

Members are reminded of the requirement that they give notice of conflict of interest prior to consideration of any matter on the Board open and closed session agendas

BOARD OF GOVERNORS MEETING – OPEN SESSION

Date: Tuesday, June 28, 2022
Time: 10:30 – 12:00 p.m.
Place: Western Interdisciplinary Research Building, Room 3000/Zoom

Members of the community who wish to attend the open session may request the Zoom meeting details by contacting secretariat@uwo.ca

		Action	Time
1.0	Land Acknowledgement		
2.0	Approval of Agendas and Minutes		5
2.1	Adoption of Agenda – Open Session	Approval	
2.2	Approval of the Open Session Minutes of the Meeting of April 28, 2022	Approval	
2.3	Business Arising from the Minutes		
3.0	Report of the President	Information	15

Agenda

4.0	Committee and Senate Reports		
4.1	Report of the Property and Finance Committee		
4.1(a)	Out-of-Province Tuition Fees	Approval	10
4.2	Report of the Senior Policy and Operations Committee		
4.2(a)	Annual Reports on the Code of Student Conduct	Information	10
4.2(b)	Annual Report on Gender-Based and Sexual Violence	Information	10

4.3	Report of the Audit Committee		
4.3(a)	Health, Safety and Well-being Annual Report	Information	10
4.4	Report of the Governance and By-Laws Committee		
4.4(a)	Revisions to Resolution re: Presentations to Retiring Members	Approval	5
5.0	Unanimous Consent Agenda	Approval	5
5.1	Items from the Property and Finance Committee		
5.1(a)	New Scholarships, Awards, and Prizes	Information	
5.1(b)	Report of the Investment Committee	Information	
5.1(c)	Semi-Annual Ratio Report on Non-Endowed Funds	Information	
5.1(d)	2021-22 Operating Budget Update (Year-End) as at April 30, 2022	Information	
5.1(e)	Ancillary Financial Report as at April 30, 2022	Information	
5.1(f)	Distinguished University Professor and Faculty Scholars	Approval	
5.1(g)	Robert Hodder Chair in Economic Geology	Information	
5.1(h)	Goodmans LLP Faculty Fellowships in Legal Ethics	Information	
5.2	Item from the Senior Policy and Operations Committee		
5.2(a)	University Discipline Appeals Committee Membership	Approval	
5.3	Item from the Governance and By-Laws Committee		

- | | | |
|--------|--|-------------|
| 5.3(a) | Trustees-Jeffery Stamp Collection | Approval |
| 5.4 | Items Referred by Senate | |
| 5.4(a) | Subcommittee on Enrolment Planning and Policy (SUEPP) Report | Information |
| 5.4(b) | MAPP 7.0 – Academic Integrity in Research Activities | Approval |
| 5.4(c) | Report of the Academic Colleague | Information |
| 6.0 | Items removed from the Consent Agenda | |
| 7.0 | Questions from Members for the Open Session | |
| 8.0 | Other Business | |
| 9.0 | Adjournment to Closed Session | |

Pause for Lunch (12:00-1:00 p.m.)
followed by the Closed Session (1:00 – 4:00 p.m.)

ITEM 1.0 - Land Acknowledgement

ACTION: ☐ APPROVAL ☐ INFORMATION ☐ DISCUSSION

EXECUTIVE SUMMARY:

G. Dick will offer a land acknowledgement.

Dr. Christy Bressette, the Vice-Provost and AVP (Indigenous Initiatives), has indicated that it is important to remind ourselves regularly of our commitment to reconciliation and decolonisation, and to ensure that these objectives remain central in our collegial decision-making.

In the spring of 2021, the recommendation to offer a land acknowledgement was extended to the Board's committees.

Members of the Governance and By-Laws committee were broadly supportive of this practice, while also being mindful that land acknowledgments should be meaningful and dynamic, and not simply a rote exercise.

Some suggestions for practices that might be most meaningful and relevant to the Board and committees are:

- a land acknowledgement
- a reminder of one or more of the TRC Calls to Action, particularly those relating to education
- a reminder of elements of Western's Indigenous Strategic Plan
- a reference to local Indigenous culture or narratives

ITEM 2.1 - Adoption of Agenda – Open Session

ACTION: ☒ APPROVAL ☐ INFORMATION ☐ DISCUSSION

Recommended: That the Agenda for the Open Session be approved as circulated.

ITEM 2.2 - Approval of the Open Session Minutes of the Meeting of April 28, 2022

ACTION: ☒ APPROVAL ☐ INFORMATION ☐ DISCUSSION

Recommended: That the open session minutes of the meeting held April 28, 2022, be approved as circulated.

ATTACHMENTS:

[Open Session Minutes of the Meeting of April 28, 2022](#)



MINUTES OF THE MEETING OF THE BOARD OF GOVERNORS

APRIL 28, 2022 – OPEN SESSION

The meeting was held at the Western Interdisciplinary Research Building, Room 3000 and on Zoom.

PRESENT: R. Konrad, Chair
A. Bryson, Secretary

M. Banik	C. Rorabeck
S. Bennett	B. Ross
W. Boye	A. Shepard
C. Burghardt-Jesson	S. Shortreed
A. Chant	D. Simmonds
G. Dick	C. Stephenson
K. Gibbons	J. Toswell
G. Parraga	S. Trosow
S. Pitel	H. Usher

By Invitation: M. Belanger, A. Blackburn-Evans, B. Chantler, R. Chelladurai, L. Logan, E. Mallory, J. O' Brien, J. O'Hagan, S. Prichard

Secretariat Resource: B. Brown

Regrets: L. Hasenfratz, E. Holder, M. Lerner, S. Neiman, A. Pahargarh, G. Pollock, E. Sapuridis, M. Surkont

Chair R. Konrad called the meeting to order at 10:05 a.m.

Land Acknowledgement

A. Bryson offered a land acknowledgement.

BG.22-59 **Adoption of Agenda – Open Session**

Moved by K. Gibbons, seconded by J. Toswell:

That the agenda for the open session be approved as circulated.

CARRIED

BG.22-60 **Approval of the Open Session Minutes of the Meeting of February 3, 2022**

Moved by G. Parraga, seconded by C. Rorabeck:

That the open session minutes of the meeting of February 3, 2022, be approved as circulated.

CARRIED

BG.22-61 **Business Arising from the Minutes** – None.

BG.22-62 **Report of the President**

A. Shepard, President and Vice-Chancellor, referred to the written report provided to the Board of Governors in advance of the meeting.

From the report, A. Shepard highlighted the masking/vaccination policy and expectations for convocation and summer camps; provided an update on the scheduled occupancy date for 450 Talbot; noted the significant number of Western community members who have received special honours in recent weeks; and noted the number of grants that have been filed and/or received by Western faculty. In addition, A. Shepard highlighted the recent media report on research being conducted inside Western's biosafety lab.

AGENDA

COMMITTEE AND SENATE REPORTS

REPORT OF THE PROPERTY AND FINANCE COMMITTEE

BG.22-63 **2022-23 University Operating and Capital Budgets and Tuition Fees**

On the recommendation of the Property and Finance committee, G. Dick presented for approval Western's operating and capital budgets and tuition fees for 2022-23.

BG.22-64 **2022-23 University Operating and Capital Budgets**
2022-23 Program Specific Tuition and Other Supplemental Fees

S. Prichard, Acting Provost & Vice-President (Academic), presented Western's operating and capital budgets for 2022-23. She acknowledged the individuals and teams involved in the development and preparation of the budget and provided an overview of the process.

In her presentation, S. Prichard provided information on the background/context for the budget, including enrolment growth and revenue parameters. The

budget investments and their alignment to the three main themes of the strategic plan were described.

S. Prichard provided a summary of the operational budget outlining the operating revenues and expenditures for 2022-2023. She further summarized the capital budget expenditures describing capital projects underway, upcoming projects, those in the preliminary planning phase and those planned for the future.

In addressing a question from the Board of Governors, Administration advised the established timeline for addressing the space requirements for McIntosh Gallery is based in the context of other capital projects.

Administration further responded to questions regarding: the future expansion of housing services; the practice of transferring operational dollars to address the capital needs of the University; plans for increasing domestic tuition fees for out-of-province students for September 2023 noting this will be presented to the Board of Governors for consideration; and the management of carry forwards in faculties.

Moved by S. Shortreed, seconded by D. Simmonds:

That the Board of Governors approve the 2022-23 University Operating and Capital Budgets (Item 4.1(a)(i) and the proposed Program Specific Fees and Other Supplemental Fees for 2022-23 (Item 4.1(a)(ii)).

CARRIED

BG.22-65 **2022-23 Budgets for Student Fee Funded Units, Ancillaries, Academic Support Units and Associated Companies**

On the recommendation of the Property and Finance Committee, G. Dick presented for approval the 2022-23 budgets for student fee funded units, ancillaries, academic support units and associated companies.

R. Chelladurai, Associate VP (Planning, Budgeting & Information Technology), described the budget development process managed by the Student Services Committee. He highlighted the new mental health initiative and intent to hire two additional staff positions for mental health supports.

Questions regarding specific fee line items in the budget were addressed by R. Chelladurai.

Moved by G. Dick, seconded by M. Banik:

That the Board of Governors approve the 2022-23 budgets for Student Fee Funded Units, Ancillaries, and Academic Support Units, as shown in Item 4.1(a)(iii), Table 1,

And,

That the ancillary fees collected by the University will be as detailed in Item 4.1(a)(iii), Table 2 for full-time students and Table 3 for part-time students as supported by the Student Services Committee.

