


Figure 4 – Compliance Report of Radiation, X-ray and Laser Inspections

In 2011, the Ontario Ministry of Labour approved two new, non-medical x-ray machines for use at Museum of Archaeology which is located away from main campus on Attawandaron Road in London. In total, Western now has 18 X-ray permits, 25 designated X-ray rooms and 39 non-medical X-ray machines including the new X-ray machine installed at the Biotron and the new class 4 laser installed at Robarts.

Safety Committees

Joint Occupational Health and Safety Committee

The Joint Occupational Health and Safety Committee (JOHSC) is the health and safety committee required under the Occupational Health and Safety Act. It is an advisory group of worker and management representatives that must meet regularly to discuss health and safety concerns, review progress and make recommendations.

In addition to any special concerns the committee reviews and assesses trends in the following areas:

- Accidents and Injuries
- Critical Injuries
- Work Refusals
- Workplace Inspections

Western's JOHSC is comprised of worker representatives from all employee groups and management representatives across campus. The Committee met eight times in 2011. A requirement of the Act is that at least one worker and one management representative be certified. Western exceeds the requirement and provides training to all members for certification. Currently six members of the JOHSC are certified. In 2011, eight additional members completed Part I of the training with the intent to complete Part II in 2012 to complete the certification. The goal is to have as members of the committee certified as possible.

The current organizational structure for Safety committees at Western can be seen in Figure 5.

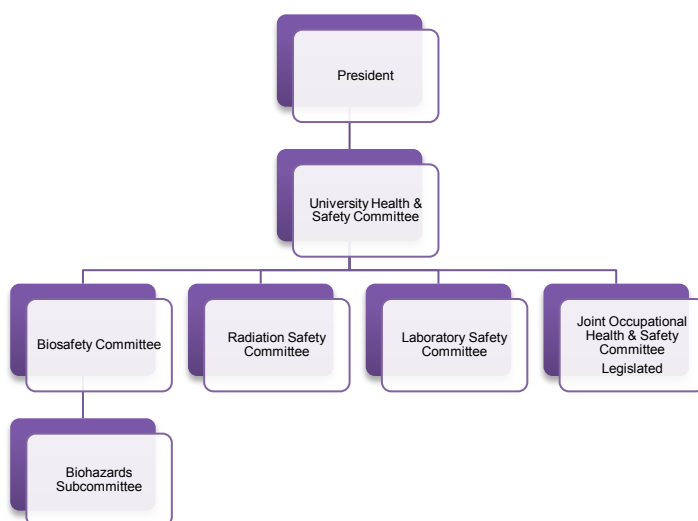


Figure 5 – Safety Committee Organizational Structure

Inspections

Joint Occupational Health and Safety Committee Inspections of the Workplace

The Occupational Health and Safety Act requires members of the Joint Occupational Health and Safety Committee (JOHSC) to inspect the physical condition of the workplace at least once a year and inspecting at least an area of the workplace in each month. Occupational Health and Safety coordinates this program for JOHSC which includes Western's off-site workplaces as well. Inspections are structured such that each of the members conducts, on average, six inspections per year.

In 2011, 680 compliance orders were issued by the JOHSC during workplace inspections and 100 of these were completed by year end. This represents a significant increase in Compliance Orders of 50% over the previous year. See Figure 6 for areas of compliance orders in 2011.

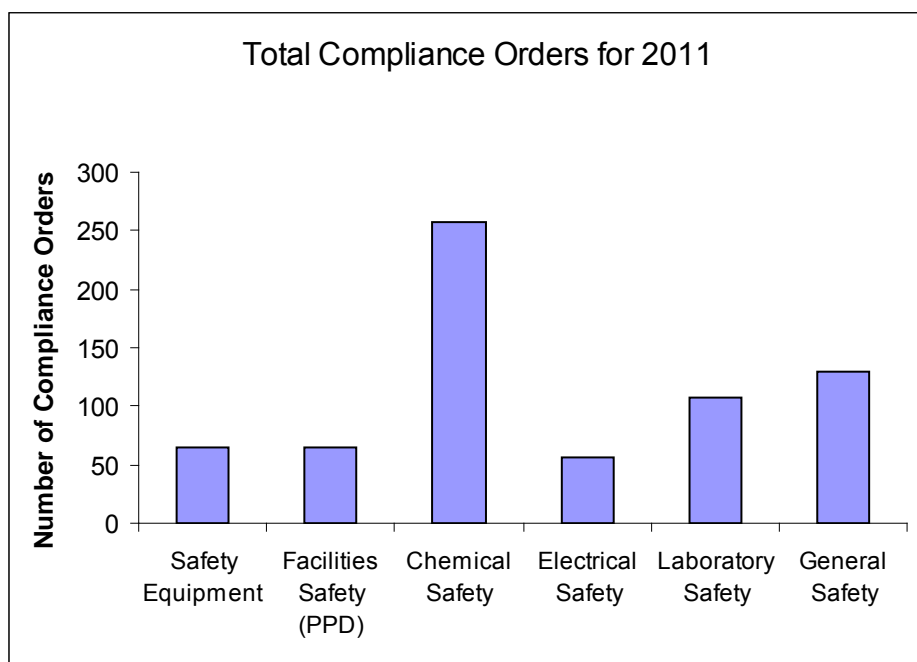


Figure 6 – Areas of Compliance Orders

The success of the JOHSC inspection program and the high level of compliance can be attributed to an effective inspections program, cooperative efforts of the committee members, the area safety representatives and the workers.

In addition, the departmental and unit safety committees also provide significant contributions in the inspection and compliance requirements across campus. Many of these committees have their own inspection programs. Currently internal safety committees at Western include but are not limited to:

- Biology Safety Committee
- Chemistry Safety Committee
- Earth Sciences Committee
- Engineering Safety Committee
- Facilities Management Safety Committee
- Hospitality Services Safety Committee
- Libraries Safety Committee
- Physiology & Pharmacology
- Visual Arts Safety Committee
- Western Retail Services Safety Committee

Training

Safety Training

Training is the cornerstone of any safety program and is instrumental in establishing a positive safety culture. The safety training program at Western has heightened awareness of the importance of working in a safe manner and has reinforced how all members of the university are both responsible and accountable.

Occupational Health and Safety carefully monitors legislated training requirements and the training needs of Western faculty, staff, students, volunteers and visitors. These courses and seminars are offered throughout the year and participants can register on-line at the Human Resources website.

In 2011, Occupational Health and Safety worked with Learning and Development colleagues to convert the “Employee Health and Safety Orientation” from a classroom based course to an online/e-learning based course. This course is mandatory for all workers at Western and the content is easily understood so it was an ideal starting point for the conversion.

The University E-Learning Tracking System was implemented to manage registration and tracking of the Hazardous Waste Management workshop, Laboratory Safety and WHMIS. The records are available on-line for faculties and business units to allow monitoring of compliance at a local level.

Over 15 training courses were provided by the Facilities Safety Coordinator where the majority of the participants were workers of Facilities Management, ITS, Engineering Machine Shop, and graduate students from the engineering school. Training courses range from broad based programs like asbestos awareness, personal protective equipment and ladder safety to job specific training of snow shovelling and elevating work platforms.

The training courses are a mandatory requirement under the Occupational Health and Safety Act. It has been apparent that an increasing number of graduate students, mainly from the Engineering Department, have been attending these industrial safety courses. This is a reflection of the required industrial health and safety training under the OHSC Act at the current and newly built research facilities.

There are a number of initiatives and priorities planned in 2012 for training programs. The Supervisor-Faculty Health & Safety Responsibilities Seminar is under development as an e-learning module. In addition, the University E-Learning Tracking System will be expanded to include registration and tracking for other OHS training programs. The Animal Care Training which is available on WebCT will be updated.

Both the Employee Health & Safety Orientation and the Supervisor – Faculty Responsibilities E-learning modules position Western well in complying with the new Ministry of Labour training requirements that will be introduced in 2012.

Reforms to the Occupational Health and Safety System in Ontario were brought about by an amendment to the Occupational Health and Safety Act in 2011 (Bill 160). Some of the changes occurring in 2012 include:

- standardized, mandatory worker and supervisor training
- mandatory specialized training for workers participating in high risk activities such as working at heights and driving forklifts.

First Aid Program

The First Aid program continues the ongoing task of ensuring that Western is in full compliance with WSIB Regulation 1101. Trained representatives are in place for all departments in all buildings on campus. A current list of all representatives and kit locations is maintained on the Human Resources website.

OHS continues to partner with Western's Student Emergency Response Team to provide Red Cross First Aid and CPR training.

There are approximately 250 trained and certified first aid representative on campus. They are responsible for first aid in their area, conducting and documenting monthly kit inspections, refilling their kits with required materials kits.

Incident and Critical Injuries Reports

Environmental Incident

During February 2011, a crude oil spill at the Institute for Chemicals and Fuels from Alternative Resources (ICFAR) occurred at the ICFAR location approximately 13 km north of London. The incident was reported to the Ontario Ministry of the Environment who arrived at the site to assess the extent of the contamination. The Occupational Health and Safety Team made immediate arrangements to clean the site and removal of the contaminated soil. We were obligated to report back to the MOE Spills Action Centre that the clean-up was completed on the day it was reported. The cause of the spill was believed to have resulted from two 45 gallon oil drums being ruptured by a snow plow.

Critical Injuries

There were four Critical Injuries last year. Critical injuries are those injuries that due to their nature meet criteria that must be reported to the Ministry of Labour. All were reported immediately to the Ministry of Labour which chose, in all cases, not to visit the site.

1. January 10, 2011. Student was struck in the head by a 'shot put' at Thompson Arena during track practice, lost consciousness, fell to the ground, was transported to hospital and was treated for a concussion.
2. January 14, 2011. Student was struck by a 'hockey puck' at the Thompson Arena during a game, lost consciousness, was transported to hospital and treated.
3. February 1, 2011. Employee slipped on snow while entering workplace, hit head, lost consciousness, was transported to hospital and treated.
4. December 22, 2011. Employee slipped on the wet grass while taking a short cut, on a hill, to the parking lot and sustained a fractured right leg, was transported to hospital and treated.

Rehabilitation Services Case/Claims Management

Figure 7 shows the number of cases managed by Rehabilitation Services for the last 5 years and Figure 8 shows the number of cases managed for the last 5 years by employee group. In 2011, the total number of cases seen involved 810 employees although employees may have had multiple cases resulting in an increased number of cases. The total number of cases increased in 2011 by 10%.

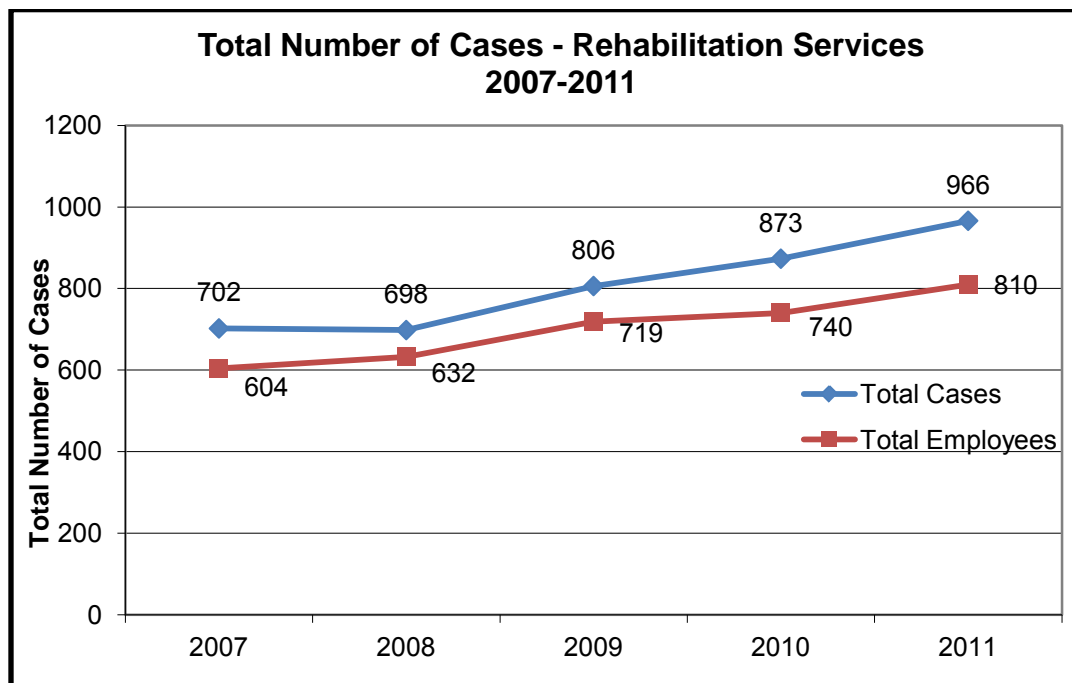


Figure 7 - Total Cases Managed by Rehabilitation Services

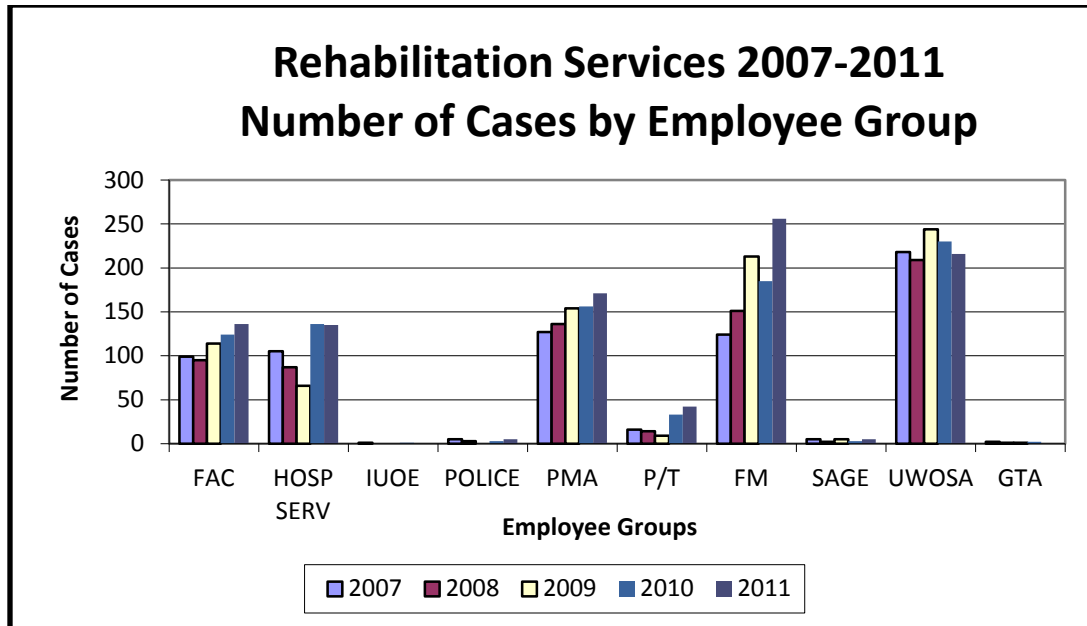


Figure 8 – Number of Cases Managed by Rehabilitation Services by Employee Group

There has been an increase in the use of services offered by Rehabilitation Services. This may be the result of the increased awareness of services offered, as well as the implementation of the Musculoskeletal Skeletal Disorders prevention program and the Mental Health Program where awareness may have resulted in earlier referrals. It should also be noted, that within the cases managed, there are multiple episodes per employee. In Facilities Management and Hospitality Services approximately 20% of the cases are multiple episodes. Figure 9 shows the Number of Employees of the Total Employee Population for Select Employee Groups.

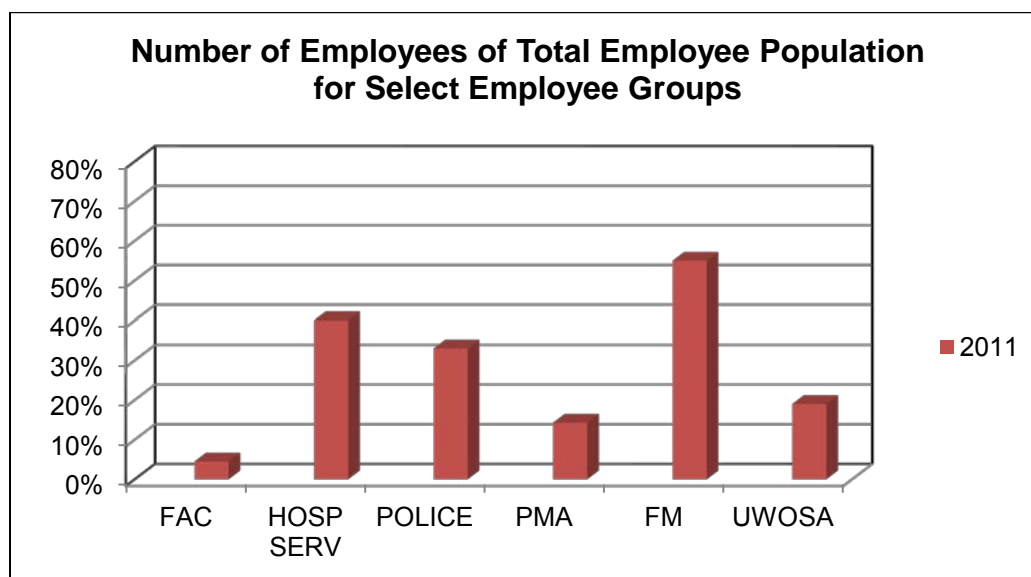


Figure 9 – Number of Employees of Total Employee Population for Select Employee Groups

As seen in Figure 10, Musculoskeletal System Disorders remain as the number one diagnosis seen in Rehabilitation Services with Mental Disorders ranking number two, followed by injury (motor vehicle accident, falls, etc.). The trend for LTD claims, both by Western and Industry are Mental and Nervous Disorders and this is shown in Figure 11.