CARRIED

BG.22-66 **MAPP 2.26 – Statement of Investment Objectives, Policies and Governance for the Short-Term Portfolio, Mid-Term Portfolio and Operating and Endowment Fund**

R. Konrad advised on the receipt of a petition and other correspondence in relation to the proposed amendments to MAPP 2.26. He further acknowledged the observers in the room.

On recommendation of the Property and Finance Committee, G. Dick presented for Board approval the revisions to MAPP 2.26 - Statement of Investment Objectives, Policies and Governance for the Short-Term Portfolio, Mid-Term Portfolio and Operating and Endowment Fund (SIOP&G).

L. Logan, Vice-President (Operations and Finance), provided background information on the amendment process. Key amendments to the policy including the investment beliefs and commitments regarding responsible investing, were highlighted. L. Logan advised on the publication of the new *Responsible Investing Annual Report* noting it will provide a mechanism to publicly report on the progress toward stated targets. The responsible investment strategy and pathway to net-zero carbon emissions was outlined highlighting the strategies of engagement and divestment and how they will be implemented.

M. Belanger, Director of Investments (Financial Services), provided examples of engagement strategies/activities and the impact that has had on actions by companies and their commitments to net-zero carbon emissions. M. Belanger further described the commitments and progress made on sustainable investment strategies.

L. Logan highlighted the carbon footprint analysis completed in the fall of 2021 across all asset classes. This information will provide a baseline from which the progress toward the achievement of targets may be measured annually. Initial progress towards decarbonization was described.

Planned activities by the Investment Team for the remainder of the current fiscal year were identified.

In response to a question regarding section 7.4 and the reporting by monitoring managers, it was clarified data and feedback from monitoring managers is brought forward to the Investment Committee for their review as part of their due diligence.

The discussion included consideration of the value of getting broader consultation on the engagement/divestment strategies identified in the policy in light of the petition/correspondence received from the Western community and MAPP 1.51 – Policy on Establishing University Policies and Procedures.

Board members speaking against approving the policy at this time suggested postponing the decision to the November meeting would allow for broader consultation.

Board members speaking in favour of approving the policy as presented noted it provides a framework for achieving the goal of net-zero carbon emissions. Proponents further stated Western University is a leader in this space and engagement is considered best practice in the industry.

In responding to questions, Administration stated financial policies historically have not gone through a broad consultation process, but rather they are the purview of the Property and Finance committee and of the Board of Governors. It further was suggested the *Responsible Investing Annual Report* may be a mechanism to initiate further dialogue in this area. Feedback could then inform the next reiteration of the policy noting is it reviewed regularly.

Moved by S. Trosow, seconded by A. Chant:

That the Board of Governors approve MAPP 2.26 – Statement of Investment Objectives, Policies and Governance for the Short-Term Portfolio, Mid-Term Portfolio, Mid-Term Portfolio and Operating and Endowment Fund, with the exception of Section 7, as revised.

DEFEATED

In response to a question, L. Logan explained the rationale for using engagement as a strategy in advance of divestment to get to net-zero carbon emissions. The challenges posed by a divestment strategy with pooled funds were described.

Administration further responded to questions concerning: the identified targets/goals and corresponding timelines in the policy; specific edits made to

the policy; bench marking; and how the determination will be made as to whether an engagement strategy is having success or not.

It was noted there were a number of grammatical/administrative edits suggested by a Board member. There was no objection to incorporating those amendments into the revised policy.

L. Logan offered the next *Responsible Investing Annual Report* could come forward to a Board of Governors meeting in the fourth quarter of the current fiscal year. Board members asked for assurances that the policy be reviewed again in short order.

Moved by G. Dick, seconded by S. Shortreed:

That the Board of Governors approve MAPP 2.26 – Statement of Investment Objectives, Policies and Governance for the Short-Term Portfolio, Mid-Term Portfolio and Operating and Endowment Fund, as revised.

CARRIED

The meeting recessed at 1:05 p.m., reconvening in open session at 1:30 p.m.

REPORT OF THE SENIOR POLICY AND OPERATIONS COMMITTEE

BG.22-67 MAPP 3.12 Disconnecting from Work Policy and Procedures

J. O'Brien, Associate Vice-President (Human Resources), presented for approval the new Disconnecting from Work Policy and Procedures.

J. O'Brien outlined the rationale for the policy and procedures. The consultation completed with the various employment groups and the communication plan to notify the Western community was described.

Moved by M. Banik, seconded by D. Simmonds:

That the Board of Governors approve the new Disconnecting from Work Policy and Procedures as shown in item 4.2(a).

CARRIED

REPORT OF THE AUDIT COMMITTEE

BG.22-68 Campus Safety and Emergency Services 2022 Annual Report

W. Boye advised April 28 is Worker's Day of Mourning noting it was established to recognize those who have been injured or killed on the job.

B. Chantler, Director of Campus Safety and Emergency Services, presented for information the Campus Safety & Emergency Services 2022 Annual Report. He highlighted the staffing complement noting the recent hiring of constables and the services provided by the Western Special Constable Services (WSCS). He included information on occurrence types and rates; the Campus Safety Provided through Environmental Design (CSPED) program noting its name change and its focus on safety; responses to gender-based and sexual violence and proactive activities in this area; the emergency management/continuity of operations; and the Foot Patrol program.

In response to a question regarding camera monitoring and retention of records, B. Chantler referred to the policy noting the limits on who may view monitors and recordings and the limits on the retention of records. B. Chantler further responded to questions regarding efforts to diversify their staffing complement.

REPORTS REFERRED FROM SENATE

BG.22-69 **Vice-Provost's Annual Report on Faculty Recruitment and Retention**

S. Prichard presented the annual report on faculty recruitment and retention for information. There were no questions or discussion.

BG.22-70 **Revisions to MAPP 7.6 – Guidelines for Postdoctoral Fellows and Postdoctoral Associates**

S. Prichard presented for approval revisions to MAPP 7.6 – Guidelines for Postdoctoral Fellows and Postdoctoral Associates.

In reference to a statement in the policy regarding the benefits for Postdoctoral Associates (PDAs), it was noted PDAs do have a medical plan. The policy will be amended to reflect PDAs have a benefit plan which differs from other employees.

With that amendment, it was moved by A. Chant, seconded by K. Gibbons:

That the Board of Governors approve MAPP 7.6 – Guidelines for Postdoctoral Fellows and Postdoctoral Associates as revised.

CARRIED

BG.22-71 **CONSENT AGENDA**

Moved by C. Rorabeck, seconded by H. Usher:

That the items listed in the consent agenda be approved or received for information by the Board of Governors by unanimous consent.

CARRIED

ITEMS FROM THE PROPERTY AND FINANCE COMMITTEE

BG.22-72 New Scholarships, Awards, and Prizes

The terms of reference approved by the Property and Finance Committee for the new scholarships, awards, and prizes was received for information in item 5.1(a).

BG.22-73 Western University Standard and Poor's Credit Rating Report

The annual Standard and Poor's Credit Rating report for Western University was received for information in item 5.1(b).

BG.22-74 Annual Report and Recommendations of the Student Services Committee

The annual report of the Student Services Committee regarding full-time student activity fee rates was received for information in item 5.1(c).

BG.22-75 Fourth Wolfe-Western Fellowship At-Large for Outstanding Newly Recruited Research Scholars

A report on the fourth *Wolfe-Western Fellowship At-Large for Outstanding Newly Recruited Research Scholars* was received for information in item 5.1(d).

ITEMS FROM THE FUND RAISING AND DONOR RELATIONS COMMITTEE

BG.22-76 Fund Raising Activity Quarterly Report to January 31, 2022

The quarterly report for fund raising activity as at January 31, 2022 was received for information in item 5.2(a).

ITEMS REFERRED BY SENATE

BG.22-77 2022-23 University Operating and Capital Budgets

The report advising the Board of Governors on the Senate's review of Western's operating and capital budgets for 2022-23 and their recommendation for approval was received in item 5.3(a).

BG.22-78 Revisions to the Articulation Agreement for the Admission of Graduates of the Food Nutrition Management Program at Fanshawe College into the Bachelor of Science (Foods and Nutrition) Program at Brescia University College

On recommendation of the Senate in the report received under item 5.3(b), and by unanimous consent, the Board of Governors approved that effective April 22,

2022 the articulation agreement for the admission of graduates of the Food and Nutrition Management Program at Fanshawe College into the Bachelor of Science (Foods and Nutrition) Program at Brescia University College be revised.

BG.22-79 **Academic Administrative Appointments**

A report on the academic administrative appointments, as of April 2022, was received for information in item 5.3(c).

BG.22-80 **Report of the Academic Colleague – February 15 and 16, 2022**

A report from the February meetings of the COU Academic Colleagues was received for information in item 5.3(d)(i).

BG.22-81 **Report of the Academic Colleague – April 5 and 6, 2022**

A report from the April meetings of the COU Academic Colleagues was received for information in item 5.3(d)(ii).

BG.22-82 **Report of the Subcommittee on Teaching Awards (SUTA): Recipients of Western's Excellence in Teaching Awards for 2021-22**

A report on the recipients of Western's Excellence in Teaching Awards for 2021-22 was received for information in item 5.3(e).

ITEMS REMOVED FROM THE CONSENT AGENDA – None.

BG.22-83 **QUESTIONS FROM MEMBERS**

In response to Board member questions, Administration advised the Board of the following:

- The Subcommittee on Enrolment Planning and Policy (SUEPP) report was presented to the Senate at their February 17, 2022 meeting. Enrolment projections also were included in the 2022-2023 budget report. The SUEPP report will be brought forward to the next Board of Governors meeting for information.
- The Gender-Based and Sexual Violence report is scheduled for the June meeting of the Board of Governors.
- The University Secretariat department will follow up regarding membership to the Association of Governing Boards.
- The Equity, Diversity and Inclusion statement continues to reside on the Board of Governors webpage (<https://www.uwo.ca/univsec/board/index.html>).

In response to a request that Western complete an archeological survey of its land, L. Logan suggested this be referred to the Property and Finance committee for follow up. It was suggested that the Master Development Agreement with the City of London may include a commitment to an archeological survey. L. Logan offered to follow up on this item.

In response to the liquor licence application by 7-Eleven (at the corner of Sarnia/Western), it was reported Western has submitted an objection to that application.

The Board of Governors extended their appreciation to Sarah Prichard recognizing the significant contributions she has made during her tenure as Acting Provost & Vice-President (Academic) and previously as Acting President and Vice-Chancellor.

OTHER BUSINESS – None.

ADJOURNMENT TO CLOSED SESSION

The meeting adjourned at 2:05 p.m.

R. Konrad
Chair

A. Bryson
University Secretary

ITEM 2.3 - Business Arising from the Minutes

ACTION: ☐ APPROVAL ☒ INFORMATION ☐ DISCUSSION

EXECUTIVE SUMMARY:

In reference to item 7.0 Questions from Members, the Governance and By-Laws Committee discussed membership to the Association of Governing Boards (AGB). The committee is not recommending membership at this time.

ITEM 3.0 - Report of the President

ACTION: ☐ APPROVAL ☒ INFORMATION ☐ DISCUSSION

EXECUTIVE SUMMARY:

A. Shepard, President and Vice-Chancellor, will provide the Report of the President.

ATTACHMENT(S):

[Report of the President](#)

REPORT OF THE PRESIDENT

To: Board of Governors

From: Alan Shepard

Date: June 21, 2022

Re: Quarterly Report

Dear Governors,

The following report highlights some noteworthy developments since the last meeting of the Board on April 28, 2022.

COVID-19 update: For the latest updates please see <https://www.uwo.ca/coronavirus/>.

In-person convocations return: We are happily in the midst of our first in-person convocation season since the pandemic began. It's terrific to be back in Alumni Hall again, celebrating the academic achievements of more than 8,000 graduating students at Western and our affiliated university colleges. It is also a pleasure to be recognizing the outstanding contributions of 18 honorary degree recipients, many of whom are national and world leaders in their fields. From June 3 through 24, we are celebrating the Class of 2022, while July 4-8 ceremonies will celebrate the Classes of 2020 and 2021 which graduated via virtual ceremonies during the pandemic.

Western first in Canada, third globally in THE Impact Rankings: Western's work toward the [United Nations' Sustainable Development Goals](#) (SDGs) has positioned us among the world's top universities in the [2022 Times Higher Education Impact Ratings](#), particularly with regard to reducing poverty and hunger, protecting the world's marine resources, and promoting peace and justice. Western [tracks its progress](#) on all 17 SDGs as part of our commitment to sustainability, as highlighted in our strategic plan. We offer more than [2,500 courses](#) relating to the SDGs, including a [new major](#) in *Climate Change and Society*. And we are home to more than 100 researchers studying some of the most pressing environmental and sustainability challenges. Congratulations to all campus members whose teaching, research and other efforts strive to solve these global problems.

Entrepreneurship updates: Two exciting developments are advancing Western's priorities in the area of entrepreneurship programming. On May 16, we announced a new partnership with RBC and *The Globe and Mail* to provide a free online course that guides participants through the

process of launching and growing a new business venture. [The Founder's Journey—An Entrepreneurial Process](#) is an eight-module program on offer to Canadians 15 years and older this spring, with plans for additional sessions in the summer, fall and winter. And, on May 25, we announced a \$10M donation from Law alumnus (JD'95) **Ron Schmeichel** to support the construction now underway for our new centre for entrepreneurship and innovation. Situated between D.B. Weldon Library and Western Road, the 100,000-square-foot building will be named in Ron's honour and will be Western's first net-zero-energy facility. It will house a state-of-the-art active-learning classroom; maker space equipped with 3D printers, metalworking, machinery and woodworking tools; and a digital lab. Ron's gift will also establish a new biannual speaker series and several new financial awards supporting our students.

Strategic Priorities Fund (SPF) update: Forty-three proposals were submitted to the third and final round of the SPF, representing new ideas from faculty and staff members from across campus. Adjudication of the proposals is nearing completion and round-three decisions will be communicated in the coming days. We thank all campus members who took time to develop and submit their ideas for advancing Western's strategic goals.

Renovations soon underway for downtown campus: On May 10, we announced the 13 projects selected to occupy Western's new downtown campus location at 450 Talbot Street. Details were outlined in a [Western News article](#). Design consultations have begun with the architects and campus stakeholders now, and we expect academic and community-based activities to get underway in the new space in the second half of 2023.

Response to GBSV reports: On May 19, we announced Western's commitments in response to the two reports from the Action Committee on Gender-Based & Sexual Violence and from Nathalie Des Rosiers following the independent review she led with Sonya Nigam. Both reports are posted online with details of our response at <https://president.uwo.ca/gbsv/>. We thank everyone who provided input informing the reports. Culture change is never fast or easy. It will take time, persistence, and the active engagement of all campus members to achieve our goals.

Accolades: Congratulations to the following campus community members who, among others, have received special honours in recent months:

- Seventeen Western researchers awarded *Insight Development Grants* from the *Social Sciences & Humanities Research Council*. This represents a success rate of 55%, consistent with the national average. Western recipients came from Ivey and the Faculties of Health Sciences, Social Science, Law, Education, and Arts & Humanities.
- **Ivey's Executive Education** programs ranked first among Canadian business schools by the *Financial Times*.

- \$4M awarded to Wind Engineering, Energy & Environment Research Facility (WindEEE Dome) by the Canada Foundation for Innovation Major Science Initiative program.
- **Kaitlynn Mendes** (Sociology) named *Canada Research Chair in Inequality and Gender*.
- **Yolanda Hedberg** (Chemistry) awarded \$1.65M from the *Natural Sciences & Engineering Research Council* in support of an international project across 19 countries to enhance curriculum, education, training and research in the field of corrosion science.
- The research team at Western's National Centre for Audiology—including **Susan Scollie, Richard Seewald, Marlene Bagatto, Steve Beaulac, Leonard Cornelisse, Shane Moodie, and Sheila Moodie**—named recipients of the *Governor General's Innovation Award* for developing the world's first pediatric hearing aid prescription software.
- Named Fellows of the *Canadian Academy of Engineering*: Dean **Ken Coley** (Mechanical & Materials); Chemical & Biochemical professors **Sohrab Rohani, Kibret Mequanint, George Nakhla** and **Ajay Ray**; Civil & Environmental professors **Han-Ping Hong, Greg Kopp** and **Moncef Nehdi**; and **Hanif Ladak**, jointly appointed to the Departments of Electrical & Computer Engineering and Medical Biophysics.
- **Vladimir Hachinski** (Clinical Neurological Sciences and Epidemiology & Biostatistics) awarded the 2022 Potamkin Prize in recognition for significant contributions to Alzheimer's research over the course of a distinguished career.
- **Siobhan Schabrun** (Physical Therapy) named Western's first William & Lynne Gray Endowed Research Chair in Mobility & Activity.
- **Candace Brunette-Debassige** (Education) named recipient of the George L. Geis Dissertation Award from the *Canadian Society for the Study of Higher Education*, recognizing her scholarship on the challenges faced by Indigenous women working as university administrators.
- **Marlys Koschinsky** (Physiology & Pharmacology) named a *Fellow of the American College of Cardiology*.
- **Tom Appleton** (Depts. of Medicine and Physiology & Pharmacology) named *Rising Star Basic Science Research Award* by the *Osteoarthritis Research Society International*.
- **Chris Watling** awarded the *Jim Best Fellowship in Medical Education* and will serve as Distinguished International Visiting Scholar at the University of Melbourne in fall 2022.
- A multidisciplinary team of students—**Eastelle Ding** (Schulich), **Aaron Cheung** (Health Sciences), **Clara Sun** (Schulich), **Ronald Cheung** (Schulich), and **Lydia Ji** (Ivey)—won

top prize in the *Proteus Innovation Competition* for their plan to commercialize a novel cardiovascular imaging software developed by **Professor Aaron So** (Medical Biophysics).

- Postdoctoral fellow **Dr. Benjamin Chin-Yee** (Rotman Institute of Philosophy) named among this year's international cohort of *Gates Cambridge Scholars*.
- Music alumnus **Tomson Highway** (B'Mus'75, DMus'93) named recipient of the 2022 Governor General's Lifetime Artistic Achievement Award for Theatre, and also named among 2022's CBC Massey Lecturers.
- Ivey alumnus **Simu Liu** (HBA'11) named among *Time Magazine's* top 100 influential people for 2022.
- Music alumnus **Darren Hamilton** (MMus'16) awarded a Canadian Juno and named MusiCounts Teacher of the Year Award for 2022.