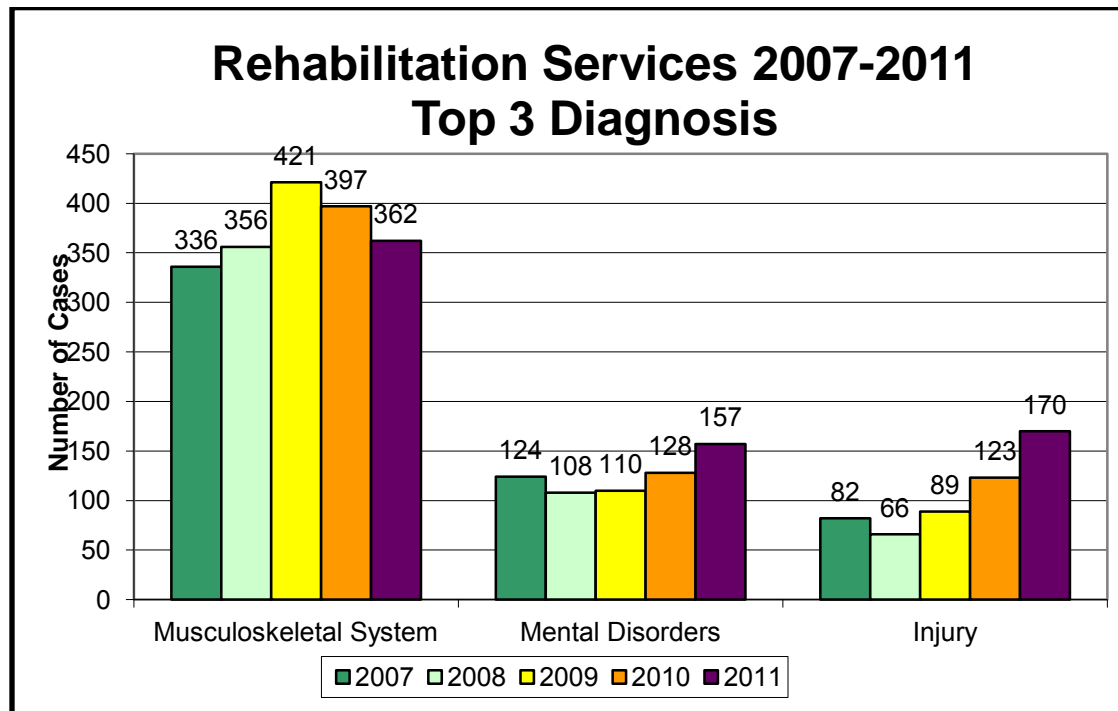


Figure 10 – Top 3 Diagnosis in Cases Managed by Rehabilitation Services

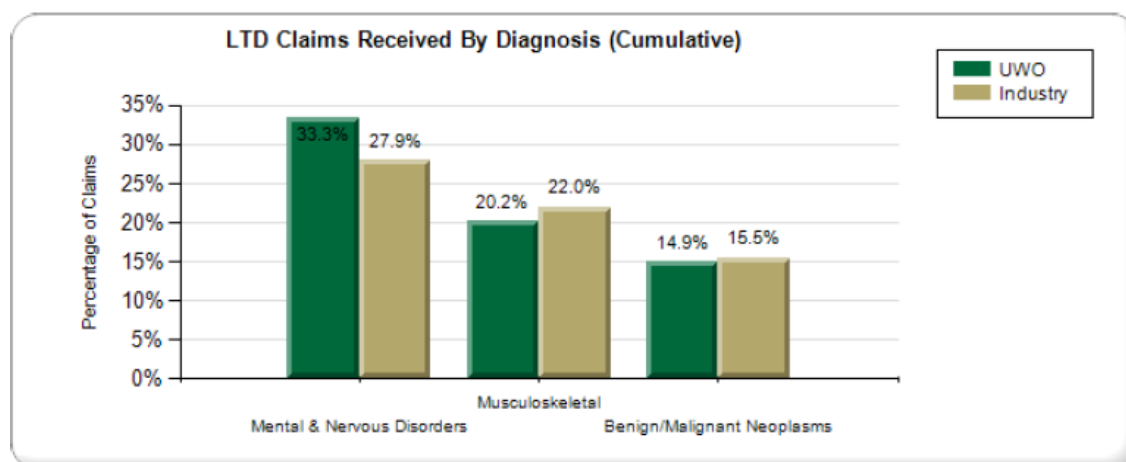


Figure 11 – UWO LTD Claims by Diagnosis and Industry

Reprinted from LTD Trend Analysis Report, Manulife Financial, Reporting Period Jan 1/09 to Dec 31/11

Workplace Safety and Insurance Board (WSIB) Claims Management

WSIB and Long Term Disability (LTD) statistics for 2011 demonstrate positive trends with respect to workplace accommodation and disability management. This may be reflective of Western's culture and ability to provide workplace accommodation to employees.

The September 2011 NEER Statement (Figure 12) shows Western costs as of September 30, 2011 and is trending very well. Our current performance index rating is better than average. This is due in part to the reduced WSIB claims and Western's success in meeting WSIB expectations with respect to early and safe return to work (early & sustained accommodation of injured workers). It should be noted, however, the projections are based on current status with the potential to change with 1 or 2 serious claims. The cost limit of 1 claim is currently \$398,000. In 2011, WSIB changed our financial liability for claims from 3 years to 4 years. This will require Western to continue to be diligent in our case management and prevention for WSIB claims.

NEER (WSIB Cost Statement) - As of September 30, 2011			
Year	Total Number of Claims	Total NEER Costs	Performance Index**
2011*	29	\$ 47,733.87	0.12
2010	45	\$ 227,514.88	0.49
2009	75	\$ 388,540.96	0.88
2008	87	\$ 744,896.44	1.61

* 9 months of Data

** >1=Surcharge, <1=Rebate, 1=Break Even

Figure 12 – NEER Statement

Figure 13 shows the trend of WSIB claims at Western over the last 4 years and Figure 14 shows the WSIB vs. Non-Occupational cases by Employee group for 2011. The trend in the reduction of WSIB claims at Western is positive. Lost-time claims are going down, however health care claims need to continue to be monitored. To assist in the management of health care claims, Western provides additional supports and resources such as physiotherapy and other health care to eliminate overhead.

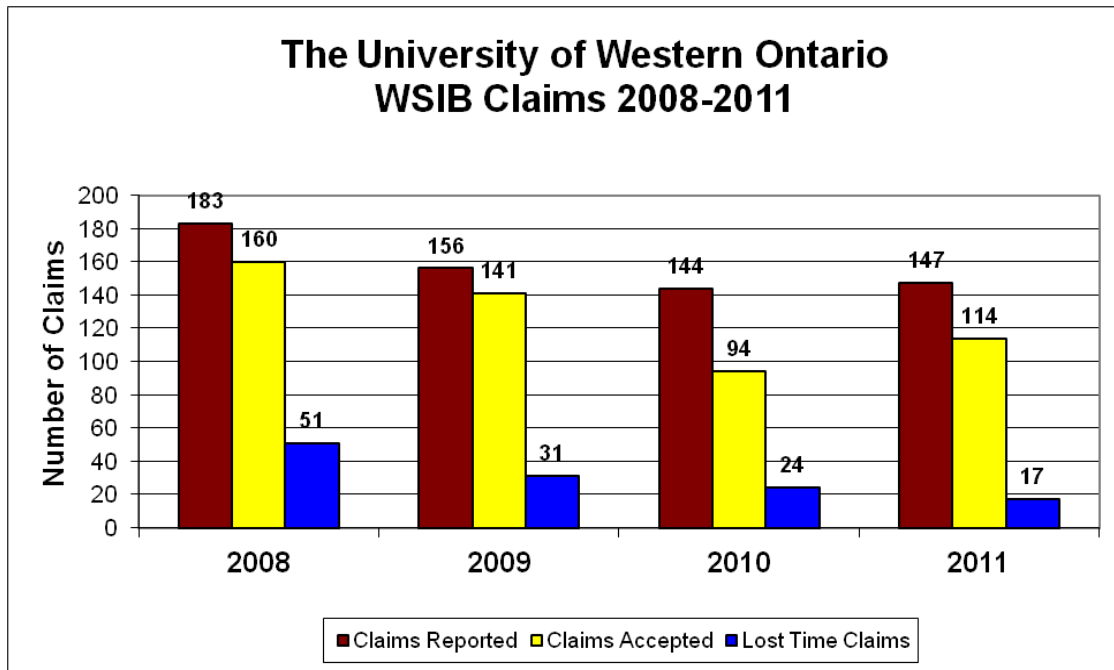


Figure 13 – Western WSIB Claims

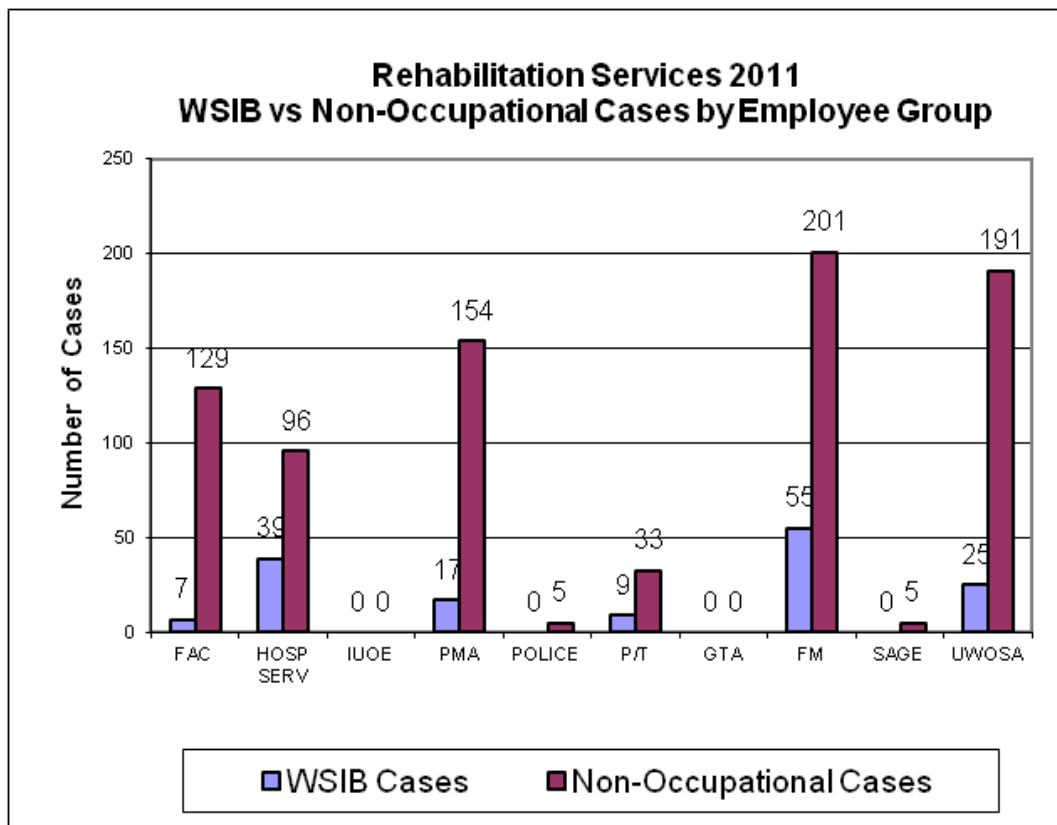


Figure 14 –WSIB vs Non-Occupational Cases by Employee Group

Facilities Management accounts for the greatest number of cases seen in Rehabilitation Services and the greatest number of WSIB cases. As stated earlier, the number of cases seen may include multiple episodes per employee. Multiple episodes reflect the complexity of cases being managed.

Figure 15 shows the average duration for LTD claims over the last 3 years for Western was 15.7 months, which is well below the industry average of 24.6 months.

Diagnosis Category	Duration in Months	
	UWO	Industry
Mental & Nervous Disorders	13.9	24.6
Musculoskeletal	12.7	27.2
Benign/Malignant Neoplasms	12.6	18.4
Overall Duration (All Diagnoses)	15.7	26.2

Figure 15 – Duration of LTD Claims

Reprinted from LTD Trend Analysis Report, Manulife Financial, Reporting Period Jan 1/09 to Dec 31/11

Figure 16 shows the total number of WSIB and Non-Occupational Cases managed by Rehabilitation Services over the last 5 years.

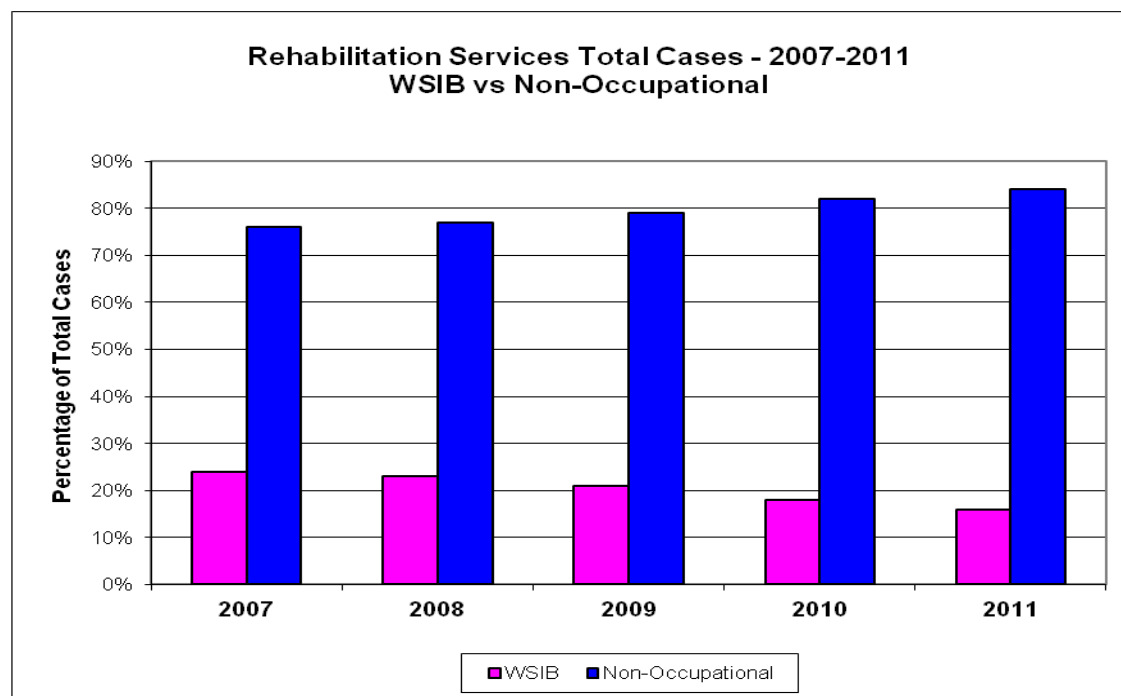


Figure 16 – Rehabilitation Services WSIB vs Non-Occupational Cases

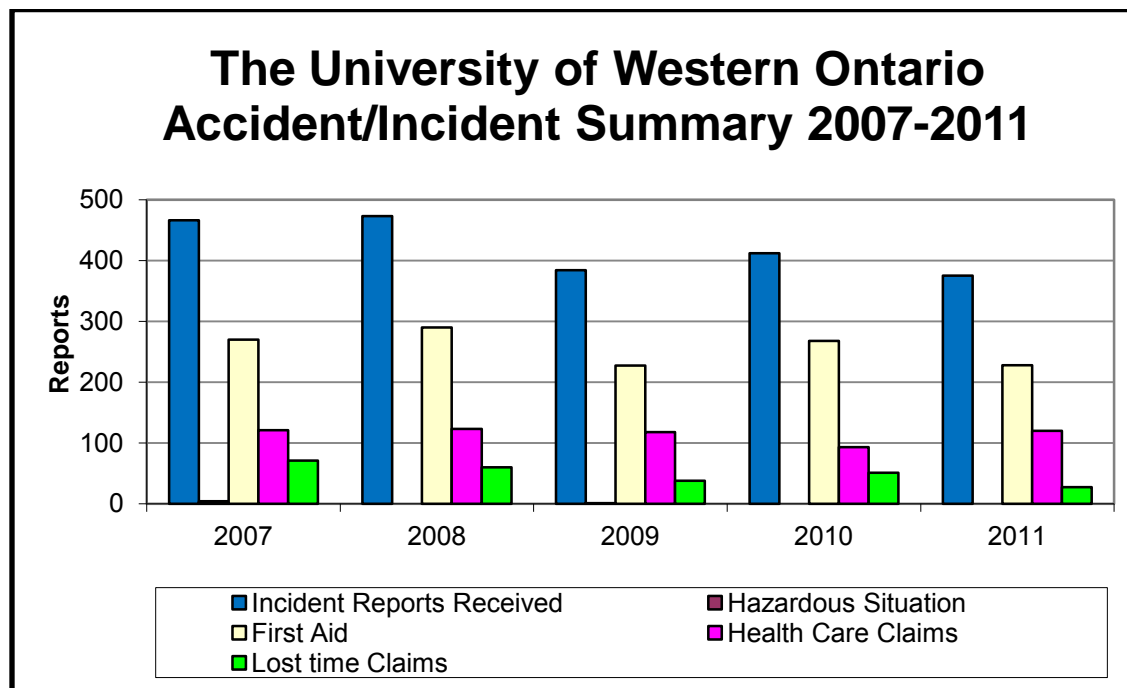


Figure 17 - Accident/Incident Summary

The number of Accident and Incidents Reports for employees remained fairly stable as seen in Figure 17.

Health, Safety and Wellness Teams

Occupational Health and Safety Team



Rehabilitation Services Team



Appendix A

Public Health Agency of Canada: Definitions of Biosafety Levels

Level 1 (low individual and community risk)	Any biological agent that is unlikely to cause disease in healthy workers or animals.
Level 2 (moderate individual risk, low community risk)	Any pathogen that can cause human disease but, under normal circumstances, is unlikely to be a serious hazard to laboratory workers, the community, livestock or the environment. Laboratory exposures rarely cause infection leading to serious disease; effective treatment and preventative measures are available, and the risk of spread is limited.
Level 2 plus	According to Health Canada, Level 2 plus agents require additional requirements, or Level 3 operations, an example of this are lentiviral vectors. Projects that may require these measures are assessed on a case-by-case basis with the Biosafety officer, Biohazards Subcommittee and the Public Health Agency of Canada.
Level 3 (high individual risk, low community risk)	Any pathogen that usually causes serious human diseases or can result in serious economic consequences but does not ordinarily spread by casual contact from one individual to another, or that causes diseases treatable by antimicrobial or antiparasitic agents.

Appendix B

Health and Safety Legislative Compliance Requirements

Prepared by the Council of Environmental Health and Safety Officers and Reprinted with Permission.

Environmental Health & Safety Legislation List: *International*

International Legislation	Summary of Requirements	Sources of Information About Current Legislation
IATA- (International Air Transport Association)	Classification of dangerous goods for shipping, documentation, standards and markings for international air shipments.	http://www.iata.org/Pages/default.aspx
IAEA (International Atomic Energy Agency)	Enhances Patient Radiation Safety in Medical Diagnosis and Treatment.	http://www.iaea.org/
National Institute of Health	Research grants from NIH involving recombinant stem cells and embryonic stem cells.	http://nih.gov/
UN Security Council	To define export controls in association with Export Control list.	http://www.un.org/Docs/sc/
Wassenaar Agreement	Established in order to contribute to regional and international security and stability, by promoting transparency and greater responsibility in transfers of conventional arms and dual-use goods and technologies, thus preventing destabilising accumulations.	http://www.wassenaar.org/

Environmental Health & Safety Legislation List: *Federal*

Federal Legislation	Summary of Requirements	Sources of Information About Current Legislation
Biological and Toxin Weapons Convention Implementation Act	The purpose of this Act is to implement the Convention on the Prohibition of the Development, Production and Stockpiling of Bacteriological (Biological) and Toxin Weapons and on their Destruction.	http://laws.justice.gc.ca/en/B-5.3/index.html
Canada Labour Code (Part II)	An Act which regulates the health & safety of federal or inter-provincial workplaces.	http://www.hrsdc.gc.ca/eng/labour/health_safety/overview.shtml
Canada Transportation Act	This Act applies in respect of transportation matters under the legislative authority of parliament.	http://laws.justice.gc.ca/PDF/Statute/C/C-10.4.pdf
Canadian Centre for Occupational Health and Safety Act	The purpose of this Act is to promote health and safety in the workplace in Canada and the physical and mental health of working people in Canada.	http://laws.justice.gc.ca/PDF/Statute/C/C-13.pdf http://www.ccohs.ca
Canadian Environmental Assessment Act	The purpose of this Act is to establish a federal environmental assessment process: to achieve sustainable development, integrate environmental factors into planning, prevent the degradation of environmental quality, and facilitate public participation in the environmental assessment.	http://laws.justice.gc.ca/en/C-15.2/
Canadian Environmental Protection Act	The purpose of this Act is to respect pollution prevention and the protection of the environment and human health in order to contribute to sustainable development.	http://laws.justice.gc.ca/en/C-15.31/
Chemical Weapons Convention Implementation Act	The purpose of this Act was to implement the Convention on the Prohibition of the Development, Production, Stockpiling and Use of Chemical Weapons and on their Destruction.	http://laws.justice.gc.ca/en/C-27.6/index.html
Criminal Code of Canada	The purpose of this Act is to set out criminal offences, and prescribes the procedure for the conduct of criminal law proceedings.	http://laws-lois.justice.gc.ca/PDF/Statute/C/C-46.pdf
Defence Production Act	Imposes restrictions on the use, storage and handling of designated materials and products. Security restrictions applied if required. Of special Note is the Controlled Goods Program.	http://laws.justice.gc.ca/en/d-1/
Department of Health Act	The purpose of this Act is to establish the Department of Health and to amend and repeal certain Acts	http://laws.justice.gc.ca/en/H-3.2/

Federal Legislation	Summary of Requirements	Sources of Information About Current Legislation
Emergency Management Act	This Act reinforces efforts to ensure that Canada is well prepared to mitigate, prepare for, respond to and recover from natural and human-induced risks to the safety and security of Canadians.	http://www.publicsafety.gc.ca/media/nr/2007/bk20070807-eng.aspx
Export and Import Permits Act	The Export and Import Permits Act and regulations are used for a number of purposes, including the imposition of trade sanctions on goods.	http://www.international.gc.ca/sanctions/eipa-llei.aspx?lang=eng&view=d
Fisheries Act	Prevents the deposit of a deleterious substance into a water body that may contain fish.	http://laws-lois.justice.gc.ca/eng/acts/F-14/
Food Inspection Agency/Health of Animal Act	Public health risks associated with the food supply and transmission of animal disease to humans are minimized and managed.	http://www.inspection.gc.ca/english/reg/rege.shtml
Hazardous Products Act	An Act to prohibit the advertising, sale and importation of hazardous products.	http://laws-lois.justice.gc.ca/PDF/Statute/H/H-3.pdf
Human Pathogens and Toxins Act	An Act to promote safety and security with respect to human pathogens and toxins.	http://laws.justice.gc.ca/PDF/Statute/H/H-5.67.pdf
Navigable Waters Protection Act	This is an Act respecting the protection of navigable waters. Regulates any work in or near water bodies.	http://laws.justice.gc.ca/en/N-22/
Nuclear Safety and Control Act	The purpose of this Act is to establish the Canadian Nuclear Safety Commission and to make consequential amendments to other Acts: regulate the development, production and use of nuclear energy, and control of Nuclear Substances and protection of works.	http://laws.justice.gc.ca/en/N-28.3/index.html
Radiation Emitting Devices Act	An Act respecting the sale and importation of certain radiation emitting devices.	http://laws.justice.gc.ca/PDF/Statute/R/R-1.pdf
Human Pathogens and Toxins Act	The purpose of this Act is to promote safety and security with respect to human pathogens and toxins.	http://www2.parl.gc.ca/Sites/LOP/LegislativeSummaries/Bills_ls.asp?lang=E&ls=c11&source=library_prb&Parl=40&Ses=2
Transportation of Dangerous Goods Act	An Act to promote public safety in the transportation of dangerous goods.	http://laws.justice.gc.ca/PDF/Statute/T/T-19.01.pdf

Environmental Health & Safety Legislation List: *Provincial*

Provincial Legislation	Summary of Requirements	Sources of Information About Current Legislation
Anatomy Act	Sets of the requirements for the disposition of a body, by a school, and regulations of recording keeping and inspections.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90a21_e.htm
Animal Health Act	Responsible for the protection of animal health and regulation of activities that may affect animal and/or human health.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_09a31_e.htm
Animal Welfare Act	Recognize our responsibility to protect animals in Ontario; Appreciate that an effective and progressive approach is required to continue to provide the best possible protection of animals in Ontario.	http://www.e-laws.gov.on.ca/html/source/statutes/english/2008/elaws_src_s08016_e.htm
Animals for Research Act	Registration of research facility, provision of proper care and handling of animals, submission of reports.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90a22_e.htm
Building Code Act	Parameters for safe construction of buildings, including fire protection, emergency exit requirements and general standards.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_92b23_e.htm
Clean Water Act	Purpose of this Act is to protect existing and future sources of drinking water.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_06c22_e.htm
Dangerous Goods Transportation Act	Sets out the guidelines for the transportation of any dangerous goods in a vehicle on a highway.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90d01_e.htm
Electricity Act	Purpose of this Act is to protect the interests of consumers with respect to prices and the adequacy, reliability and quality of electricity service.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_98e15_e.htm
Emergency Management & Civil Protection Act	The purpose of this Act is to promote the public good by protecting the health, safety and welfare of the people of Ontario in times of declared emergencies in a manner that is subject to the <i>Canadian Charter of Rights and Freedoms</i> .	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90e09_e.htm
Environmental Assessment Act	The purpose of this Act is the betterment of the people of the whole or any part of Ontario by providing for the protection, conservation and wise management of the environment.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90e18_e.htm
Environmental Bill of Rights	This Bill allows citizens to help protect and restore the natural environment. The bill provides every resident with formal rights to play a more effective role.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_93e28_e.htm

Provincial Legislation	Summary of Requirements	Sources of Information About Current Legislation
Environmental Protection Act (EPA)	Establishment and regulation of waste management systems and disposal sites; disposal of hazardous wastes and equipment.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90e19_e.htm
Fire Protection and Prevention Act	Fire safety standards for buildings, emergency exits and occupant loading.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_97f04_e.htm
Fish and Wildlife Conservation Act	Main provincial law regulating fishing, hunting and trapping.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_97f41_e.htm
Food Safety & Quality Act	The purpose of this Act is to provide for the quality and safety of food and the management, control and regulation of food safety risks.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_01f20_e.htm
Good Samaritan Act	Protection from liability when a person provides emergency first aid assistance to a person who is ill, injured or unconscious as a result of an accident.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_01g02_e.htm
Health Protection and Promotion Act	Health and safety requirements for food premises and public swimming pools.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90h07_e.htm
Highway Traffic Act	Applies to the provisional use of commercial and non-commercial motor vehicles on the roads and highways of Ontario.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90h08_e.htm
Human Rights Code, 1990	Provincial law that gives everybody equal rights and opportunities without discrimination in specific areas such as jobs, housing and services. The <i>Code</i> 's goal is to prevent discrimination and harassment.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90h19_e.htm
Occupational Health and Safety Act (OHSA)	Occupational health and safety regulations, use and control of hazardous chemicals and toxic substances (i.e. Designated Substances, Control of Exposure to Biological and Chemical Agents, Confined Spaces, Critical Injury, etc.).	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90o01_e.htm
Occupiers' Liability Act	Duty to take such care as in all the circumstances of the case is reasonable to see that persons entering on the premises, and the property brought on the premises by those persons are reasonably safe.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90o02_e.htm
Off-Road Vehicles Act	Applies to vehicles propelled or driven otherwise than by muscular power or wind and designed to travel, (a) on not more than three wheels, or (b) on more than three wheels and being of a prescribed class of vehicle.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90o04_e.htm
Pesticides Act	Sets out the guidelines and regulations of proper use and handling of pesticides.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90p11_e.htm

Provincial Legislation	Summary of Requirements	Sources of Information About Current Legislation
Private Security and Investigative Services Act	Applies to private investigators within the meaning of subsection (2) and to security guards within the meaning of subsection (4). 2005, c. 34, s. 2 (1).	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_05p34_e.htm
Safe Drinking Water Act	To provide for the protection of human health and the prevention of drinking water health hazards through the control and regulation of drinking water systems and testing.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_02s32_e.htm
Smoke Free Ontario Act	Sets out the guidelines in regards to the selling, purchase and use of tobacco products in and around the workplace.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_94t10_e.htm
Technical Standards and Safety Act	The purpose of this Act is to enhance public safety by providing the efficient and flexible administration of technical standards with respect to: amusement devices, boilers and pressure vessels, elevating devices, fuels, operating engineers and upholstered or stuffed articles.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_00t16_e.htm
Toxics Reduction Act, 2009	Requires facility owners and operators to provide the public with information submitted in annual toxics reduction reports.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_09t19_e.htm
Veterinarians Act	The regulation of the practice of veterinary medicine and to govern its members in accordance with this Act, and the regulations and the by-laws in order that the public interest may be served and protected.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90v03_e.htm
Waste Diversion Act	The purpose of this Act is to promote the reduction, reuse and recycling of waste and to provide for the development, implementation and operation of waste diversion programs.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_02w06_e.htm
Water Resources Act	Discharge of materials and spill notification.	http://www.e-laws.gov.on.ca/html/regs/english/elaws_regs_040129_e.htm
Workplace Safety and Insurance Act	The purpose of this Act is to promote health and safety in workplaces and to prevent and reduce the occurrence of workplace injuries and occupational diseases. To facilitate the return to work and recovery of workers and the re-entry into the labour market.	http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_97w16_e.htm

Environmental Health & Safety Legislation List: *Municipal* (specific to each Municipality)

Municipal Legislation	Summary of Requirements
Fire Departments - Fire Service User Fees By-law	Sets out the guidelines of user fees for services provided by the city in regards to Vehicle response, foam used, false alarms and failure to advise of testing.
Noise By-Law	Sets out limits on noise levels within the community.
Public Halls	Governs the licensing of buildings for over 100 persons that are offered for use or used for public assembly.
Smoking By-law	Sets out the regulations regarding the smoking of, and use of tobacco products, in public places and work places within the Municipality.
Waste Discharge to Municipal Sewers By-Laws	A by-law to prohibit, regulate and control the discharge of waters and wastes into bodies of water within the Regional Area or into the Regional Sanitary Trunk Sewers.
Landfill Waste Management By-Laws	Sets out guidelines on the materials that are accepted in landfill facilities.

Environmental Health & Safety Guidelines: *Canadian Safety Association (CSA) Standards*

CSA Standard	Standard Overview
Fume Hoods and Associated Exhaust Systems - CSA Z316.5.04	This Standard applies to all types of laboratory fume hoods, except for recirculating fume hoods and specifies safety requirements for fume hoods; test methods for assessing fume hood performance; requirements for the selection, use, and maintenance of fume hoods; requirements for the education of fume hood users and maintenance personnel.
Nanotechnologies (DRAFT) - CSA Z12885	This Standard provides guidance on exposure control programs for engineered nanomaterials in occupational settings.
Occupational Health and Safety Management - CAN/CSA Z1000-06	This Standard specifies requirements for an occupational health and safety management system (OHSMS). This Standard is applicable to an organization of any size or type. This Standard is intended to address occupational health and safety. It is not intended to address product and services safety.
Psychological Health and Safety in the Workplace - CSA Z1003/BNQ 9700 (DRAFT)	This Standard will provide methods to businesses of any size that will lead to measurable improvements in psychological health and safety in the workplace. The main objectives targeted by the standard are: to improve the cost-profit index in Canadian businesses, to improve risk management and to promote a sense of social responsibility among businesses.
Risk Management Principles and Guidelines - CAN/CSA ISO 31000-10	This International Standard provides principles and generic guidelines on risk management that can be applied to any type of risk, whatever its nature, whether having positive or negative consequences.
Selection Use & Care of Respirators - CSA Z94.4-02	This Standard sets out requirements for the proper selection, use, and care of respirators and for the administration of an effective respiratory protection program in the workplace.
Workplace Electrical Safety - CSA Z462-08	This Standard provides guidance on the assessment of electrical hazards and design of safe work spaces around electrical power systems. It stipulates requirements for identifying hazardous equipment and for the development of safe work procedures around this equipment. This Standard also gives guidance to electrical workers on the selection of personal protective equipment and protective clothing.

REPORT OF THE FUND RAISING AND DONOR RELATIONS COMMITTEE

Contents	Consent Agenda
Quarterly Report on Fund Raising	Yes

FOR INFORMATION

1. **Quarterly Report on Fund Raising**

See [Annex 1](#).



Fund Raising Initiatives Quarterly Report
as at January 31, 2012
(with comparative figures for the fiscal year 2010/11 and 2009/10)

Exhibit I

(1) **PLEDGE DATA**

Pledges outstanding May 1,
New Gifts & Pledges (Gross)
Pledges cancelled/amended on new/prior pledges
Net New Pledges

(2)

Contributions received in payment of pledges:
Foundation Western
Western University
Richard Ivey School of Business (Asia) Limited
Total contributions received
Net Pledges Outstanding

May 1, 2011 to April 30, 2012 (000's)			May 1, 2010 to April 30, 2011 (000's)			May 1, 2009 to April 30, 2010 (000's)		
Target	Actual	Actual as a % of Target	Target	Actual	Actual as a % of Target	Target	Actual	Actual as a % of Target
98,090	98,090	N/A	150,720	89,957	N/A	125,709	89,094	N/A
60,000	46,760	77.93%	54,000	63,563	117.71%	65,000	55,020	84.65%
(2,041)	(651)	31.90%	(3,204)	(1,760)	54.93%	(3,204)	(3,207)	100.09%
57,959	46,109	79.55%	50,796	61,803	121.67%	61,796	51,813	83.85%
10,000	7,218	72.18%	10,000	11,490	114.90%	10,000	6,014	60.14%
38,289	36,560	95.48%	38,887	41,784	107.45%	26,387	44,518	168.71%
400	56	14.00%	396	396	100.00%	398	418	105.03%
48,689	43,834	90.03%	49,283	53,670	108.90%	36,785	50,950	138.51%
107,360	100,365	93.48%	152,233	98,090	64.43%	150,720	89,957	59.68%

Cost Per Dollar Raised

Advancement Fund Raising Units
Development
Richard Ivey School of Business
Foundation Western

Total Expenses/Cost Per Dollar Raised

(3)

3-Year Average Cost Per Dollar Raised

Net Pledges	Expenses	Cost per Dollar Raised	Net Pledges	Expenses	Cost per Dollar Raised	Net Pledges	Expenses	Cost per Dollar Raised
30,067	2,783	\$0.09	27,733	3,389	\$0.12	29,671	3,444	\$0.12
8,831	1,173	\$0.13	25,171	1,634	\$0.06	21,770	1,433	\$0.07
6,725	880	\$0.13	10,542	1,145	\$0.11	3,366	1,118	\$0.33
45,623	4,836	\$0.11	63,446	6,168	\$0.10	54,807	5,995	\$0.11
163,876	16,999	\$0.10						

(1) **Includes total activity of:**

Western University
The University of Western Ontario Inc.
The University of Western Ontario (UK) Foundation
The University of Western Ontario (HK) Foundation
Foundation Western
Richard Ivey School of Business (Asia) Limited

- (2) Represents all contributions including cash, gift in kind and gift in purchase discounts entered in the Contributor Relations System within reporting period and may differ from the general ledger reporting period.
(3) 3-Year Rolling Average - reflects the major gift factor and the post campaign period.



STATUS REPORT AS JANUARY 31, 2012

By Constituency

Board of Governors/Faculty/Staff/Retirees	2,272,168
Students	6,059,951
Alumni	12,554,634
Parents	457,223
Friends	3,726,288
Corporations	15,365,919
Foundations	5,242,354
Associations	915,913
Municipal Government	<u>2,330</u>

TOTAL \$46,596,780

Gifts & Pledges

By Faculties/Special Projects

Arts and Humanities	1,409,411
Business (Richard Ivey School of)	10,911,163
Education	480,986
Engineering	5,075,050
Health Sciences	637,216
Information & Media Studies	1,069,757
Law	3,456,183
Medicine & Dentistry (Schulich School of)	9,382,583
Music (Don Wright Faculty of)	173,366
Science	1,622,074
Social Science	1,548,836
Special Projects	
Libraries	728,453
Mustang Athletics	774,430
Student Awards-University Wide	4,057,236
Western Fund	688,969
Campus Wide Programs	4,250,766
Graduate Scholarships (Undesignated)	40,100
McIntosh Gallery	<u>290,200</u>

TOTAL \$46,596,780

Gifts & Pledges

2011/2012 Fund Raising Objective
% of the 2011/2012 Objective Achieved

\$ 60,000,000
78%

ENDOWED CHAIR MATCHING PROGRAM

Included in the above results is **\$8,000,000** in gifts & pledges towards a **\$24,000,000** goal and establishes **6** new endowed chairs in The Richard Ivey School of Business (1), and Schulich School of Medicine & Dentistry (5).