ITEM 4.1(a) – Out-of-Province Tuition Fees

ACTION: ☒ APPROVAL ☐ INFORMATION ☐ DISCUSSION

RECOMMENDED: That the Board of Governors, on the recommendation of the Property and Finance Committee, approve the implementation of tuition fee increases for domestic non-Ontario students in all undergraduate programs, and some masters programs offered by the Ivey Business School, as follows:

1. As per the Province’s framework, the allowable 5% increase for domestic Non-Ontario students be applied in 2022-23 to all undergraduate tuition rates (as shown in [Table A](#)) and the Ivey masters programs shown in [Table B](#);
2. Given the late timing of the Government’s announcement and in order to allow the University adequate time to communicate to students and develop the necessary procedures/systems for implementation of the differential tuition fees, the actual charge to students to take place in 2023-24; and
3. The tuition rates for 2023-24 will be based on the 2022-23 rates (which are being set at 5% more than the 2021-22 rates) and the Province’s tuition framework for 2023-24 when it is announced.

EXECUTIVE SUMMARY:

Background/Context:

On March 22, 2022, the provincial government released the 2022-23 Tuition Fee Framework which included the following provisions:

- Tuition fees for domestic Ontario residents will remain frozen at 2021-22 levels for the 2022-23 academic year
- Institutions will have the flexibility to increase tuition fees for domestic out-of-province students by up to 5% in 2022-23

Domestic tuition fees (which, today, contribute to nearly 33% of our Operating Revenue) have been frozen since 2019-20, when the rates were reduced by 10% by the Province. The flexibility to increase out-of-province by 5% is a source of flexibility that, over time, could provide reasonable additional base revenues. Based on the current level of out-of-province enrolments, if the 5% provision continues in the coming years, then the additional revenue at the end of four years would be over \$6 million.

As a result of the late timing of the government’s announcement, we are proposing that that Board of Governors approve the 5% increase for 2022-23 (as “shadow” tuition rates) and that the actual tuition charges to students will implemented for the 2023-24 fiscal year

by applying the allowable increases to the 2022-23 “shadow” tuition rates.

This delay in application of the actual tuition fee charges (to 2023-24) will also allow us to both communicate our approach to students and to develop the processes/systems to implement a new structure of tuition fees – both at Western and Ontario.

Note: The Province allowed for a 3% of Out-of-Province tuition increase in 2021-22 – with a very late announcement. Western (along with almost all Ontario universities) did not implement the increase due to the lateness of the government’s announcement.

ATTACHMENT(S):

Table A: Tuition Fee Proposals for Undergraduate Out-of-Province Domestic Students

Table B: Tuition Fee Proposals for Out-of-Province Domestic Students in Ivey Graduate Programs

Table A
Tuition Fee Proposals for Undergraduate Out-of-Province Domestic Students

		Actual 2021-22 Tuition	Proposed 2022-23 <a>		Proposed 2023-24 	
			Tuition	% Increase	Tuition	% Increase
1	First-Entry Programs					
2	Year 1	6,050	6,352	5.0%	6,669	5.0%
3	Year 2	6,050	6,352	5.0%	6,669	5.0%
4	Year 3	6,050	6,352	5.0%	6,669	5.0%
5	Year 4	6,050	6,352	5.0%	6,669	5.0%
6	Engineering					
7	Year 1	12,294	12,908	5.0%	13,553	5.0%
8	Year 2	12,294	12,908	5.0%	13,553	5.0%
9	Year 3	12,294	12,908	5.0%	13,553	5.0%
10	Year 4	12,294	12,908	5.0%	13,553	5.0%
11	M.O.S.					
12	Year 1	6,050	6,352	5.0%	6,669	5.0%
13	Year 2	6,050	6,352	5.0%	6,669	5.0%
14	Year 3	6,050	6,352	5.0%	6,669	5.0%
15	Year 4	6,050	6,352	5.0%	6,669	5.0%
16	Nursing					
17	Year 1	6,050	6,352	5.0%	6,669	5.0%
18	Year 2	6,050	6,352	5.0%	6,669	5.0%
19	Year 3	6,050	6,352	5.0%	6,669	5.0%
20	Year 4	6,050	6,352	5.0%	6,669	5.0%
21	Second-Entry Programs					
22	Business (HBA)					
23	Year 1	25,200	26,460	5.0%	27,783	5.0%
24	Year 2	25,200	26,460	5.0%	27,783	5.0%
25	Dentistry					
26	Year 1	35,341	37,108	5.0%	38,963	5.0%
27	Year 2	35,341	37,108	5.0%	38,963	5.0%
28	Year 3	35,341	37,108	5.0%	38,963	5.0%
29	Year 4	35,341	37,108	5.0%	38,963	5.0%
30	Education (B.Ed.)	7,271	7,634	5.0%	8,015	5.0%
31	Law					
32	Year 1	20,151	21,158	5.0%	22,215	5.0%
33	Year 2	20,151	21,158	5.0%	22,215	5.0%
34	Year 3	20,151	21,158	5.0%	22,215	5.0%
35	Medicine (M.D.)					
36	Year 1	23,986	25,185	5.0%	26,444	5.0%
37	Year 2	23,986	25,185	5.0%	26,444	5.0%
38	Year 3	23,986	25,185	5.0%	26,444	5.0%
39	Year 4	23,986	25,185	5.0%	26,444	5.0%

<a> The rates for 2022-23 (normally to be effective on May 1, 2022) are being established as "shadow" tuition rates. Students will not be charged these rates. They will be charged the 2021-22 rates.

 The 2023-24 rates assume the continuation of the 5% increase framework. These are the rates that students will be charged in 2023-24 (effective May 1, 2023).

If the government framework for 2023-24 is different from the assumed 5% increase provision, then we will bring forward updated recommendations as part of the University's spring 2023 Budget.

Table B
Tuition Fee Proposals for Out-of-Province Domestic Students in Ivey Graduate Programs

		Actual 2021-22 Tuition	Proposed 2022-23 <a>		Proposed 2023-24 	
			Tuition	% Increase	Tuition	% Increase
1	Master in Management Analytics	46,000	48,300	5.0%	50,715	5.0%
2	Business (MBA)	83,250	87,413	5.0%	91,784	5.0%
3	Business (MSc) -- all streams	38,250	40,163	5.0%	42,171	5.0%
4	Business (MGMT/CEMS)	43,200	45,360	5.0%	47,628	5.0%
5	Business (MSc) Double Degree Track Program -- Business Analytics Stream for Ivey Students attending 2 terms at Norwegian School of Economics	47,800	50,190	5.0%	52,700	5.0%
6	Tuition, MBA Direct -- July Intake	50,085	52,589	5.0%	55,218	5.0%
7	Tuition, Accelerated MBA -- November Intake	83,000	87,150	5.0%	91,508	5.0%
8	Graduate Diploma in Accounting -- Summer Program	9,000	9,450	5.0%	9,923	5.0%

<a> The rates for 2022-23 are being established as "shadow" tuition rates. Students will not be charged these rates. They will be charged the 2021-22 rates.

 The 2023-24 rates assume the continuation of the 5% increase framework. These are the rates that students will be charged in 2023-24.

If the government framework for 2023-24 is different from the assumed 5% increase provision, then we will bring forward updated recommendations as part of the University's spring 2023 Budget.

ACTION REQUIRED: ☐ FOR APPROVAL ☒ FOR INFORMATION

The Annual Reports on the Code of Student Conduct for the periods from May 1, 2020 to April 30, 2021 and May 1, 2021 to April 30, 2022 are provided for information.

EXECUTIVE SUMMARY:

Previously, the Annual Report on the Code of Student Conduct was provided to the Board a year behind. The last report, provided to the Board in June 2021, was for the period from May 1, 2019 to April 30, 2020.

There was a desire to bring these reports current, so the Board is receiving two annual reports. Going forward the annual report presented to the Board will be for the most recent year ended.

ATTACHMENT(S):

[2020-21 Annual Report on the Code of Student Conduct](#)

[2021-22 Annual Report on the Code of Student Conduct](#)



Code of Student Conduct

Annual Report to the Western Board of Governors

For the period May 1, 2020 – April 30, 2021

Prepared by the Office of Student Support and Case Management, on behalf of
the Associate Vice-President, Student Experience

Overview:

The information presented in this report spans from May 1, 2020 - April 30, 2021 and outlines actions taken under the Code of Student Conduct (the "Code"). This report is being presented earlier than past years, to ensure a timely review of the academic year. In total, there were 142 unique incidents that came to the attention of the Office of Student Support and Case Management ("SSCM"), under the Wellness and Well-being pillar under the Associate Vice-President, Student Experience. These incidents resulted in 283 student meetings. This is a 65% increase in incidents and a 4% increase in student meetings when compared to the 2019-2020 year.

The SSCM Office works closely with the University's Legal Counsel, Dean Offices, Housing and Ancillary Services, and Campus Community Police Service to ensure that all matters involving the Code are handled according to established procedures for record-keeping, communication, and fairness. Under the new leadership of the Director, Wellness & Well-being, SSCM has developed standard operating procedures which help clarify and streamline the process for Code cases.

Behaviour Intervention & Conduct Case Management receives complaints through an online [Code complaint form](#) or submitted directly to the SSCM Office.

Due to the evolving situation posed by the COVID-19 pandemic during the academic year of 2020-2021, SSCM focused on managing non-compliance with COVID-19 regulations. Therefore, a section in this report has been dedicated to exploring the vast effort spent investigating, educating, and supporting students impacted by violations of COVID-19-related regulations. This effort has been a campus-wide collaborative effort, strengthening relationships between Health and Safety, Student Experience, and Housing and Ancillary Services.

In addition to navigating the added complexity posed by COVID-19, the Conduct Case Manager has been directly involved in the onboarding of Advocate Case Management software for the SSCM Office. Throughout the 2020-21 academic year, the software has been intentionally designed and shaped to meet the office's needs. A vital section of the Advocate software is focused on Incident Reports and, starting in September 2021, will be used to receive, track, assess, and report on Code of Conduct violations. This software will significantly reduce administrative time and reporting efficiency of Code matters due to automation and database management.

Section 1: 2020-2021 Violations and Informal Resolutions

When an incident is reported under the Code, a decision is made to resolve the complaint informally, or to proceed with a formal investigation. This decision considers whether the complainant wishes to proceed informally and/or the alleged behaviour's severity. Following a formal investigation, and when a finding of misconduct is made under the Code, sanction(s) proportionate to the behaviour are issued. Where possible, educational sanctions are implemented to help students reflect on and appreciate the impact of their behaviour. The following table highlights incidents which resulted in formal sanctions were issued. Section 2 further explores what type of sanctions were issued during the 2020-21 academic year.

Category of Violation	Formal Resolution
Disruption or interference	1
Misconduct against Persons	9
Misconduct involving Property	1
Misrepresentation or False Information	1
Alcohol or Drug Related:	0
Illegal Use of Substances: Drug Trafficking/illegal Use of, or Possession of Drugs	
Improper Use of Dangerous objects and Substances (discharge of fire alarm)	0
Contravention of University Regulations (i.e., Covid-19)	18
Contravention of Other Laws	0
Failure to comply	0
Total Violations	30

**The table does not include those incidents which were dismissed. A case would be considered dismissed if there were no finding, the student withdrew their complaint, or the incident didn't rise to the threshold of misconduct set out in the Code.*

Where appropriate, informal measures are used to resolve minor incidents of misconduct. During the 2020-21 academic year, there were 29 incidents resolved informally. An informal resolution may specify an agreement and any requirements that the student must fulfil, such as participation in focused educational activities with clear learning outcomes. At each stage of an informal resolution, learning and reflection are the priority. Typically, an informal resolution allows for intervention before a student's conduct becomes severe or seriously harmful to others.

Section 2: Range of Imposed Sanctions

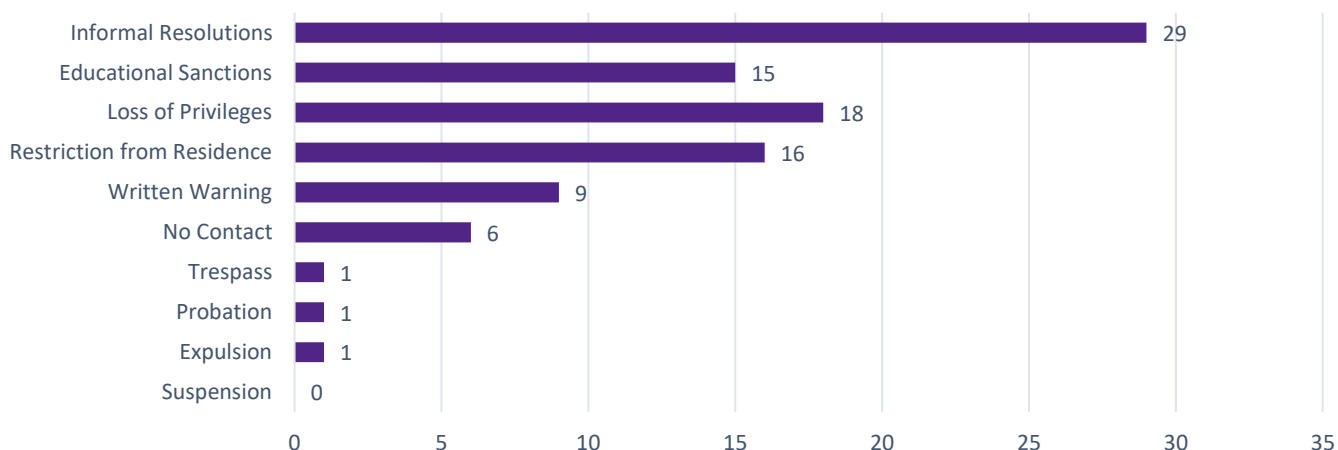
Depending on the nature of a violation, a student who has contravened the Code may be issued sanction(s) as a means to reflect on the incident and consider ways to repair the harm caused by their behaviour.

While sanctions can be disciplinary (i.e. withdrawal of privileges, warning), the priority is to offer learning opportunities for students through educational sanctions (i.e. reflection, awareness programs, and learning opportunities) whenever possible.

Informal resolutions, as explained in Section 1, are focused on intentional learning and reflection. Often, informal resolutions achieve similar outcomes as educational sanctions that are mandatory. However, the difference is that an informal resolution does not make a finding of misconduct but rather considers the matter resolved informally.

Please refer to Figure 1 for the total number and type of sanctions imposed during the 2020-21 academic year. For reporting purposes, informal resolutions have been included in this graph.

FIGURE 1: SANCTIONS AND RESOLUTIONS 2020-21



During the 2020/21 academic year, 67 sanctions were issued to students who violated the Code and 29 incidents were resolved informally. As noted in Graph 1, a range of sanctions were imposed following a finding under the Code for the 2020- 2021 academic year, with the majority of resolutions intended to offer educational and reflective learning experiences.

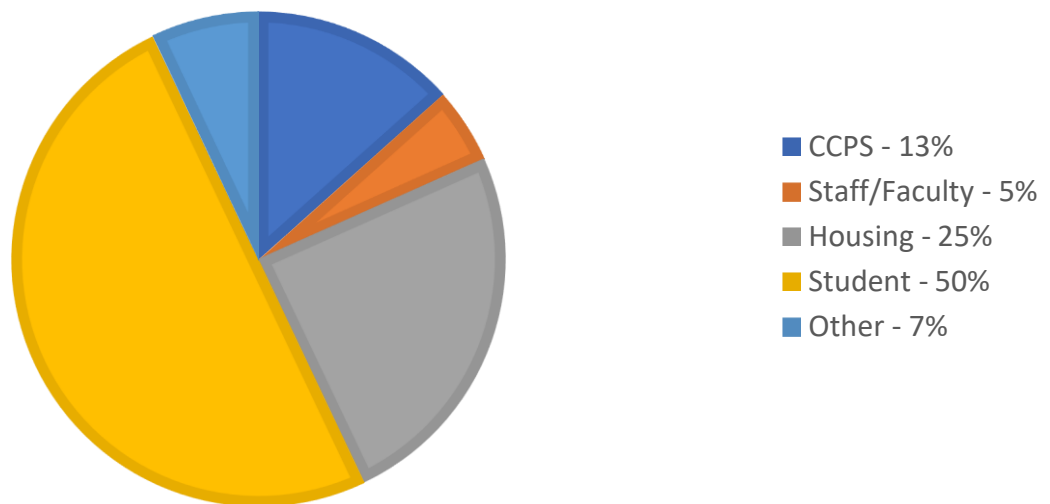
Appeals to the University Disciplinary Appeals Committee (“UDAC”)

Of the 30 formal Code proceedings where sanctions were issued, 15 respondents exercised their right to appeal to UDAC. Of these appeals, 14 were denied outright by UDAC. One appeal upheld the finding, while the specific sanctions were adjusted following an appeal to the President. The overwhelming majority of appeals during the 2020-21 academic year were related to COVID-19 violations.

Section 3: Complaint Sources

There are numerous pathways for incidents to be brought to the attention of the SSCM Office. Any student, community member, or concerned citizen can submit a complaint via the online reporting form or student conduct email. Analyzing sources of complaints is important to understand how Code violations are reported and which groups continue to be key partners. Figure 2 represents the percentage of complaints from each significant source during the 2020-21 academic year. The “Other” category represents complaints from individuals holding no affiliation to Western University.

FIGURE 2: COMPLAINT SOURCES 2020-21



With approximately half of complaints coming directly from students, it is clear that students continue to be the best advocates for addressing their peers' behaviour on-campus and in campus-adjacent spaces. In addition, this peer-initiated complaint demonstrates that students have a general awareness of the options available for reporting concerning behaviour.

The partnership between SSCM and other offices on-campus continues to be an important source of complaints about violations of the Code. Collectively, Housing and Ancillary Services, CCPS, and Faculties represented 43% of complaints. These are essential partnerships to continue addressing student behaviour on campus.

In addition, the relationship with Faculties is a crucial partnership that has continued to be expanded upon in the 2020-21 academic year. Specifically, SSCM has hosted information sessions and informal skills-based training with student groups across various Faculties. The feedback from these sessions has been overwhelmingly positive and is considered a proactive measure to help reduce misconduct. These sessions will continue to be offered in the 2021-22 academic year to continue to proactively reduce misconduct and minimize barriers for students to report incidents of misconduct.

Section 4: Covid-19 Violations

Over the spring term, a framework was developed within SSCM to classify the impact and set out the response for student non-compliance with the Middlesex-London Health Unit and Western University's COVID-19 prevention guidelines. This framework established a continuum involving low risk (accidents and minor breaches), medium risk (repeat or more severe incidents) and high risk (immediate safety risks). In addition, examples, including on and off-campus behaviours, were categorized to provide a guideline for the response.