GIFT PLANNING PROGRAM

In addition to the above gifts and pledges, Western University has been notified of **66** new expectancies, future commitments such as bequests or life insurance totaling **\$4,309,420** toward a **\$10,000,000** annual goal and an overall campaign progress of **\$63,235,343** toward a **\$100,000,000** campaign goal.

Overall Progress February 1989 to current \$143,458,467 (Expectancies)

REPORT OF THE SENIOR OPERATIONS COMMITTEE

Contents	Consent Agenda
Vice-Chair, Property & Finance Committee	Yes

FOR INFORMATION

Vice-Chair, Property & Finance Committee

Further to the January report on appointments to committees for 2012, Mr. Paul Jenkins has agreed to serve as Vice-Chair of the Property & Finance Committee.

ITEMS REFERRED BY SENATE

Contents	Consent Agenda
Establishment of a Master of Financial Economics Degree	Yes
2012-13 University Operating and Capital Budgets	Yes
Spring 2012 Honorary Degree Recipients	Yes
Fall 2012 Entrance Standards for Undergraduate First-Year Admissions	Yes
Five-Year Enrolment Projections	Yes
Vice-Provost's Report on Faculty Recruitment and Retention	Yes
Excellence in Teaching Award Winners 2011-12	Yes
Reports of the Academic Colleague	Yes

FOR APPROVAL

1. **Establishment of a Master of Financial Economics Degree**

Recommended: That, pending Quality Council approval, the Master of Financial Economics (MFE) be introduced in the School of Graduate and Postdoctoral Studies, as shown in **Annex 1**, effective September 1, 2013.

Background:

The Master of Financial Economics (MFE) is a course-based professional master's program delivered over four terms. The program will provide graduates with the quantitative and analytical skills required to pursue careers in the financial industry, in both private and public sector institutions. The roles for program graduates in these institutions would be wide-ranging and include: roles in the investment management division of pension funds, researchers in financial services institutions dealing with risk management and the pricing of complex securities, as well as tactical asset management.

The MFE program will be a cross-disciplinary program, with courses offered by the Department of Economics, the Ivey School of Business, the Department of Applied Mathematics, the Department of Statistical & Actuarial Sciences and the Faculty of Law. The program objective is to provide students with the broad knowledge base and integrated set of skills required in many finance-related careers. Many careers in modern finance require an understanding of economic concepts and models in order to grasp the increasingly complex workings of modern financial markets. Further, many positions in the financial sector now require at least a basic understanding of the mathematical models used to price assets, evaluate risk, and manage complex asset portfolios. The MFE will provide training and skills in aspects of Finance and Economics that are not provided to graduates of existing post-graduate programs at Western. Senate, at its meeting on March 23, approved the above recommendation.

FOR INFORMATION

2. **2012-13 University Operating and Capital Budgets**

The Senate, at its meeting of April 13, 2012 reviewed the 2012-13 Operating and Capital Budgets and offered its advice to the Board by recommending approval of those budgets (see the Report of the Property & Finance Committee and the budget documents issued).

3. **Spring 2012 Honorary Degree Recipients**

See [Annex 2](#).

4. **Fall 2012 Entrance Standards for Undergraduate First-Year Admissions**

The targets and processes for first-year, first-entry undergraduate enrolment for the Constituent University and Affiliated University Colleges, detailed in [Annex 3](#), have been approved by Senate (March 23, 2012).

5. **Five-Year Enrolment Projections**

The five-year enrolment projections, detailed in [Annex 4](#), to be used for purposes of tuition revenue estimates in the University's budget projections, have been approved by Senate (March 23, 2012).

6. **Vice-Provost's Report on Faculty Recruitment and Retention**

The Vice-Provost's Report on Faculty Recruitment and Retention is attached as [Annex 5](#).

Coloured versions of the slides can be found at

http://www.uwo.ca/univsec/senate/minutes/2012/r1203scup_app4.pdf

7. **Excellence in Teaching Award Winners for 2011-2012**

The 2011-2012 Excellence in Teaching Award Winners are:

The Edward G. Pleva Award for Excellence in Teaching

Carol L. McWilliam, Faculty of Health Sciences, School of Nursing

Stephen G. Pitel, Faculty of Law

Mark Workentin, Faculty of Science, Department of Chemistry

The Marilyn Robinson Award for Excellence in Teaching

Amanda Grzyb, Faculty of Information and Media Studies

Timothy Wilson, Schulich School of Medicine & Dentistry, Department of Anatomy and Cell Biology

The Angela Armitt Award for Excellence in Teaching by Part-time Faculty

Kathryn Mockler, Faculty of Arts and Humanities, Program in Writing, Rhetoric and Professional Communication

8. **Reports of the Academic Colleague**

See [Annexes 6 and 7](#).

Professional Master of Financial Economics (MFE)

INTRODUCTION

1.1 Overview of the New Program

The Master of Financial Economics (MFE) is a course-based professional master's program delivered over four terms. The program will provide graduates with the quantitative and analytical skills required to pursue careers in the financial industry, in both private and public sector institutions. The roles for program graduates in these institutions would be wide-ranging, and include: roles in the investment management division of pension funds, researchers in financial services institutions dealing with risk management and the pricing of complex securities, as well as tactical asset management.

The Department of Economics will serve as the "home department", and the MFE program will be a cross-disciplinary program, with courses offered by the Department of Economics, the Ivey School of Business, the Department of Applied Mathematics, the Department of Statistical & Actuarial Sciences and the Faculty of Law. The regular administrative duties of the program will be coordinated by the MFE Director, who would typically be a member of the Economics Department, (although other faculty cross-appointed in Economics will also be eligible). An MFE Administrative Committee with representatives from Ivey, Science and Law will work closely with the Director to coordinate the program.

The program objective is to provide students with the broad knowledge base and integrated set of skills required in many finance related careers. Many careers in modern finance require an understanding of economic concepts and models in order to grasp the increasingly complex workings of modern financial markets. Further, many positions in the financial sector now require at least a basic understanding of the mathematical models used to price assets, evaluate risk, and manage complex asset portfolios. The MFE will provide students with these skills.

As a cross-disciplinary program, the MFE will help the University follow through on the following commitments laid out in *'Engaging The Future'*:

- 'to significantly increase Masters-level students at Western from the base-line of 2000-01 by 2010-11, and continue a strong rate of graduate expansion thereafter.'
- 'Facilitate and support interdisciplinary and cross-University engagement in the development of new graduate programs.'

On a broader scale, the MFE will further the University's Strategic priorities by devoting resources to two of the three key areas identified in the 'Setting Directions' segment of *Engaging the Future*. These are:

- Expanding and enriching the experience of graduate students in an environment supportive of academic, professional and personal growth.

And,

- Building the research university through strategic investment in areas of established and emerging research strength, as identified in the Faculty Academic Plans and the University's Research Plan. Western's aspirations in research will be realized through attention to faculty recruitment and retention, recruitment of postdoctoral fellows, emphasis on graduate programs and enrollment, and construction and renovation of appropriate space.

Further, it is important to note that one of the 10 Signature areas identified in the University's Research Plan is:

- **Business**, as indicated by global reputation and ranking success of the Ivey School of Business, and the achievements of our faculty in areas related to the study of management and economics.

As detailed below, the MFE will provide training and skills in aspects of Finance and Economics that are not provided to graduates of existing post-graduate programs at Western.

1.2 Goals and Objectives of the Program in Relation to the Graduate Degree Level Expectations

Master's Level:

The program objective is to provide students with the broad knowledge base and integrated set of skills required to succeed in finance related careers. Many careers in modern finance require an understanding of economic concepts and models in order to grasp the increasingly complex workings of modern financial markets. Further, many positions in the financial sector also require a basic understanding of the mathematical models used to price assets, evaluate risk, and manage complex asset portfolios as well as key features of securities regulation. The MFE will provide students with these skills.

a) Depth and Breadth of Knowledge

With courses drawn from four distinct disciplines, the program is designed to provide students with a breadth of knowledge across areas that are critical to a deep understanding of financial markets. The core economics courses in Microeconomics, Macroeconomics, Financial Economics and Econometric theory are designed to provide students with a quantitative and qualitative understanding of economic theory that underpins modern portfolio theory, asset pricing, financial regulation and business cycles (e.g. the consumption capital asset pricing model, financial factors in business cycle models). The elective courses in Economics provide more detailed exposure to empirical techniques used in the analysis of financial time series, the economic forces driving the long run evolution of financial system and financial crises, and the economic theory of financial regulation. The Ivey Finance courses build on the economic theory, and provide students with the institutional background knowledge and theory of corporate finance, as well as the application of econometric techniques to financial market data. The required courses from Applied Mathematics and Statistics and Actuarial Science will provide students with the quantitative skills required to apply the theory developed in the Economic and Finance courses to price financial assets. Finally, the Law course will provide students with essential background knowledge on the workings of securities law required to price assets and manage regulatory risk. In addition, a seminar featuring speakers already working in the field will provide students with critical awareness of problems and issues which are of current importance for financial practitioners.

b) Research and Scholarship

This is a professional program, but all courses will be taught by faculty who are active researchers in relevant fields. The coursework has been designed to provide graduates with the ability to undertake critical evaluation of current and advanced research in the discipline(s) required for professional competence. Courses are also designed to insure graduates will be able to develop sustained written analysis and argument, as well as the application of quantitative tools to the problems faced by financial practitioners.

c) Level of Application of Knowledge

The mix of courses from highly analytic disciplines is specifically designed to provide students with the ability to apply existing analytical tools from those disciplines to analyse new questions and issues which arise in their regular professional activities. This will require a level of quantitative and analytic rigour significantly above that expected in undergraduate courses in Economics and Finance.

d) Professional Capacity / Autonomy

The breadth of coursework required is designed to give graduates the confidence to make critical decisions in highly complex situations, such as those required in risk management as well as those required to assess systemic risk. The coursework will also emphasize the importance of behaviour consistent with both legal and ethical guidelines in finance.

e) Level of Communication Skills

The inclusion of courses in Law and on the History of Financial Markets will enhance the students' communication skills, enabling them to communicate with professionals with less technical backgrounds than their own. The cross-disciplinary nature of the courses will enable students to develop the skills and

terminology to communicate with professionals from a range of disciplines, facilitating their professionalization and broadening their career scope.

f) Awareness of Limits of Knowledge

The History of Financial Markets course is designed to emphasize to graduates that it is not the case that 'all the questions have now been answered'. The seminar course will feature professionals working in the field, which also emphasize the limits of knowledge in the face of an ever-changing environment.

1.3 Consultation Process in the Preparation of the Brief, Including Faculty and Student Input and Involvement

The program was developed by a working group of Faculty members in Economics, Ivey, Applied Mathematics, Statistics and Actuarial Science and Law. During the process, feedback on the proposed program was sought from the Chairs/Deans, Ivey placement office as well as Dean's offices. In addition, positive feedback on the proposal has been received from Paul Jenkins (a member of the Western Board of Governors), who also circulated the proposal among senior officers at the Bank of Canada.

1.4 Evidence to Support the Introduction of the Program

The main pool of potential students would be graduates of undergraduate Honors programs in Economics and Business Administration with solid quantitative skills (i.e. demonstrated familiarity with calculus, statistics and quantitative models). Students with undergraduate Honors degrees in quantitative areas such as Statistics, Applied Math, Physics, Mathematics and Engineering will also be considered for admission.

The placement market includes private financial institutions such as banks, pension funds, and asset-management firms. In addition, public-sector organizations dealing with financial markets will be targeted, including The Bank of Canada, the Ontario Securities Commission, and the CPP Investment Board. Recruiters from various parts of the financial services industry have expressed interest in students whose skill set includes an understanding of both the practice and mathematics of finance, as well as the basic economics that underlies the working of financial markets. This is the market niche this program will fill.

Comparisons with Other Existing Programs

The University of Toronto (U of T) has an MFE program that is jointly offered by the Department of Economics and the Rotman School of Business. The MFE program proposed here differs as it includes core and elective courses from Applied Mathematics and Actuarial Science dealing with the technical aspects of financial modelling. The U of T program, by contrast, consists entirely of courses from Economics and Business. Further, the proposed program includes as part of its curriculum a course in Securities Regulation offered by the Law School and an Economics course in Financial Intermediation and Regulation. Thus, the proposed program will give *all* of its graduates more extensive training in the technical, quantitative aspects of financial modelling and markets, as well as in the regulation of financial markets.

Several universities in Ontario (including Waterloo, U of T, McMaster, York and Queens) also offer a Master's degree in Quantitative Finance/Financial Engineering. However, these programs are typically targeted at students with more mathematical and computing background than the target MFE students and provide students with limited training in economic fundamentals. As a result, graduates of these programs tend to be placed in very technical banking and finance roles, which require significant mathematical and computational training but do not require a 'big picture' understanding of the entire banking system. MFE students, in contrast, will receive enough mathematical training to be able to communicate with Quantitative Finance type professionals, but the addition of a significant amount of economics training in the MFE will enable them to conduct the economic analysis required to capture the big picture.

The Masters in Financial Economics (MFE) program proposed here also shares some features with other Master's level programs currently being offered at Western. However, this does not represent duplication of programs, as they are all intellectually distinct and aimed at different student groups. The presence on

campus of other students in somewhat cognate areas is, in our view, a major benefit of this program, and from which we plan to draw advantages.

The other programs on campus are: the Masters in Business Administration (MBA) offered by the Richard Ivey School of Business, the Masters (of Science) in Financial Modeling (MFM) jointly offered by the Departments of Applied Mathematics and Statistical & Actuarial Sciences in the Faculty of Science, the professional Masters in Actuarial Science (pMAS) currently being proposed by the Department of Statistical & Actuarial Sciences and the Masters of Economics (MA) offered by the Department of Economics.

While these programs attract students interested in financial job opportunities, each of these five programs have different goals and are offered to different students (It should be noted that the big 6 banks employ hundreds of such professionals in Toronto alone, so there are many such jobs to go around).

The Ivey MBA program is designed to train well-rounded managers and therefore offers training in all aspects of modern business. While this includes some finance and some quantitative modelling, the MBA offers neither the same depth nor breadth of financial study as the MFE.

The pMAS, while again containing some training in financial markets, has as its main focus the study of actuarial pricing and risk related to mortality rates and so is quite distinct from the proposed MFE.

The MA in Economics program currently offered by the Department of Economics is designed to train economists, either in macroeconomics or microeconomics. While MFE and MA graduates will share a common base in economic theory, the MA in Economics offers neither the same depth nor breadth of financial study as the MFE.

Perhaps closest in scope of the three related programs is the MFM program which shares 2-3 courses with the proposed MFE. However, the MFM program is aimed at students with more mathematical and computing background than the target MFE students. Further, the MFM students do not receive training in economic fundamentals. MFM students tend to be placed in very technical banking and finance roles including risk management, banking analytics, and pricing and hedging. These roles require significant mathematical and computational training but do not require a 'big picture' understanding of the entire banking system, or of how financial markets interact with the rest of an economic system. MFE students, in contrast, will receive enough mathematical training to be able to communicate with MFM type professionals, but the addition of a significant amount of economics training in the MFE will enable them to conduct the economic analysis required to capture the big picture.

The recent financial crisis has brought into sharp relief the need for professionals who both see the big picture and have a well-developed understanding of the technical details of increasingly quantitative financial market products - training such professionals is the goal of our MFE program.

Describe the unique aspects of the proposed program that would be attractive to potential students. Describe how the proposed program addresses a societal need for graduates in the field/area.

Programs such as the MFE that integrate MA level studies in Economics, Finance and Applied Mathematics are relatively rare. In Ontario, only the University of Toronto offers a similar program (although other universities offer more focused programs such as a Master of Financial Engineering). The differences between the proposed MFE and that offered by the University of Toronto are addressed above, as are the reason graduates of such a program fill a societal need.

It is also worth noting that the demand for programs similar to the MFE program has increased as a result of the growth in the importance and complexity of modern finance, which has increased both the depth and breadth of skills needed.

1.5 Special Matters and Innovative Features

The program is a cross-disciplinary program involving departments in four faculties (see Section 2.5 for a discussion of shared resources). In addition, we plan to work actively with private and public sector partners to help place students in career related summer internships and to run a seminar course where

practitioners (from private industry and public institutions such as the Bank of Canada) provide students with exposure to practical challenges in integrating theory with practice.

As part of the effort to work with public and private sector partners, the MFE Administrative structure will include an Advisory Board comprised of representatives from the Financial Industry as well as the university. This advisory board will meet at least annually to provide feedback on program structure and curriculum, as well as to make recommendations on how to improve the program. The proposed board would be comprised of 13-18 members, with 7-12 from industry, 4 faculty members who lecture in the MFE program (one of whom is the MFE Director, and no more than two from any one Department), the Dean of Ivey (or their designate), the Dean of Science (or their designate), and the Dean of Social Science (or their designate). In addition to providing important feedback on the program, industry members of the advisory board will be encouraged to provide summer intern positions for students in the MFE program between their second and third semesters in the program.

1.6 Accreditation of the Professional Program

There currently is not a professional designation for the proposed program.

1.7 Indicate Whether the Program, or Part of the Program, will be offered Off-Campus or On-Line

The program will be offered on-campus.

4. PROGRAM REGULATIONS AND COURSES

The Intellectual Development and the Educational Experience of the Student

As noted above, the program will include a third semester seminar course with lectures from practitioners in private industry and the public sector. Faculty members from different disciplines within the program will be actively involved in this course

Program Regulations:

Recruitment Methods

Applications will be accepted via the online application system used by the Economics department. To recruit applicants, the program will develop a website and recruiting pamphlets and posters and distribute these materials to a targeted audience.