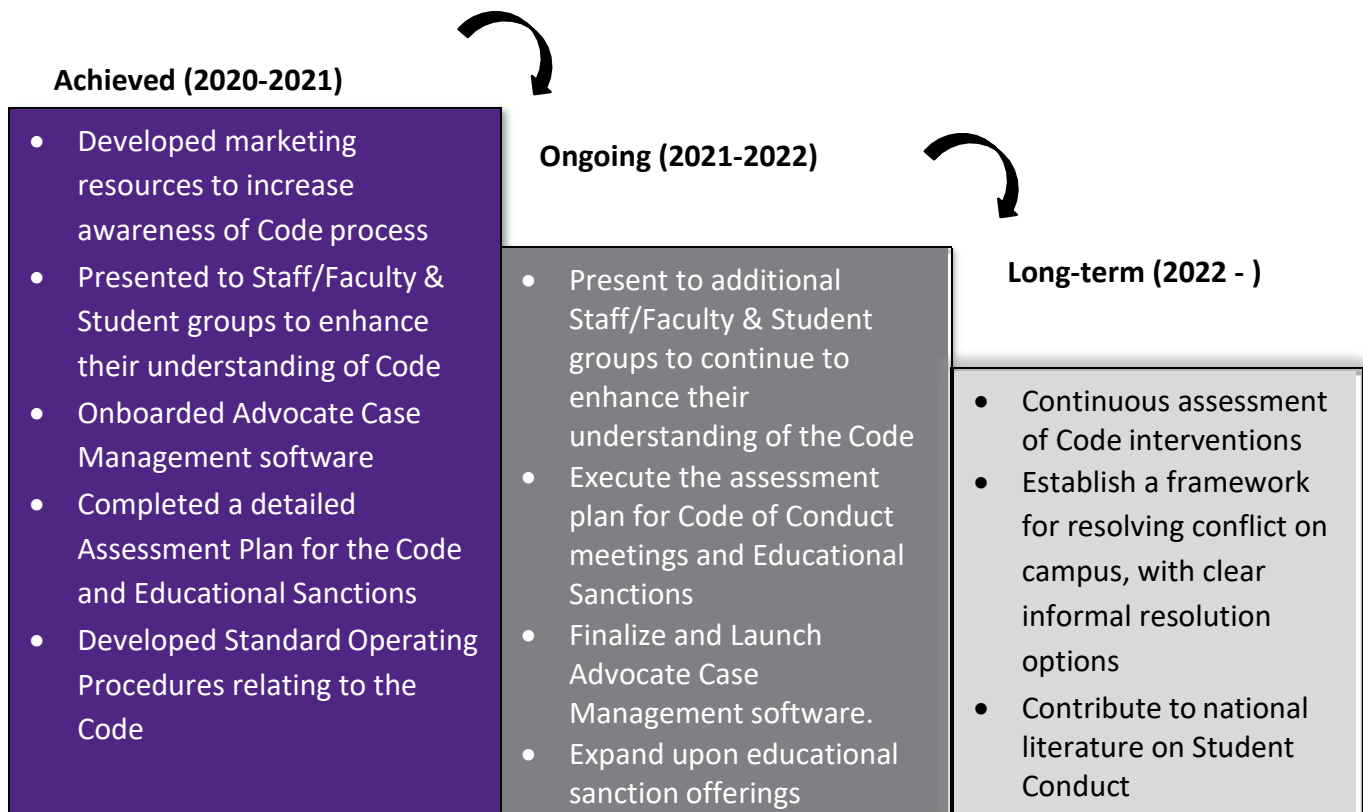
- Low-risk incidents, including behaviour such as forgetting to wear a mask in a classroom or building, disregarding directional or spacing signage, or skipping by a hand sanitizer station, were addressed by University staff at the moment. Staff focused on providing education and gentle reminders about prevention guidelines.
- Medium and high-risk incidents included behaviour ranging from holding a gathering in a campus community space that exceeds density restrictions to being present in a campus community space while having a known positive COVID-19 diagnosis. Medium and high-risk incidents were investigated under the Code and other jurisdictions as appropriate (public health, local police).

The highest volume of reported non-compliance with COVID-19 prevention guidelines occurred on the weekend of September 26, 2020. In Residence, there were complaints involving over 120 students referred to the Code. SSCM reviewed all the complaints and investigated incidents involving severe or repeat non-compliance. For first-time offences, Residence students were held accountable under the Residence Contract. Throughout the remainder of the 2020-21 academic year, the Residence Conduct Office consulted weekly with SSCM about new incidents and reported cases involving severe or repeat non-compliance to the Code.

Sanctions imposed through the Code, relating to non-compliance with COVID-19 regulations, resulted in a mix of disciplinary sanctions, including a loss of student leadership privileges for a specified length of time, and when the student lived in Residence, a restriction prohibiting the student from living in Residence. There were 18 cases involving repeat or severe COVID-19 non-compliance, resulting in sanctions under the Code. These incidents and sanctions have been reflected in Sections 1 and 2, respectively.

Section 5: Current Practices and Future Plans

The Code process is continually being evaluated to include an assessment framework to measure student learning and the efficacy of student conduct meetings, the design of educational sanctions, and informal resolutions. The purpose of the evaluation aims to provide evidence on the Code process's contribution to co-curricular learning and a student's journey towards thriving.



A proven effective strategy during the 2020-21 academic year was to increase proactive outreach to students, staff, and faculty before incidents occurred. This proactive outreach included developing marketing resources and facilitating sessions with student groups to increase awareness of Code processes and teach conflict resolution skills for minor interpersonal conflicts.

As SSCM reflected on the previous year, several key learnings became clear:

- Maintaining Standard Operating Procedures for the administration of the Code promotes consistency, especially during transitional periods.
- Employing effective administrative practices helps mitigate against annual peaks of misconduct.
 - Managing the unusually high number of Code complaints during the 2020-21 academic year has proven the onboarding of Advocate critical.

The Examples of Prohibited Conduct in the Code (Section E), while non-exhaustive nor exclusive, does not adequately reflect racism and microaggressions, and students reported that the lack of specificity could be a barrier to reporting. This lack of clarity should be included in the future review of the Code.

Code of Student Conduct
Annual Report to the Western Board of Governors
For the period May 1, 2021 – April 30, 2022
Prepared by Student Support and Case Management, on behalf of the
Associate Vice-President, Student Experience

Overview

The information presented in this report spans from May 1, 2021 - April 30, 2022, and outlines actions taken under the [Code of Student Conduct](#) (the Code). This report is being submitted earlier than past years to ensure a timely review of the most recent academic year, and to align with the reporting timeline of the Gender-based and Sexual Violence Policy. This report has been prepared by the Student Support and Case Management (SSCM) office, on behalf of the Associate Vice-President, Student Experience.

SSCM collaborates with the University's Legal Counsel, Dean's Offices, Housing and Ancillary Services, Campus Safety and Emergency Services, and other university stakeholders to ensure that all matters involving the Code are handled according to established procedures for record-keeping, communication, and fairness.

A significant amount of time this year was dedicated to enforcing the [COVID-19 Vaccination Policy](#) (the Policy), which was established on September 7, 2021. The Policy outlined that all individuals attending campus must be fully vaccinated, or have an approved exemption from the Policy due to a medical condition or other grounds protected by the Ontario Human Rights Code. Students who were non-compliant with the Policy were subject to sanctions under the Code.

This report will aim to separate and distinguish between cases investigated and adjudicated solely through the Code, and those cases arising from non-compliance with the Policy.

In total, there were 122 incidents that were investigated and adjudicated solely through the Code. There were an additional 1,349 incidents due to non-compliance with the Policy. All incidents resulted in 297 student meetings. It is important to note that while managing non-compliance with the Policy was heavily administrative, it did not require many student-facing meetings.

This annual report is divided into the following sections:

- Section 1: Complaints
- Section 2: Investigations (Violations and Sanctions)
- Section 3: COVID-19 Vaccination Policy Non-Compliance
- Section 4: Current Practices and Future Plans

Section 1: Complaints

When an incident is reported under the Code, and meets the threshold for follow-up, a decision is made to either proceed with a formal investigation or resolve the complaint informally. This decision considers both how the complainant chooses to proceed and the severity of the alleged behaviour. Following a formal investigation, and when a finding of misconduct is made, sanction(s) proportionate to the behaviour are issued. Where possible, educational sanctions are implemented to help students reflect on and appreciate the impact of their behaviour.

Complaints

Table 1 outlines how many complaints were received in the past year.

- A “formal proceeding” refers to a complaint proceeding through the administrative procedures outlined in section F of the Code. This could also be called an investigation.
- A “finding” refers to a decision that the alleged behaviour has been determined to be in breach of the Code.
- An “informal resolution” is an alternative process used to resolve minor incidents of misconduct, where the complaint is resolved without a formal proceeding/investigation. These informal resolutions allow for intervention before a student’s conduct becomes severe or harmful to others.
- “Dismissed cases” are complaints where there is no finding after formal proceedings, or the complaint has been withdrawn.

Table 1: Total Code Reports

Code Reports <i>(Not Including Compliance with the Policy)</i>	
Formal Proceedings Resulting in Findings	20
Formal Proceedings Resulting in No Findings	40
Informal Resolutions	19
Cases Dismissed	43
Total Reports	122

Code Reports <i>(Specifically related to COVID-19 Vaccination Policy non-compliance)</i>	
Formal Proceedings Resulting in Findings	59
Formal Proceedings Resulting in No Findings	1,290
Total Reports	1,349

Grand Total Code Reports	1,471
---------------------------------	--------------

Origin of Complaint

There are a variety of pathways for incidents to be brought to the attention of the SSCM office. Any student, community member, or concerned citizen can submit a complaint via the [online reporting form](#) or student conduct email (studentconduct@uwo.ca). Reports are also received from campus partners in Housing and Ancillary Services and Campus Safety and Emergency Services.