These materials will describe the MFE program, emphasizing its distinctive cross disciplinary features as well as the careers to which the MFE program leads. Once the program has graduated its first cohort, the materials will also include testimonials from former students.

The materials will be publicized as follows. Links to the website will be placed on the website of all participating departments (Ivey, Law, Economics, Applied Math, and Statistical & Actuarial Sciences) and efforts will be made to get the website listed in online directories of Masters of Financial Engineering and Masters in Financial Economics programs. Of course, the website will also be noted in the recruiting pamphlets and posters, which will be distributed to economics, business, math, statistics, physics, and engineering programs across Canada. In addition, the MFE director will liaise with School of Graduate and Postdoctoral Studies staff engaged in recruiting efforts as well as with graduate directors and department chairs in the participating departments. Information nights will be established and publicized both at Western and in cities with significant recruiting potential such as Toronto and Vancouver, and possibly even Hong Kong, Shanghai, Beijing and some major Indian centres.

Admission Requirements

For admission to the Master's program, applicants must possess an Honours BA/BSc or international equivalent i.e. four-year degree from an accredited university. The program requires at least a 78% overall average in the last two full-time years of the undergraduate degree. Equivalent qualifications may be considered based on the standards of the discipline or profession. Applicants with work experience in the financial industry who lack either the required admission average or some of the prerequisite course background may be admitted based on their work performance. However, as a condition of admission,

these applicants may be required to complete preparatory courses before enrollment in the program. Candidates with a 3 year general degree are not eligible.

The core courses in the graduate program are taught using mathematical techniques. Candidates are expected to have as a minimum, one semester each of university calculus and linear algebra with at least a B+ level of understanding. Candidates with an Economics or Business undergraduate degree should have achieved a B+ standing in an undergraduate econometrics course (level of Wonnacott and Wonnacott, Introductory Statistics for Business and Economics), as well as completed undergraduate courses in both intermediate and advanced microeconomics and macroeconomics.

Candidates with a BSc (i.e. Physics, Computer Science, Mathematics) are also eligible (and encouraged) to apply. BSc candidates should have achieved a B+ standing in an undergraduate Statistics courses, and have completed two years of calculus.

No application will be considered until it is complete. The responsibility rests with the applicant to ensure that all documents (i.e. transcripts, letters of reference, test results) are submitted by the program's deadline for application.

Applications will not be processed until January. The MFE Assessment Committee will not review applicants until after the February 1st deadline. The results of their decisions will not be known until late February-early March.

Program Requirements

The program curriculum is a four term course-based Masters program combined with a summer internship (or research project). Nine of the twelve lecture courses plus a senior seminar are required: Econ 9501A -Micro 1, Econ 9503A- Macro 1, Econ 9536 Fin Econ 1, Econ 9505A - Econometrics I, Applied Math 9578: Financial Options, Actuarial Science 9022A - Introduction to Financial Markets and Quantitative Finance with Excel, Business 811 Empirical Methods in Financial Economics, Business 821 Corporate Finance, Law 5560 - Securities Regulation. In addition, students must complete the summer internship (or research project and Econ 9599: Senior Seminar.

The remaining three electives may be chosen from a list of courses in Applied Math, Statistics and Actuarial Science, Economics or Finance (See below for the complete list of courses). However, to satisfy prerequisites, we outline two recommended course sequences (see summary Tables below). Course sequence A is slightly more quantitative focused, and requires the completion of Applied Math 9578: Financial Options in the first term. Course sequence B is more economic intensive, and involves the completion of Applied Math 9578: Financial Options in the third semester. Recommended elective courses will be available most years, although some elective courses may occasionally not be offered.

Recommended Course Sequence A

Term I -- Fall	Term II -- Winter	Term III -- Fall
Econ 9501A -Micro 1	Econ 9536 Fin Econ 1	Business 811 Empirical Methods in Financial Economics Or Business 821 Corporate Finance
Econ 9503A- Macro 1	Business 811 Empirical Methods in Financial Economics Or Business 821 Corporate Finance	Law 5560 - Securities Regulation
Applied Math 9578: Financial Options	Econ 9505A - Econometrics I	Recommended Elective: Econ 9xxx Applied Financial Econometrics

Term I -- Fall	Term II -- Winter	Term III -- Fall
Actuarial Science 9022A - Introduction to Financial Markets and Quantitative Finance with Excel	Recommended Elective: Statistical Science 9521B. Financial Modelling II	Recommended Elective: Applied Mathematics/Act. Science course
		Or
		Econ 9xxx Financial Economic History
		Econ 9599: Senior Seminar

Recommended Course Sequence B

Term I -- Fall	Term II -- Winter	Term III -- Fall
Econ 9501A -Micro 1	Econ 9536 Fin Econ 1	Business 811 Empirical Methods in Financial Economics
		Or
		821 Corporate Finance
Econ 9503A- Macro 1	Business 811 Empirical Methods in Financial Economics	Law 5560 - Securities Regulation
	Or	
	821 Corporate Finance	
Recommended Elective: Econ 9xxx Financial Economic History	Econ 9505A - Econometrics I	Applied Math 9578: Financial Options
Actuarial Science 9022a/b - Introduction to Financial Markets and Quantitative Finance with Excel	Recommended Elective: Eco 9xxx Financial Intermediation and Regulation	Recommended Elective: Econ 9xxx Applied Financial Econometrics
		Econ 9599: Senior Seminar

Summer Internship

During the summer term, which lasts from the beginning of May to the end of August, students are strongly encouraged to either (i) find and engage in a summer internship, or (ii) to participate in a research project (i.e. work as a Research Assistant) with a faculty member. While there is no guarantee that a student will secure a summer internship, the MFE Director shall make every effort to ensure that individuals are placed in internships for the summer. All research projects will require the prior approval of the MFE Director. Students are expected to actively look for work and to regularly liaise with the MFE Coordinator about the status of their search for an internship. However, since the summer internship is not a formal requirement for completion of the degree, a student who does not complete a summer internship will be eligible to graduate from the program upon successful completion of the degree requirements.

Workshops, for purposes of resume and cover-letter writing as well as interview skills and job-search techniques will be offered during the year in order to facilitate student's summer job search. Information Sessions are offered throughout the year by various potential recruiters of MFE students.

Progression Requirements

To graduate from the program, a student must have an overall average of at least 75 % in courses taken in the program, with no grade below 60 %. In addition, students must maintain an overall average of at least 70 % each semester in order to continue in good standing in the program.

Part-time Studies

The program will not be offered on a part-time basis.

All Graduate Courses Offered in the Program

REPORT OF THE HONORARY DEGREES COMMITTEE

1. Honorary Degree Receipients: Spring Convocation June 12 – 15 And June 18 – 20, 2012

The Honorary Degrees Committee announces that the following individuals will receive honorary degrees at Spring Convocation 2012:

2012	10:00 am Ceremony	3:00 pm Ceremony
Monday, June 11	No ceremony	No ceremony
Tuesday, June 12	School of Graduate & Postdoctoral Studies * Faculty of Social Science (BA Honors, BSc Honors programs, Diplomas and Certificates) * MARGARET MACMILLAN – LLD	School of Graduate & Postdoctoral Studies * King's University College* PAUL HILL - LLD
Wednesday, June 13	Faculty of Social Science (BMOS, Diploma in Accounting) NANCY STOKEY – LLD	Faculty of Social Science (3yr and 4 yr, excluding Honors and BMOS) Faculty of Science (3yr and 4yr, excluding Honors) JOHN MANLEY - LLD
Thursday, June 14	School of Graduate & Postdoctoral Studies * Schulich School of Medicine & Dentistry and Faculty of Science (BMSc Honors and 4yr) * IVAN PLESS – DSc	School of Graduate & Postdoctoral Studies * Faculty of Science (Honors) * ARTHUR CARTY – DSc
Friday, June 15	School of Graduate & Postdoctoral Studies * Faculty of Education* CONSTANCE BACKHOUSE – LLD	School of Graduate & Postdoctoral Studies * Faculty of Engineering * Faculty of Law *
Monday, June 18	School of Graduate & Postdoctoral Studies * Faculty of Health Sciences (Honors programs, 3 & 4 yr Kinesiology, Diplomas and Certificates) * P. (CHELLA) CHELLADURAI – LLD	School of Graduate & Postdoctoral Studies * Brescia University College * Huron University College * Faculty of Health Sciences (3yr and 4 yr, excluding Honors, Kinesiology and Nursing) JOAN FRANCOLINI - LLD
Tuesday, June 19	School of Graduate & Postdoctoral Studies * Faculty of Arts and Humanities * JOAN BARFOOT – DLitt	School of Graduate & Postdoctoral Studies * Richard Ivey School of Business *
Wednesday, June 20	School of Graduate & Postdoctoral Studies * Faculty of Information and Media Studies * Don Wright Faculty of Music * IZZELDIN ABUELAISH – LLD	School of Graduate & Postdoctoral Studies * Faculty of Health Sciences (Nursing) * Schulich School of Medicine & Dentistry (Dentistry)* DAVID PATCHELL-EVANS - LLD

*students in graduate programs hosted by the Faculties on the particular day

2. **Honorary Degree Recipient – MBA Spring Convocation - 2012**

The Honorary Degrees Committee of the Senate announces that Prem Watsa will be honored by conferment of an honorary Doctor of Laws at Western's MBA Convocation which will be held on Wednesday, April 4.

3. **Honorary Degree Recipients – MD and Hong Kong Spring Convocations - 2012**

The Honorary Degrees Committee of the Senate announces that John Noseworthy will be honored by conferment of an honorary Doctor of Science at Western's Schulich School of Medicine & Dentistry MD Convocation which will be held on Friday, May 18 and that John Cheh will be honored by conferment of an honorary Doctor of Laws at Western's Hong Kong Convocation which will be held on Sunday, May 27.

The University of Western Ontario

SCUP's Subcommittee on Enrolment Planning and Policy (SUEPP)

Fall 2012 Entrance Standards for First-Year Undergraduate Admissions

A. Constituent University

At its November 2010 meeting, Senate approved SUEPP's recommendation on Western's enrolment strategy for the coming years. The specifics of the recommendations were as follows:

1. Western maintain the current (i.e. fall 2010) minimum entrance requirement for first-year admission at 83% mid-year grade (and 81% final grade). For selected limited-enrolment programs, based on annual reviews by the Provost and the Deans, the entrance requirements could be higher.
2. The approach of using the common entrance requirement be continued. The result of this approach is that student demand/choice drives program-specific enrolments.
3. By the end of the upcoming 4-year planning period, we work to increase our first-year international enrolment to 400 from the current level of 150.
4. We continue to monitor the gap in entrance requirements between Western and the Ontario average -- with the objective of maintaining the current gap.
5. We continue to monitor the size of our overall first-year class -- in order to ensure that the undergraduate population does not reach a level that cannot be accommodated within our current physical infrastructure.
6. We continue with our First-Year Residence Guarantee initiative -- with the understanding that we may need to expand our residence capacity.
7. The Provost encourage the Faculties (through the Deans) to develop upper-year entry niche undergraduate programs, including 2+2 programs and partnership arrangements.
8. Western continue with the graduate enrolment aspirations outlined in *Engaging the Future*, and continue the doctoral expansion trends of the past decade. In 2009-10, full-time graduate enrolments comprised of 17% of the total full-time enrolment at Western.
9. As a research-intensive institution, enrolment planning will include the objective of maintaining or increasing the relative proportion of graduate student enrolments (currently 17%).

Update on Fall 2011 Admissions

**The minimum entrance requirement was 83% (mid-year) and 82% (final).
First-year international enrolment totaled 347 students.**

Plans For Fall 2012 Admissions

For the fall 2012 admissions cycle, the above recommendations will be followed for the Constituent University and it is expected that the entrance requirement will be no less than 83% mid-year grade and 82% final grade. The Constituent University's 2012-13 first-year class is planned to be 4,800 students, with an international student target of 450 students.

B. Affiliated University Colleges

For fall 2011, entrance requirements (final grades) at the Affiliated University Colleges were as follows:

Brescia	76%
Huron	76%
King's	76%

As a follow-up to the Constituent University's strategy on enrolment planning, the Affiliated University Colleges have committed to narrowing the gap in entrance requirements between the Colleges and the Constituent University. The specifics of the Colleges' strategy are as follows:

1. For 2012-13, the entrance requirement (final grades) at each Affiliated University College will be 77.0% at Huron and King's, 76.0% at Brescia.
2. By 2014-15, the Colleges will increase their entrance requirements (final grades) to 78%, as follows:

	Brescia	Huron	King's
2013-14	tbd	77.0%	77.0%
2014-15	78.0%	78.0%	78.0%

3. As is the case at present, in situations where additional assessment is required (for students with exceptional/unusual circumstances), the Colleges may admit students with grades below the minimum requirement. The proportion of the entering class with final averages below the minimum requirement (e.g. 78% in 2014-15) shall not exceed 2%.

4. The 2012-13 first-year targets for the Affiliated University Colleges are as follows:

Brescia	308
Huron	405
King's	860

5. The Affiliated University Colleges will be bound to the minimum entrance requirements established by the Constituent University for limited-enrolment programs, where applicable, including BHSc and Kinesiology.

SUMMARY OF ENROLMENT FORECAST

		Actual					Projected				
		2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
1	Constituent University										
2	Full-Time Undergraduates										
3	Arts & Humanities	1,358	1,312	1,275	1,260	1,232	1,238	1,266	1,279	1,287	1,296
4	Business (HBA)	635	706	812	935	979	1,065	1,130	1,130	1,130	1,130
5	Dentistry	247	249	251	251	260	266	264	264	264	264
6	Education	803	728	726	732	700	668	668	668	668	668
7	Engineering	1,138	1,098	1,132	1,147	1,262	1,303	1,346	1,378	1,383	1,392
8	Health Sciences										
9	BHSc Program	1,057	1,056	1,098	1,117	1,185	1,142	1,187	1,207	1,222	1,237
10	Kinesiology	1,148	1,159	1,194	1,204	1,246	1,222	1,235	1,249	1,246	1,246
11	Nursing	746	781	777	797	808	805	805	805	805	805
12	Therapies	27	39	40	0	0	0	0	0	0	0
13	Sub-Total	2,978	3,035	3,109	3,118	3,239	3,169	3,227	3,261	3,273	3,288
14	Law	472	456	467	458	465	450	445	450	450	450
15	Media, Information, & Tech	810	915	890	972	963	975	948	925	918	918
16	Medicine										
17	MD Program	552	569	591	621	646	672	684	684	684	684
18	BMedSci Program	758	603	591	653	688	828	892	892	892	892
19	Music	555	555	535	535	527	529	538	547	556	558
20	Science	3,693	3,795	3,737	4,020	4,222	4,236	4,312	4,356	4,358	4,385
21	Social Science	5,941	6,035	6,408	6,433	6,618	6,686	6,723	6,732	6,682	6,666
22	Total Full-Time Undergraduates	19,940	20,056	20,524	21,135	21,801	22,085	22,443	22,566	22,545	22,591
23	Concurrent Programs	68	81	110	121	144	155	155	155	155	155
24	Medical Residents	674	685	725	798	810	810	810	810	810	810
25	Full-Time Graduates										
26	Masters	2,547	2,606	2,648	2,800	2,823	2,981	3,229	3,305	3,370	3,405
27	Ph.D.	1,516	1,614	1,771	1,904	1,947	2,022	2,100	2,175	2,220	2,240
28	Total Full-Time Graduates	4,063	4,220	4,419	4,704	4,770	5,003	5,329	5,480	5,590	5,645
29	Total Full-Time Enrolment	24,745	25,042	25,778	26,758	27,525	28,053	28,737	29,011	29,100	29,201
30	Part-Time FTEs										
31	Undergraduate	2,199	2,067	2,134	2,197	2,243	2,250	2,300	2,300	2,300	2,300
32	Education (AQs)	897	929	922	803	745	725	725	725	725	725
33	Masters	120	130	129	134	140	140	140	140	140	140
34	Ph.D.	20	29	24	21	26	25	25	25	25	25
35	Total Part-Time FTEs	3,236	3,155	3,209	3,155	3,154	3,140	3,190	3,190	3,190	3,190
36	Total Constituent FTEs	27,981	28,197	28,987	29,913	30,679	31,193	31,927	32,201	32,290	32,391
37	Affiliated University Colleges										
38	Full-Time Undergraduates										
39	Brescia	912	918	934	964	1,067	1,102	1,161	1,216	1,250	1,277
40	Huron	1,088	1,143	1,235	1,254	1,272	1,250	1,250	1,250	1,250	1,250
41	King's	3,088	3,118	3,122	3,216	3,286	3,246	3,252	3,272	3,309	3,345
42	Total Full-Time Undergraduates	5,088	5,179	5,291	5,434	5,625	5,598	5,663	5,738	5,809	5,872
43	Part-Time Undergraduate FTEs										
44	Brescia	80	81	82	83	94	90	90	90	90	90
45	Huron	45	54	57	56	70	55	55	55	55	55
46	King's	260	238	249	245	252	245	245	245	245	245
47	Total Part-Time FTEs	385	373	388	384	416	390	390	390	390	390
48	Graduate FTEs										
49	Brescia	13	27	26	30	29	30	30	30	30	30
50	Huron	12	15	13	12	14	20	20	20	20	20
51	King's	24	33	30	34	31	34	34	34	34	34
52	Total Graduate FTEs	49	75	69	76	74	84	84	84	84	84
53	Total Affiliate FTEs	5,522	5,627	5,748	5,894	6,115	6,072	6,137	6,212	6,283	6,346
54	Total UWO FTEs	33,503	33,824	34,735	35,807	36,794	37,265	38,064	38,413	38,573	38,737