Table 2 outlines the sources of complaints from each significant source during the 2021-22 academic year. This data is important to understand how the Code violations are reported and where efforts can be directed to be more proactive in addressing student misconduct.

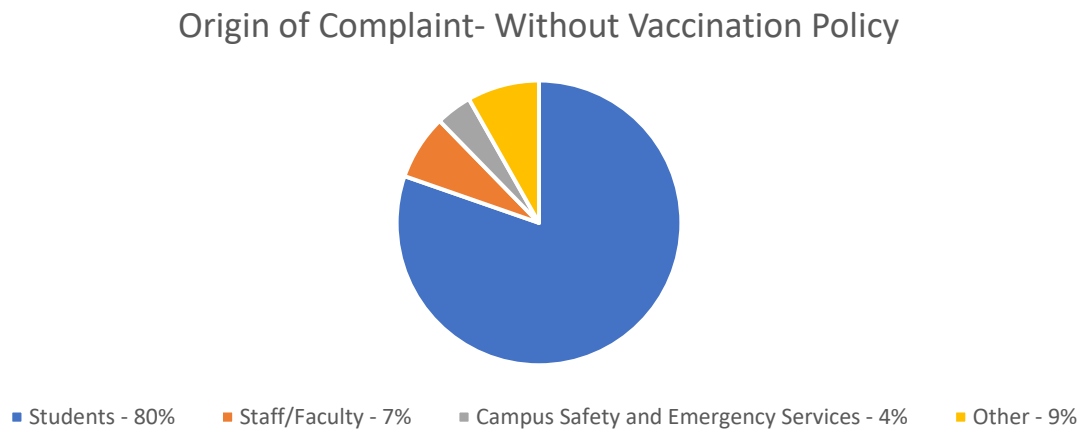
Table 2: Origin of Complaint

Complaint Sources	
Students	98
Staff/Faculty	9
Campus Safety and Emergency Services	5
Other	10
COVID-19 Vaccination Policy	1,349
Total Complaints	1,471

The “Other” category represents complaints from individuals holding no affiliation to Western University. An overwhelming number of complaints were related to the Policy. The volume of students who had a process initiated under the Code due to non-compliance with the Policy was approximately ten times greater than all other Code complaints combined.

Chart 1 shows the percentage breakdown of complaint sources with alleged Vaccination Policy violations removed.

Chart 1: Origin of Complaint Sources with Vaccination Policy removed



When considering the origin of complaints unrelated to the Policy, it becomes clear that students were the largest source of complaints during the 2021-22 year. SSCM hosted information sessions and informal skills-based training with student groups across various Faculties this past year. The feedback from these sessions has been overwhelmingly positive, and is a potential indicator of why more students are reporting complaints directly each year.

Section 2: Violations and Sanctions

Informal Resolutions

Where appropriate, informal measures are used to resolve minor incidents of misconduct. During the 2021-22 academic year, there were 19 incidents resolved informally. Examples of informal resolutions include participation in focused educational activities with clear learning outcomes, or a mutual no-contact agreement. At each stage of an informal resolution, learning and reflection are the priority. Typically, an informal resolution allows for intervention before a student's conduct becomes severe or harmful to others.

Violations

Table 3 outlines the number of violations of the Code broken down by category during the 2021-22 academic year. If a violation is found, sanctions are imposed.

Table 3: Violations

Category of Violation	2021-22	2020-21	2019-2020
Disruption or interference	0	1	0
Misconduct against Persons	11	9	14
Misconduct involving Property	4	1	10
Misrepresentation or False Information	1	1	0
Alcohol or Drug Related	1	0	2
Improper Use of Dangerous objects and Substances	0	0	0
Contravention of University Regulations	2	18	2
Contravention of Other Laws	1	0	0
COVID-19 Vaccination Policy	59	N/A	N/A
Total Violations excluding Vaccination Policy	20	30	28
Total Violations including Vaccination Policy	79	30	28

**The table does not include those incidents which were dismissed.*

It can be possible for one complaint to result in multiple violations. For example, a student is found responsible for vandalizing a sign on campus. While vandalizing the sign, the student is interrupted by a witness and proceeds to scream obscenities and threats at the witness. In this scenario, the student could be found in violation of section E.2, misconduct against persons, and section E.3, misconduct involving

property. Therefore, the total violations for the reporting period could exceed the total number of formal proceedings under the code that result in findings.

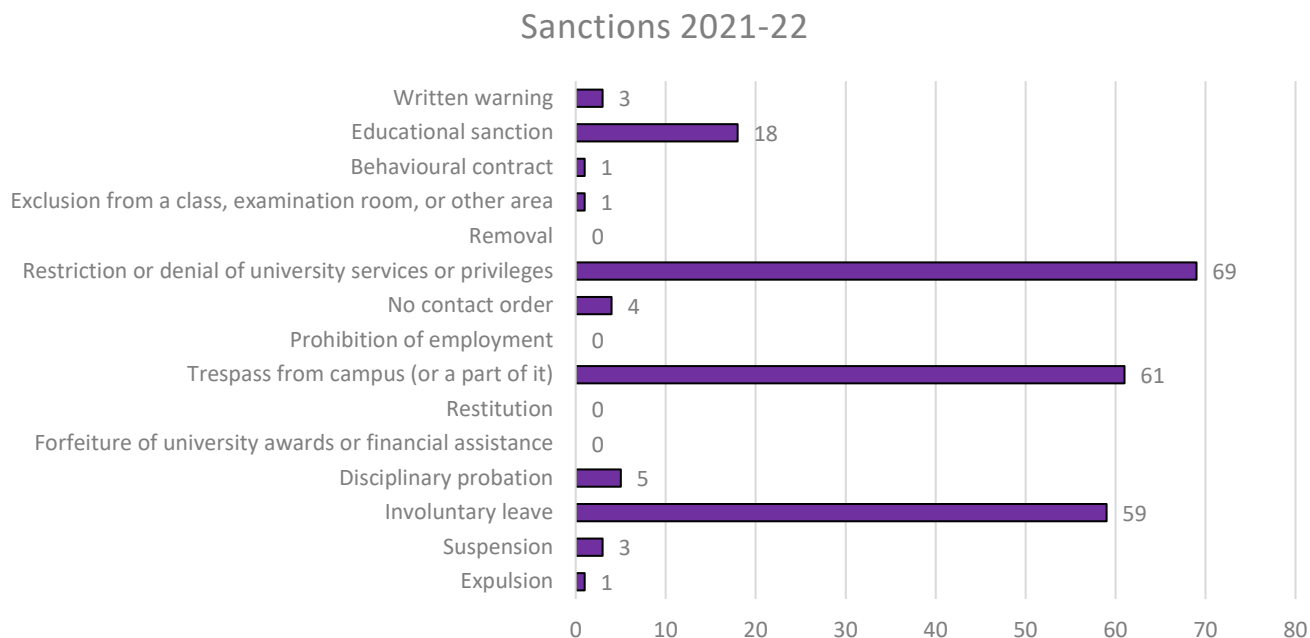
Sanctions

Depending on the nature of a violation, a student who has contravened the Code may be sanctioned. While sanctions can be disciplinary (i.e. withdrawal of privileges, suspension), the priority is to offer learning opportunities for students through educational sanctions (i.e. reflection, awareness programs, and learning opportunities) whenever possible.

Informal resolutions, as explained above, are focused on intentional learning and reflection. Often, informal resolutions achieve similar outcomes as educational sanctions that are mandatory. However, the difference is that an informal resolution does not make a finding of misconduct, but rather considers the matter resolved without an investigation.

The following chart displays the total number and type of sanctions imposed during the 2021-22 academic year.

Chart 2: Sanctions 2021-22



During this reporting cycle, 225 sanctions were issued to students who violated the Code. As noted above, a range of sanctions was imposed following a finding under the Code, with many aiming to offer educational and reflective learning experiences. Sanctions imposed due to Vaccination Policy non-compliance were typically an involuntary leave, trespass from campus, and a restriction or denial of University services or privileges, leading to an abnormally large number of these sanctions.

Appeals to the University Disciplinary Appeals Committee (“UDAC”)

Students who have been sanctioned under the Code have the right to appeal the imposed sanctions through UDAC. Of the 79 Code proceedings where sanctions were issued, 4 respondents exercised their right to appeal to UDAC. Of these appeals, 2 were denied and 2 were withdrawn.

Section 3: Covid-19 Vaccination Policy Non-Compliance

On August 30, 2021, Ontario's Chief Medical Officer of Health [instructed](#) all post-secondary institutions to create a mandatory vaccination policy, requiring that students and employees provide proof that they were fully vaccinated unless granted an accommodation.

The University implemented a [COVID-19 Vaccination Policy](#) on September 7, 2021. The Policy outlined that all individuals attending campus must be fully vaccinated, or have an approved exemption from the Policy due to a medical condition or other grounds protected by the Ontario Human Rights Code. Students who were non-compliant with the Policy would be subject to discipline under the Code of Student Conduct.

There were 1,349 complaints investigated under the Code for non-compliance with the Policy. Of these total complaints, 59 were investigated and resulted in sanctions, with 1,290 complaints being dismissed. Complaints were dismissed when a student became compliant with the Policy. This was accomplished if a student submitted their proof of vaccination or approved exemption, reduced/changed their course load to contain only online academic requirements, or deferred their academic registration until Fall 2022.