SUMMARY OF ENROLMENT FORECAST

		Actual					Projected				
		2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
55	Rows 55 to 86 Included above										
56	International Students										
57	Constituent Full-Time										
58	Undergraduates	618	573	631	703	923	1,295	1,670	2,010	2,010	2,010
59	Medical Residents	119	120	109	121	127	127	127	127	127	127
60	Masters (excluding Ivey)	245	254	320	378	452	417	431	442	450	450
61	MBA (Regular), Ivey MSc	17	21	17	27	30	30	42	44	44	44
62	Executive MBA	62	71	71	80	44	56	67	70	70	70
63	Ph.D.	341	361	426	463	510	514	521	530	530	530
64	Year 1 Only										
65	Constituent										
66	Arts & Humanities	297	312	259	258	272	275	300	300	300	300
67	Engineering	320	327	343	351	416	375	400	400	400	400
68	Health Sciences										
69	BHSc Program	283	273	270	273	314	275	300	300	300	300
70	Kinesiology	365	349	347	330	366	350	350	350	350	350
71	Nursing	127	129	130	133	128	125	125	125	125	125
72	Media, Information, & Tech	287	363	333	361	334	330	330	330	330	330
73	MOS Program	703	727	773	717	846	820	790	790	790	790
74	Music	151	153	135	141	142	150	150	150	150	150
75	Science	1,084	1,097	1,106	1,366	1,388	1,325	1,380	1,380	1,380	1,380
76	Social Science	795	789	757	794	850	775	775	775	775	775
77	Total Year 1 - Constituent	4,412	4,519	4,453	4,724	5,056	4,800	4,900	4,900	4,900	4,900
78	Affiliated University Colleges										
79	Brescia	290	254	268	260	292	308	328	326	332	339
80	Huron	383	406	397	404	381	405	405	405	405	405
81	King's	858	949	946	916	878	860	880	895	910	925
82	Total Year 1 - Affiliates	1,531	1,609	1,611	1,580	1,551	1,573	1,613	1,626	1,647	1,669
83	Total UWO Year 1	5,943	6,128	6,064	6,304	6,607	6,373	6,513	6,526	6,547	6,569
84	Masters										
85	All Programs (excluding MBAs)	2,115	2,204	2,262	2,364	2,380	2,593	2,789	2,855	2,920	2,955
86	Ivey (excl EMBA)	168	162	157	188	183	167	208	215	215	215
87	Executive MBA	264	240	229	248	260	221	232	235	235	235

For Information

87	Year 1 International Students	101	122	120	146	347	450	450	500	500	500
----	-------------------------------	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----



**Report to SCUP on Faculty
Recruitment and Retention
Office of the Vice Provost
(Academic Planning, Policy and
Faculty)**

February 2012

Available at <http://www.uwo.ca/pvp/facultyrelations/index-vppf.html>



Contents:

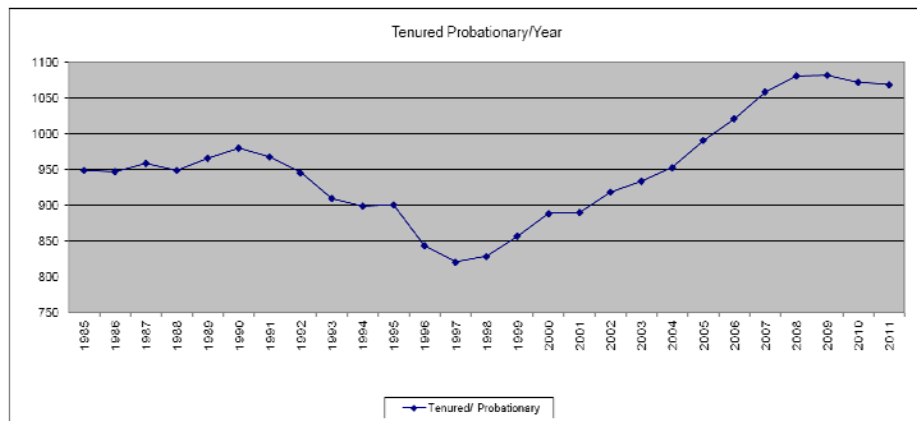
- Probationary and Tenured Faculty
 - Appointments
 - Resignations
 - Retirements
- Part-Time Faculty
- Limited-Term Faculty
- Full-Time Clinical Faculty



Faculty Recruitment and Retention

February 2012

Probationary and Tenured Faculty at Western 1985 - 2011



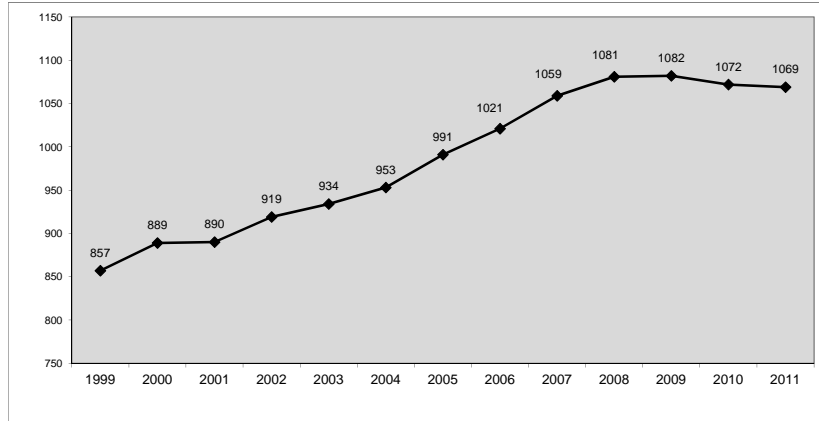
Source: Western Corporate Information 1985 – 1999
UCASS Data 1999 – 2010
Western Human Resources Information Systems 2011



Faculty Recruitment and Retention

February 2012

Probationary and Tenured Faculty at Western, 1999 to 2011



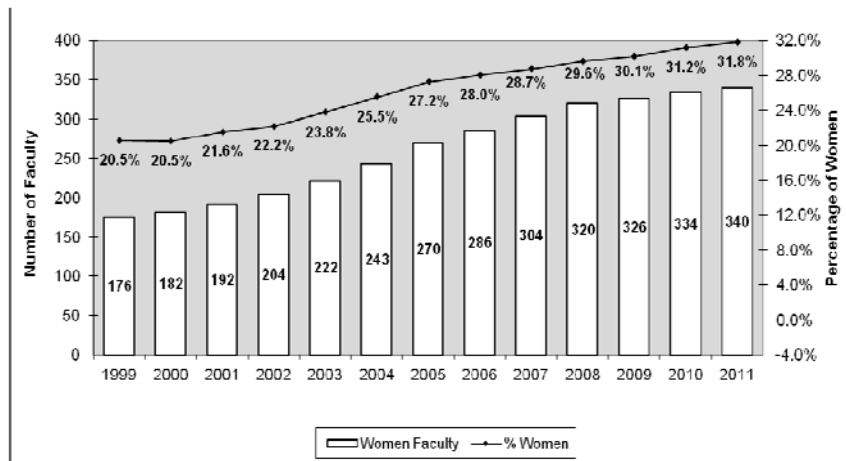
Source: UCASS Data for 1999 – 2010 (October 1);
Western Human Resources Information Systems for 2011 (October)
The 2007 data includes Robarts Scientists who became Probationary and Tenured on July 1, 2007.



Faculty Recruitment and Retention

February 2012

Probationary and Tenured Women Faculty at Western, 1999 to 2011



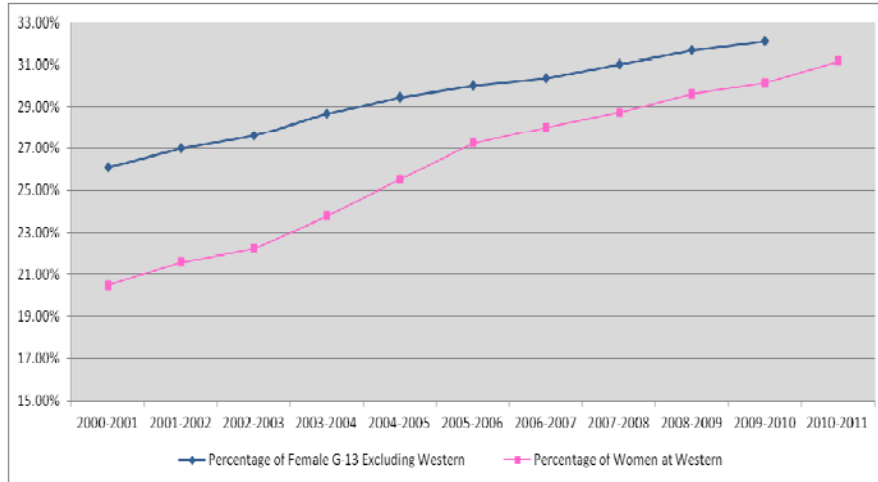
Source: UCASS Data for 1999 – 2010 (October 1);
Western Human Resources Information Systems 2011 (October)



Faculty Recruitment and Retention

February 2012

Women as a Percentage of Tenured/Probationary Faculty: G-13 vs. Western



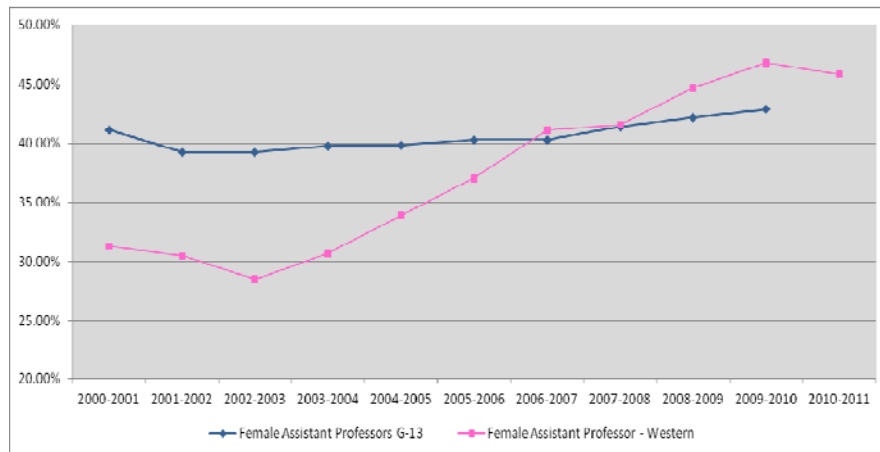
Source: UCASS Data



Faculty Recruitment and Retention

February 2012

Women as a Percentage of Tenured/Probationary Faculty, Assistant Professor Rank: G-13 vs. Western



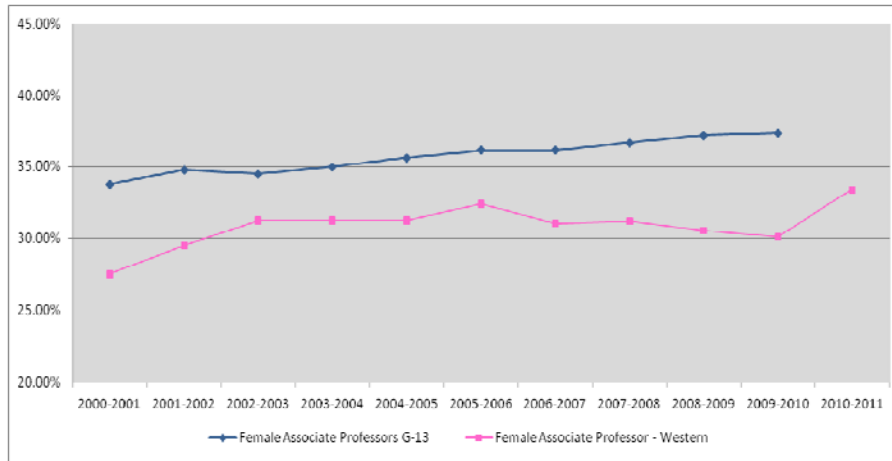
Source: UCASS Data



Faculty Recruitment and Retention

February 2012

Women as a Percentage of Tenured/Probationary Faculty, Associate Professor Rank: G-13 vs. Western



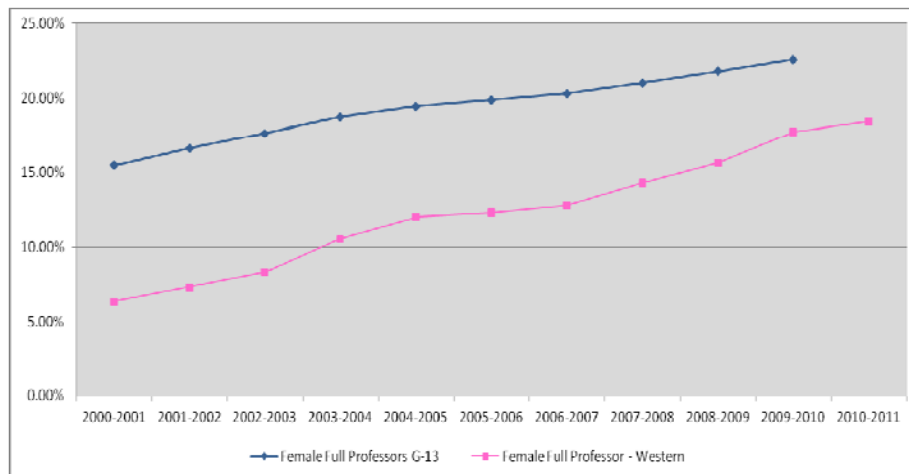
Source: UCASS Data



Faculty Recruitment and Retention

February 2012

Women as a Percentage of Tenured/Probationary Faculty, Full Professor Rank: G-13 vs. Western



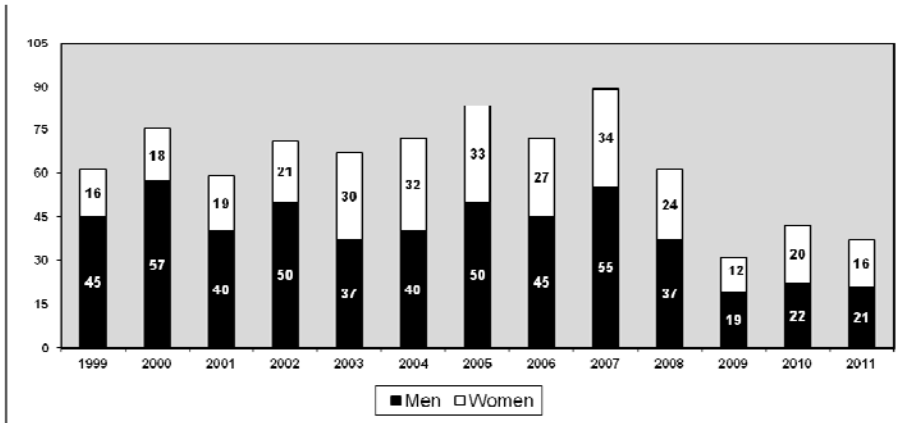
Source: UCASS Data



Faculty Recruitment and Retention

February 2012

New Tenured & Probationary Faculty at Western by Gender (including those at Western previously in a Limited Term position): 1999 – 2011 Cohorts



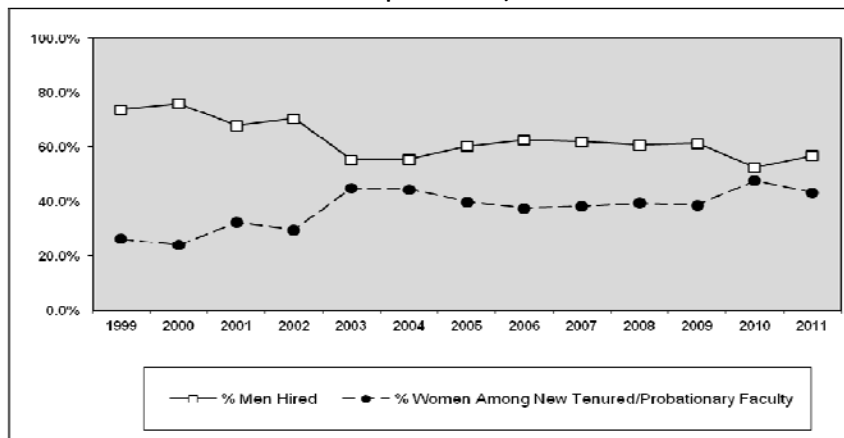
Source: UCASS Data for 1999 – 2010 (October 1);
Western Human Resources Information Systems 2011 (October)
Data excludes faculty joining from Robarts.



Faculty Recruitment and Retention

February 2012

Percentage of New Tenured and Probationary Faculty at Western by Gender (including those at Western previously in a Limited Term position): 1999 – 2011



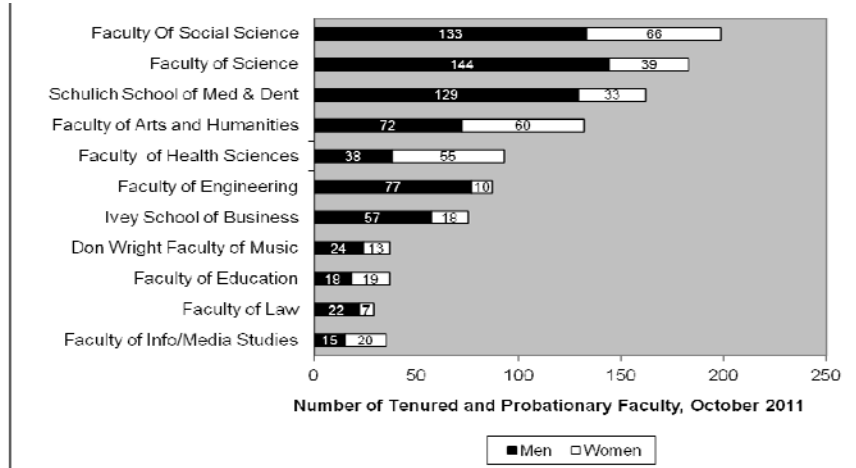
Source: UCASS Data for 1999 – 2010 (October 1)
Western Human Resources Information Systems 2011 (October)
Data excludes faculty joining from Robarts



Faculty Recruitment and Retention

February 2012

Probationary and Tenured Faculty, by Faculty and Gender, October 2011



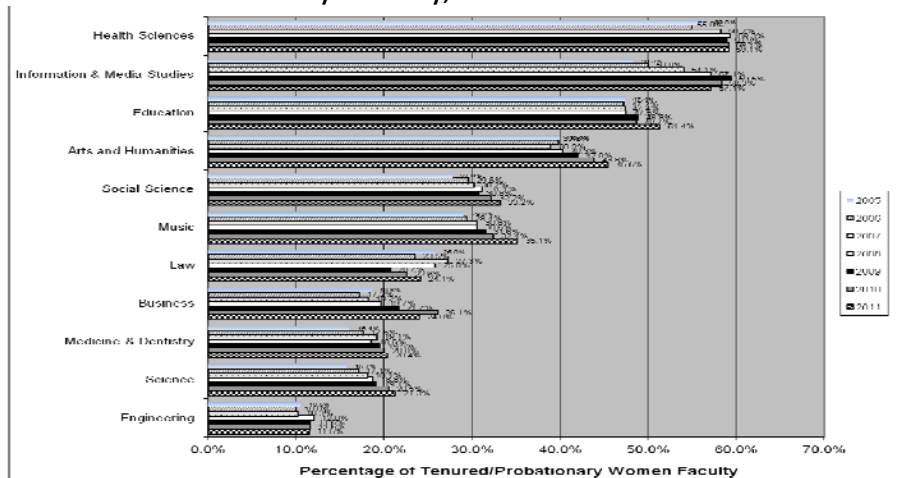
Source: Western Human Resources Information Systems for 2011 (October)



Faculty Recruitment and Retention

February 2012

Percentage of Tenured/Probationary Women Faculty, by Faculty, 2005 to 2011



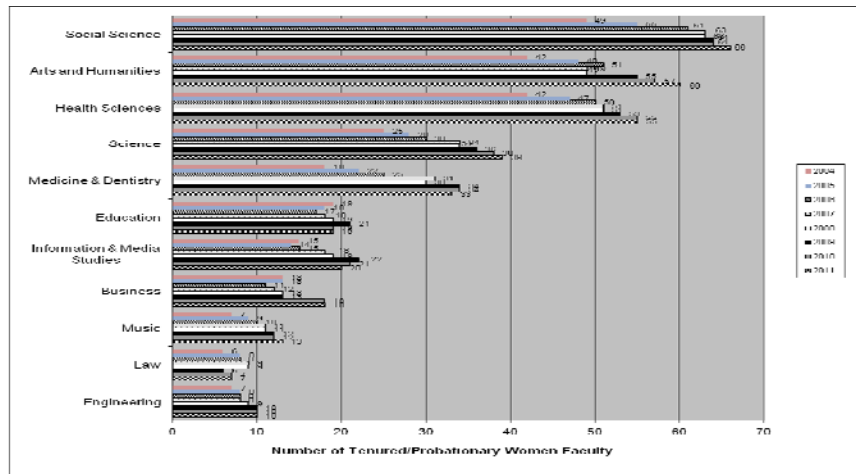
Source: UCASS data for 2005 – 2007 (October 1);
Western Human Resources Information System 2008 – 2011 (October).



Faculty Recruitment and Retention

February 2012

Number of Tenured/Probationary Women Faculty, by Faculty, 2005-2011



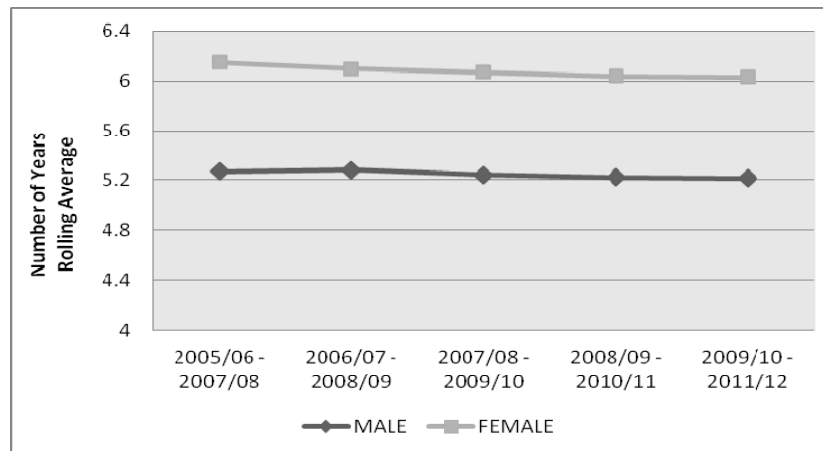
Source: UCASS data for 2005 - 2007;
Western Human Resources Information System 2008 - 2011 (October).



Faculty Recruitment and Retention

February 2012

Average Time to Tenure from Full Time Start at Western



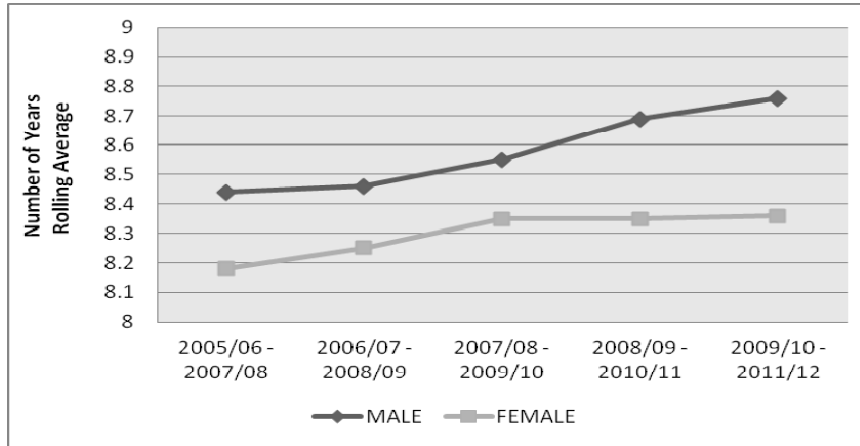
Source: Western Human Resources Information System 2005 - 2012
Excludes those hired into a tenured position



Faculty Recruitment and Retention

February 2012

Average Time to Tenure from Highest Degree



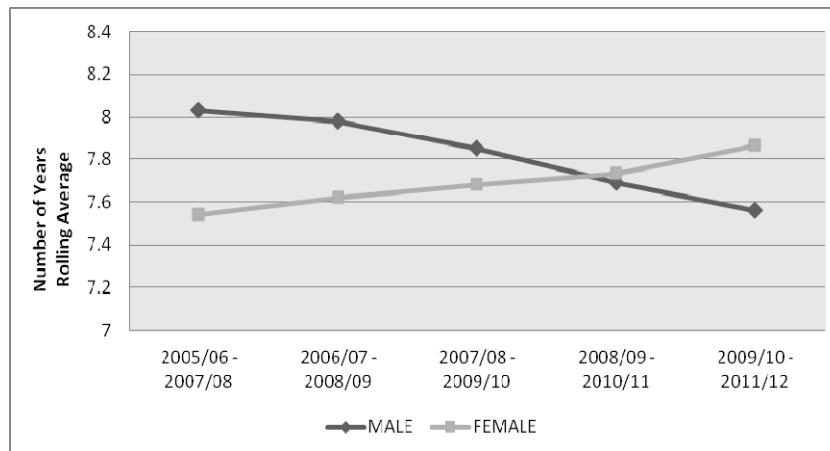
Source: Western Human Resources Information System 2005 – 2012
Excludes those hired into a tenured position



Faculty Recruitment and Retention

February 2012

Average Time to Full Professor from Tenure



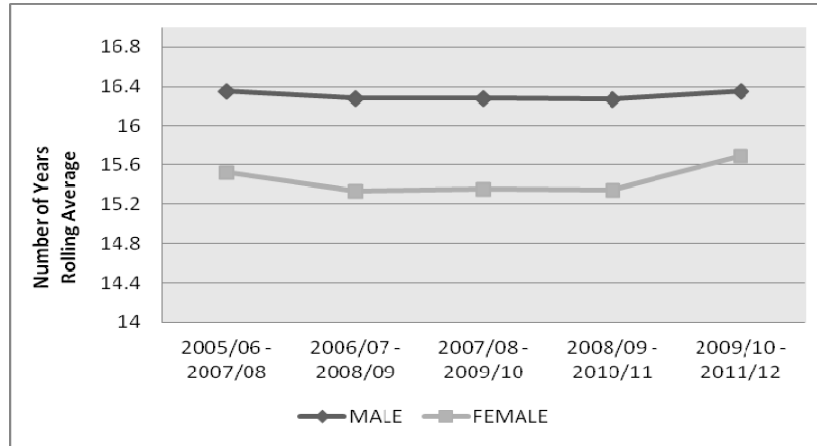
Source: Western Human Resources Information System 2005 – 2012
Excludes those already Full Professor at time of Tenure



Faculty Recruitment and Retention

February 2012

Average of Time to Full Professor from Highest Degree



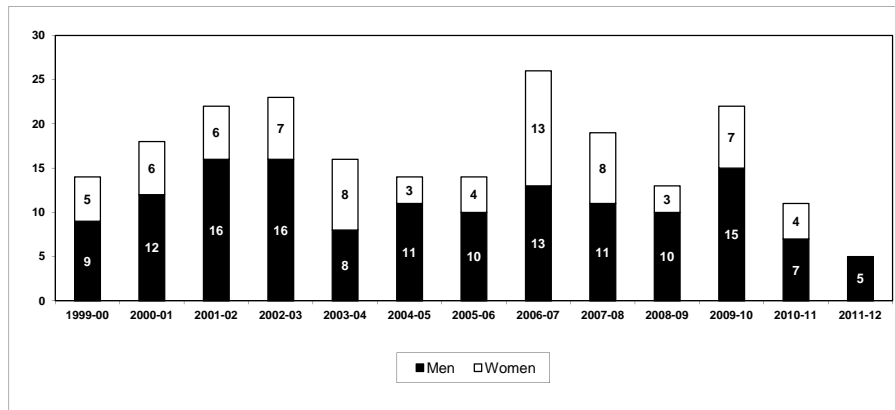
Source: Western Human Resources Information System 2005 – 2012
Excludes those already Full Professor at time of Tenure



Faculty Recruitment and Retention

February 2012

Probationary & Tenured Faculty Resignations by Gender: 1999-2000 to 2011-12 (interim)



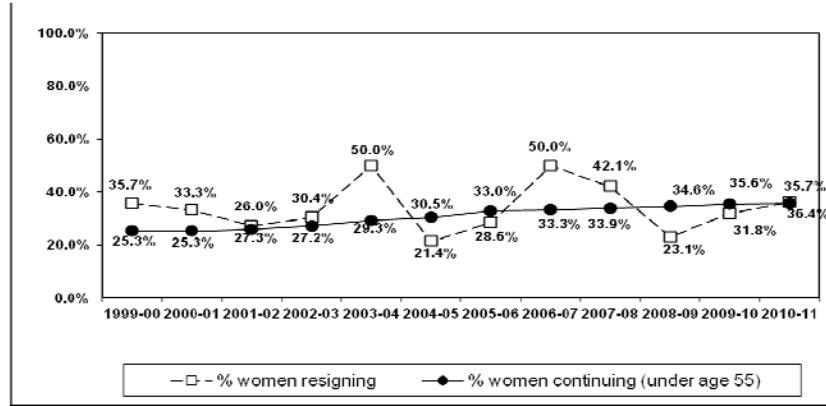
Source: Western Information Systems as of January 2012
Includes only faculty under age 55 at the time of resignation.



Faculty Recruitment and Retention

February 2012

Women as a Percentage of Probationary & Tenured Faculty Resignations and Women as a Percentage of Continuing Population: 1999-2000 to 2010-2011



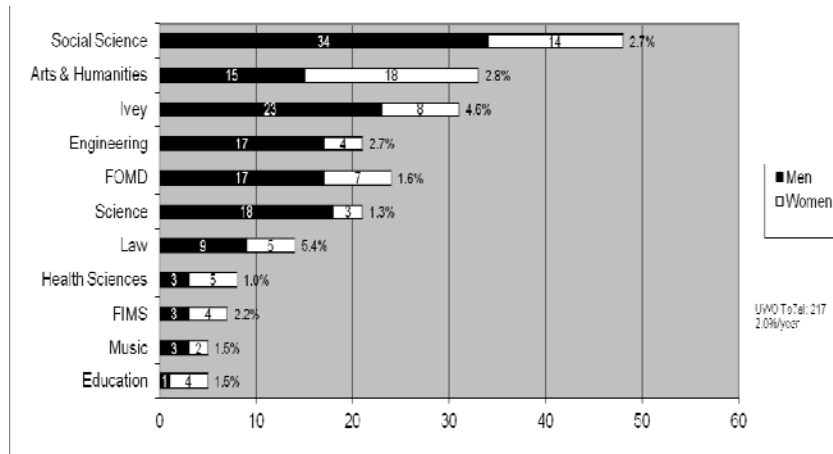
Source: Western Information Systems (October 2011) for resignation data and UCASS Data for 1999-2007, and Western's Human Resources Information Systems for 2007-11 for continuing population data.



Faculty Recruitment and Retention

February 2012

Total Probationary & Tenured Resignations by Faculty: 1999-00 to 2010-11



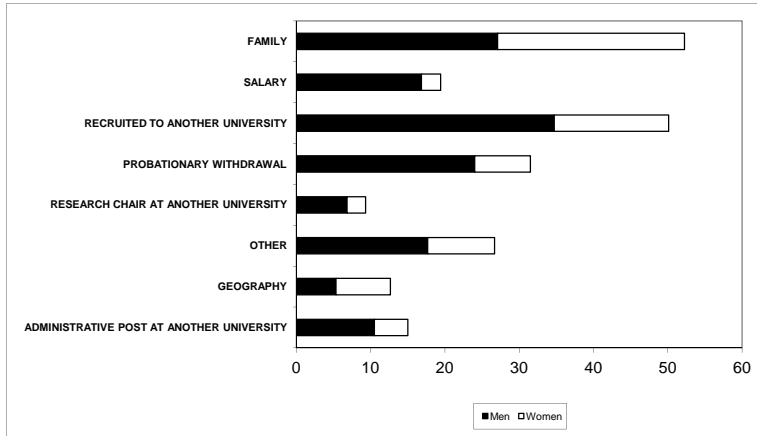
Source: Western's Human Resources Information Systems. Percentages based on Tenured/Probationary faculty as of January 2012.



Faculty Recruitment and Retention

February 2012

Probationary and Tenured Faculty Reasons for Leaving: 1999-00 to 2011-12 (Interim)



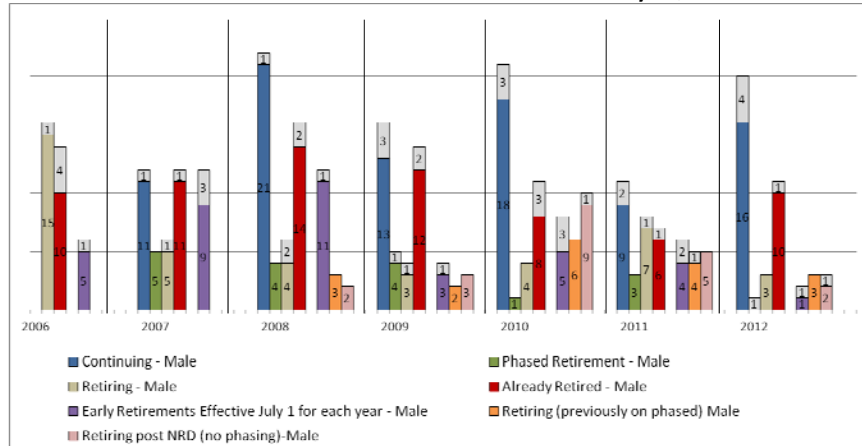
Source: Exit interviews conducted with the Faculty Member or Chair/Dean of the Department/Faculty and letters received from Faculty Member



Faculty Recruitment and Retention

February 2012

Probationary and Tenured Faculty at Western: Cohort with Normal Retirement Dates of July 1, 2006 – 2012



Source: Western Human Resources Information Systems



Faculty Recruitment and Retention

February 2012

Probationary and Tenured Faculty at Western: Cohort Aged 60 or Greater

Age	2004	2005	2006	2007	2008	2009	2010
60	30	35	22	39	22	26	26
61	34	28	33	21	34	22	25
62	34	31	28	34	20	34	21
63	21	32	30	23	31	18	33
64	22	20	31	30	22	30	18
65	6	8	10	28	25	22	23
66	0	0	0	7	24	20	19
67	0	0	0	0	4	21	16
68	0	0	0	0	0	3	11
69	0	0	0	0	0	0	3
70	0	0	0	0	0	0	0
78	0	0	0	0	0	0	0
Total	147	154	154	182	182	196	195

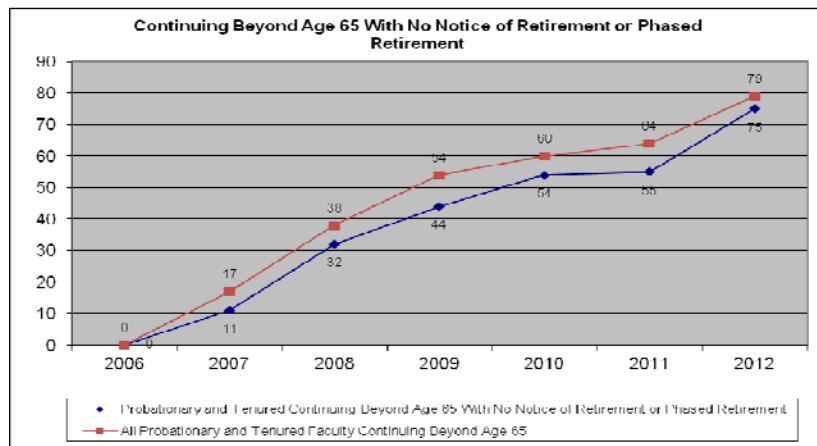
Source: UCASS



Faculty Recruitment and Retention

February 2012

Probationary and Tenured Faculty at Western: Continuing Beyond Age 65



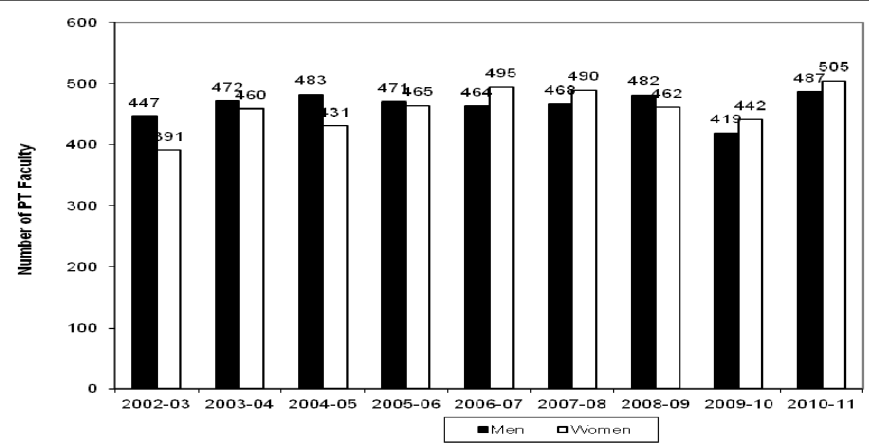
Source: Western Human Resources Information System



Faculty Recruitment and Retention

February 2012

Number of Individuals with Part-Time Faculty Appointments: 2002-03 to 2010-11 (by Fiscal Year)



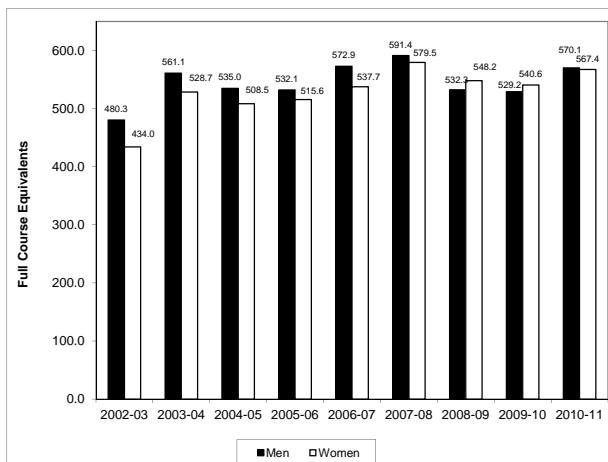
Source: Western Human Resources Information Systems



Faculty Recruitment and Retention

February 2012

Degree Credit Course Teaching in FCEs by Part-Time Faculty: 2002-03 to 2010-11 (by Fiscal Year and Gender)



Source: Western Information Systems
(appointment status and course data).

Note: Instructor data is unavailable for
3.7% of courses in 2002-03; 1.1% in
2003-04; 1.2% in 2004-05;
0.8% in 2005-06, 0 % in 2006-07,
through 2010-11.

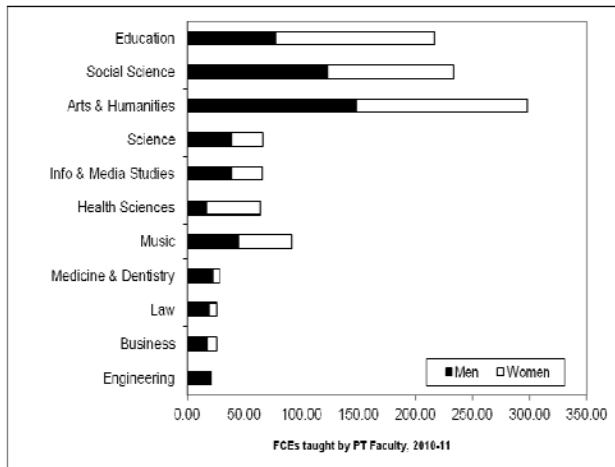
Course data for undergraduate, graduate and
professional degree credit course teaching
are included, with the exception of
independent studies, directed research,
exams, theses, clinical courses, etc.



Faculty Recruitment and Retention

February 2012

Degree Credit Courses taught by Part-Time Faculty in FCEs, by Faculty and Gender: 2010-11 (Fiscal Year)



Source: Western Information Systems
(appointment status and course data).

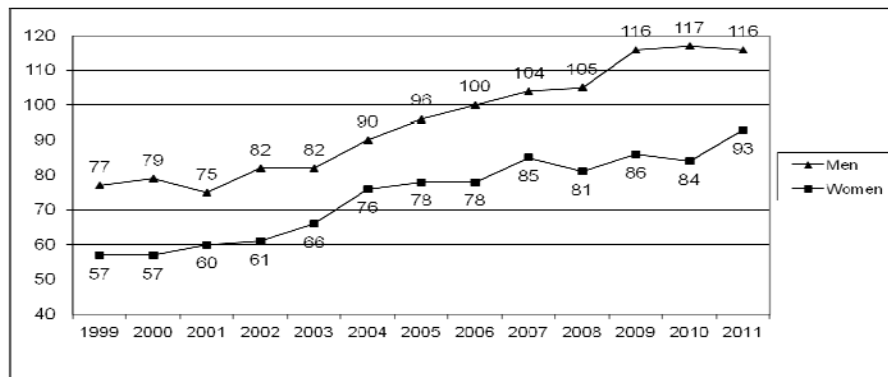
Course data for undergraduate, graduate and professional degree credit course teaching are included, with the exception of independent studies, directed research, exams, theses, clinical courses, etc. Course data for the Faculty of Education includes the Additional Qualification Courses.



Faculty Recruitment and Retention

February 2012

Limited Term Appointments: 1999 to 2011



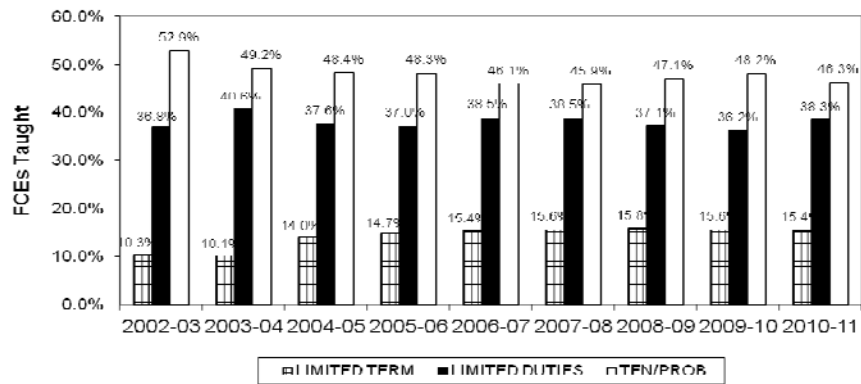
Source: UCASS Data 1999- 2007 (October).
Please note: a) Statistics Canada data includes faculty and appointment types that are outside of the UWOPA Collective Agreement; and b) the definition of limited term for Statistics Canada purposes has changed over time. Data may therefore not accurately reflect trends.
Source: Western's Human Resources Information Systems 2008 - 2011 (October)



Faculty Recruitment and Retention

February 2012

Degree Credit Courses Taught in FCEs, by Instructor Contract Type (by Fiscal Year)



Course data for undergraduate, graduate and professional credit course teaching are included, with the exception of independent studies, directed research, exams, theses, clinical courses, etc.
The data does not include graduate student supervisions.

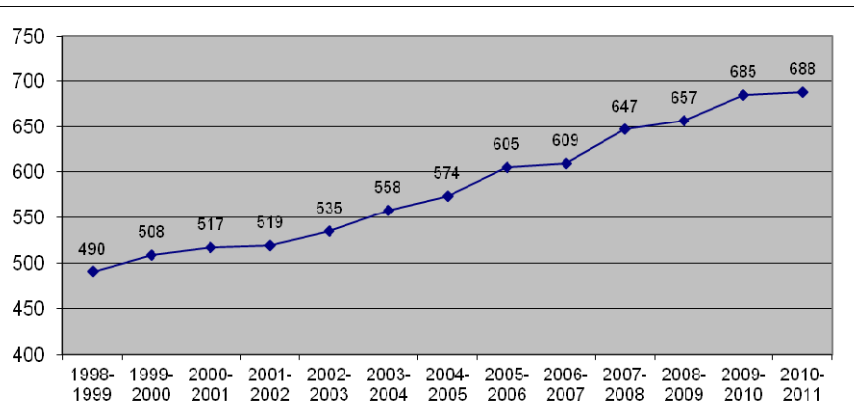
Note: Instructor data is unavailable for 3.7% of courses in 2002-03; 1.1% in 2003-04; 1.2% in 2004-05; 0.8% in 2005-06, 0% in 2006-07 through 2010-11.



Faculty Recruitment and Retention

February 2012

Clinical Full Time Faculty (Physicians in Schulich) at Western, 1999 – 2011



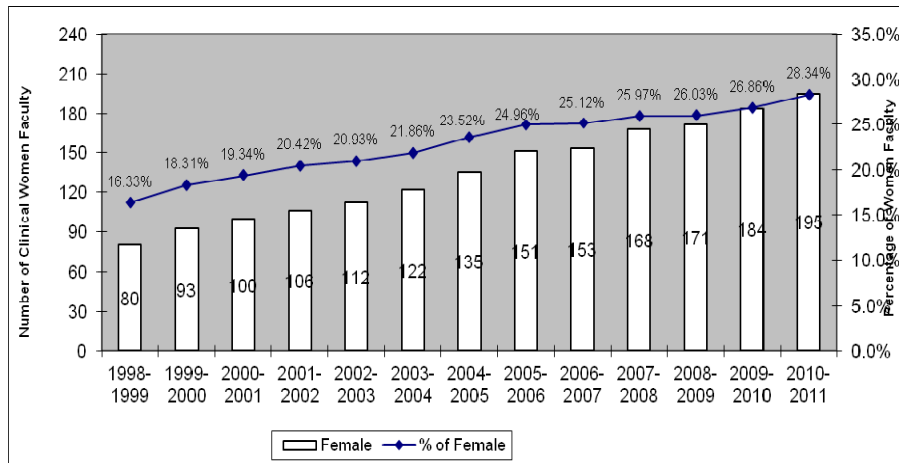
Source: Western Human Resources Information Systems



Faculty Recruitment and Retention

February 2012

Clinical Full Time Women Faculty (Physicians in Schulich) at Western, 1999 – 2011



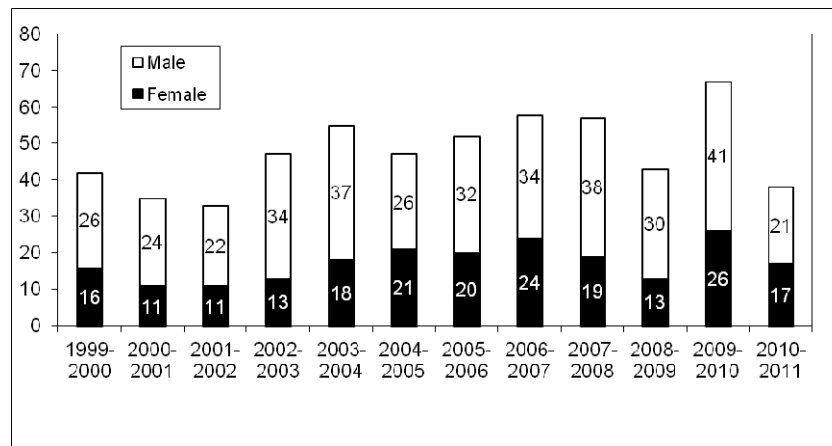
Source: Western Human Resources Information Systems



Faculty Recruitment and Retention

February 2012

New Clinical Full Time Faculty (Physicians in Schulich) at Western by Gender: 2000 – 2011



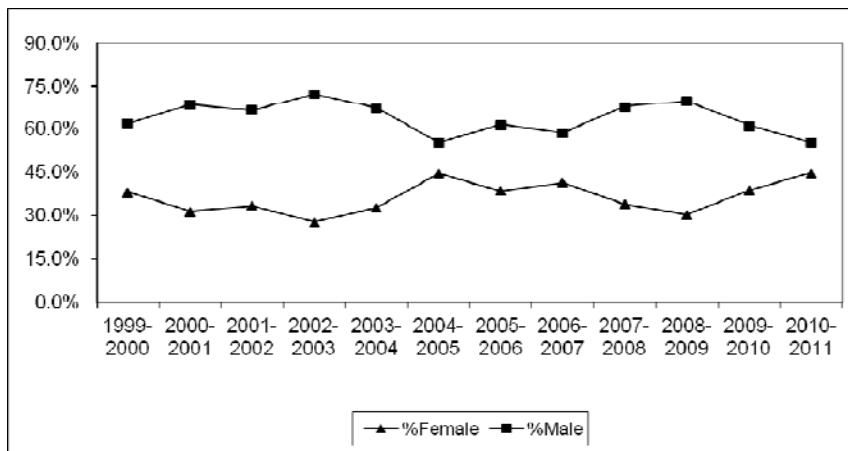
Source: Western Human Resources Information Systems



Faculty Recruitment and Retention

February 2012

Percentage of New Clinical Full Time Faculty (Physicians in Schulich) at Western by Gender: 1999/00 – 2010/11



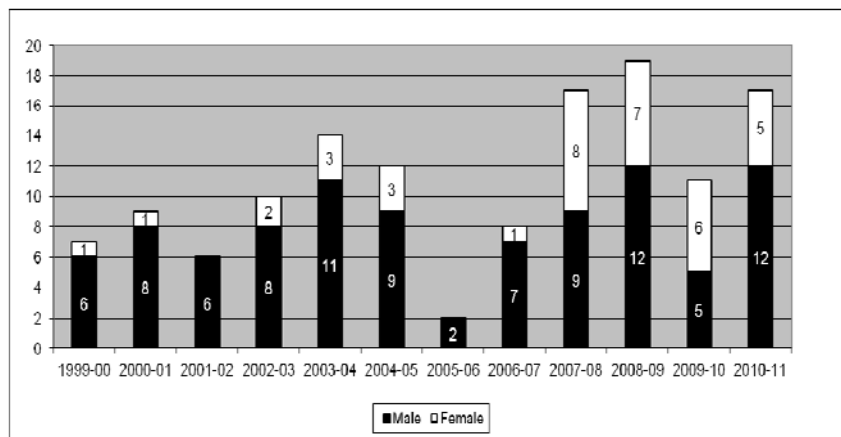
Source: Western Human Resources Information Systems



Faculty Recruitment and Retention

February 2012

Clinical Full Time (Physicians in Schulich) Resignations by Gender, 1999/2000 – 2010/2011



Source: Western Human Resources Information System



Faculty Recruitment and Retention

February 2012

**Council of Ontario Universities
Report to Senate of the Academic Colleague
Kathleen Okruhlik, February 2012**

The COU Academic Colleagues met in Toronto December 15-16, 2011. There was no meeting of the full Council.

Tuition: The current tuition framework expires this year, and the government has not indicated the size of any tuition increase in the next framework. There are real concerns about the ability of the government to pay for growth and for the rising cost of continuance. With 30% of tuition set aside for student assistance and with the constraints of the current framework, a 5% increase would translate into a small overall increase for universities (estimated at 1.75%)—insufficient to cover current cost increases. So discussions are underway about the possibility of relaxing some constraints and providing more flexibility to universities.

Strategic Mandate Agreements and Differentiation: Discussions are proceeding slowly. A working group has been formed to help devise basic principles agreeable to all parties. There is concern about trying to fit institutions into boxes and concern about requiring Ministry approval of missions and mandates. A working group has been formed to help devise basic principles both sides can agree to.

Teaching Effectiveness: The Auditor General is following up on public interest in this topic. COU has engaged with the government, but the Auditor will focus on three to five universities to gather details. Comparisons will be very difficult, given the variety of courses, programs, and universities as well teaching formats. One big question is whether the Auditor will try to encourage innovation or to standardize processes.

Working Group on Graduate Expansion: This committee is formulating recommendations about the 6,000 new spaces that are expected to be made available. (The first set of new spaces is scheduled for allocation by March 2012.) There are some difficult issues to deal with, such as whether expansion should be allowed in STEM programs. There are also concerns about universities that are chronically unable to fill spots and those that chronically accept more students than they have been allocated. Both are seen as problematic, and committee members see a need for rebalancing in these chronic cases; it will be difficult to encourage additional expansion if we arrive at the end of the present cycle under quota. The committee is working through recommendations that involve transfer of spaces from one program to another and from one university to another, as well as requiring spaces to be justified within the context of each institution's mandate. The committee has also outlined a number of principles that have been forwarded to MTCU. These concern such things as transparent evaluation criteria, indication of priorities, transfer of funds between Masters and PhD programs, funding for international students.

OUAC: Discussions about the purchase of a new building continue. Changes to the application system are being introduced to prevent students from "playing the system" (and to allow better tracking).

ANNEX 7

**Council of Ontario Universities
Report to Senate of the Academic Colleague
Kathleen Okruhlik, April 2012**

The COU Academic Colleagues met in Toronto February 23-24, 2012. There was no meeting of the full Council.

Drummond Report: COU continues to interpret the report as underscoring the importance of higher education to the provincial economy. Because the recommended cuts to the postsecondary sector are not as deep as those recommended for most other sectors, COU has expressed its appreciation while continuing to work behind the scenes to address its concerns. One thing being discussed is the fact that the report does not address the transition costs of recommended changes. The tuition recommendations are regarded as helpful. COU is preparing for discussions with the Ministry about multi-year mandate agreements. [Bear in mind that at the time of this meeting, COU did not yet know how the provincial government would respond to the Drummond report.]

Tuition: The Executive Heads of Ontario Universities continue to discuss the tuition-funding framework. They want to have flexibility in this area and have expressed concern that using funds to increase accessibility may have a negative impact on quality.

Ontario Graduate Scholarships: The OGS program may be restructured to become a transfer payment program, where universities have a specified number of scholarships to award and can integrate the awards into their graduate student recruitment and support programs.

Three-Year Undergraduate Degrees: The Council on University Planning and Analysis (CUPA) is seeking better data on three-year degrees at Ontario universities. The Higher Education Quality Council of Ontario (HEQCO) has released an informative paper examining degree structure. It provides useful background for the emerging discussion of three-year undergraduate degrees.

Public Relations: COU's communications effort to improve public perceptions of teaching and learning is underway. There are "Back to Class" events at universities across the province. COU is developing a brochure about effective teaching practices at Ontario universities.

Online Institute: There seems to have been no movement on this file. COU continues to advocate a consortium model.

Research Funding: As part of its larger data review, COU is seeking better data on research funding. And among the discussion papers being developed by Academic Colleagues are at least two that deal with aspects of this issue.

Undergraduate Research Activities: Information is being collected about ways in which undergrads are incorporated into the research activities of Ontario universities. If you have examples from your own unit, I would be grateful to hear about them: okruhlik@uwo.ca