Each semester, SSCM received a list from Student Health Services indicating which students were currently in contravention of the Policy. Students in contravention of the Policy:

- had in-person academic components, requiring them to attend campus;
- had not provided proof of vaccination to the University; and
- had no approved exemption on file, due to medical condition or other grounds protected by the Ontario Human Rights Code.

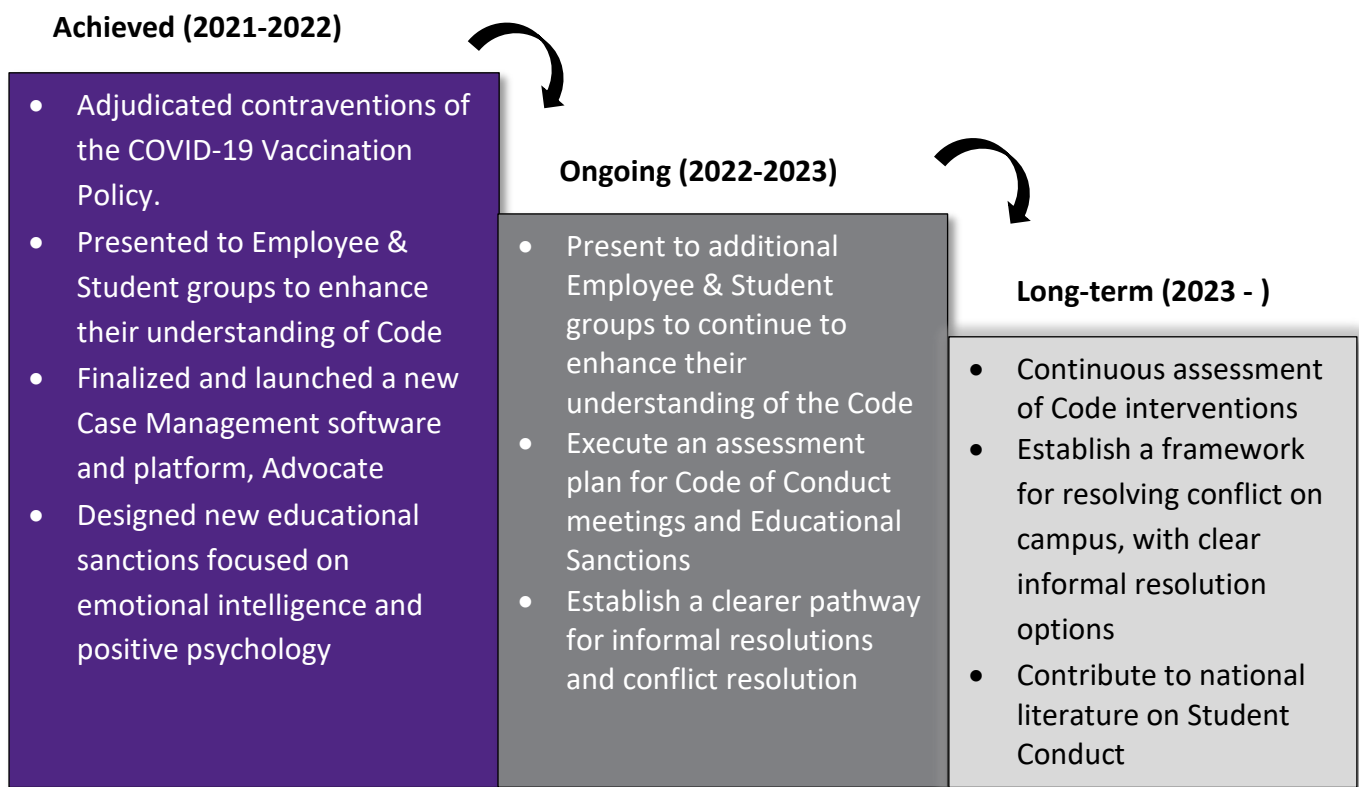
A thorough attempt was made to support students to become compliant with the Policy. Significant efforts to reach non-compliant students included numerous emails, phone calls, text messages, and sending letters through registered mail with deadlines to become compliant. Contacting students was a campus-wide collaborative initiative, requiring consultation and planning between Student Experience, the Office of the Registrar, every Faculty, Housing, and several Academic Support Units.

Even with these high-touch efforts, 1,349 students had investigations initiated for non-compliance with the Policy after the established deadlines. However, once formal proceedings under the code were actually initiated, this typically prompted the student to become compliant, with 1,290 complaints ultimately dismissed. This resulted in only 59 students receiving sanctions due to non-compliance with the Policy.

These 59 students received sanctions that included an involuntary leave from Western until September 7, 2022. During this leave, the impacted student was trespassing from Western University's campus. As a result of this involuntary leave, they were withdrawn from their 2021-2022 courses, and they lost the privilege to access Western services, including, but not limited to, the library, OWL, grade reports, ordering a transcript and official Western letters, and the ability to apply to graduate. Further, their academic records were sealed, and they were not permitted to register for courses until Fall 2022 registration opened.

Section 4: Current Practices and Future Plans

Due to the considerable effort spent on the Vaccination Policy this year, many of the plans involving the Code were paused or delayed. When possible, the Code process is continuously evaluated to include an assessment framework to measure student learning and the efficacy of student conduct meetings, the design of educational sanctions, and the effectiveness of informal resolutions. The evaluation aims to provide evidence on the Code process’ contribution to co-curricular learning.



As SSCM reflected on the previous year, several key learnings became clear:

- Informal Resolutions can be used more frequently as an effective tool to resolve conflict. A key future goal is to better define pathways and options available for informal resolutions and contribute to conflict resolution skills with students.
- The Code itself is not written in a form that is easily accessible by all students. There is a continuous responsibility for those leading Code processes to consider how existing frameworks and policies may unintentionally create barriers for students to engage fully in a meaningful process. Intentional reflection and collaboration with experts on campus to explore and dismantle these potential barriers is critical.
- There are areas of the Code that could benefit from revision. With the Code requiring a formal review from the Board of Governors by April 2024, SSCM has begun drafting recommendations and meeting with the University Secretariat’s Office to discuss the revision process that will be led and coordinated by the Vice-Provost (Students).

4.2(b) Annual Report on Gender-Based and Sexual Violence

ACTION REQUIRED: ☐ FOR APPROVAL ☒ FOR INFORMATION

The Annual Report on Gender-Based and Sexual Violence (GBSV) for the period from May 1, 2021 to April 30, 2022 is provided for information.

EXECUTIVE SUMMARY:

In March 2019, the provincial government mandated that post-secondary institutions provide their Board of Governors with an annual report on work underway to address Gender-Based and Sexual Violence (GBSV). This report provides the annual update on the progress made from May 1, 2021 to April 30, 2022 (Cycle 5). For reference, previous cycles of data reporting are as follows:

- Cycle 1: January 1, 2017 – April 30, 2018
- Cycle 2: May 1, 2018 – April 30, 2019
- Cycle 3: May 1, 2019 – April 30, 2020
- Cycle 4: May 1, 2020 – April 30, 2021
- Cycle 5: May 1, 2021 – April 30, 2022

The purpose of this report is to outline the preventative programming and responsive care interventions that were provided to students at Western this past year, and to provide a snapshot of how GBSV efforts will continue to be developed.

ATTACHMENT:

[Annual Report on Gender-Based and Sexual Violence](#)

Gender-Based and Sexual Violence
Annual Report to the Western Board of Governors
For the period May 1, 2021 – April 30, 2022
Prepared by the Student Support and Case Management office, on behalf of the
Associate Vice-President, Student Experience

Context

In March 2019, the provincial government mandated that post-secondary institutions provide their Board of Governors with an annual report on work underway to address Gender-Based and Sexual Violence (GBSV). This report provides the annual update on the progress made from May 1, 2021 to April 30, 2022 (Cycle 5). For reference, previous cycles of data reporting are as follows:

- Cycle 1: January 1, 2017 – April 30, 2018
- Cycle 2: May 1, 2018 – April 30, 2019
- Cycle 3: May 1, 2019 – April 30, 2020
- Cycle 4: May 1, 2020 – April 30, 2021
- Cycle 5: May 1, 2021 – April 30, 2022

The purpose of this report is to outline the preventative programming and responsive care interventions that were provided to students at Western this past year, and to provide a snapshot of how GBSV efforts will continue to be developed.

This report is divided into four sections:

- Section One: Prevention, Education, and Training
- Section Two: Responsive Care
- Section Three: Formal Complaints and Investigations
- Section Four: Next Steps

Definitions

- Complaint – the sharing of information by a Survivor with a member of the University community concerning an incident of GBSV with the intention of initiating a formal process identified in Western’s *Policy on Gender-Based and Sexual Violence* ([MAPP 1.52](#)).
- Disclosure – the sharing of information by a Survivor with a Member of the University community concerning an incident of GBSV. A disclosure may or may not be for the purpose of accessing supports, services and/or accommodations.
- Gender-Based Sexual Violence (GBSV) – any sexual act or act targeting a person’s sexuality, gender identity and gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person’s consent, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, cyber harassment and sexual exploitation.
- GBSV Prevention and Education Coordinator – referred to as “Prevention and Education Coordinator,” responsible for training, education and prevention activities.
- Gender-Based Violence & Survivor Support Case Manager – referred to as “Survivor Support Case Manager,” responsible for providing support to persons or survivors impacted by GBSV.

- Gender-Based & Sexual Violence Response Coordinator – referred to as the “GBSV Response Coordinator,” responsible for leading internal investigations if a complaint is made.

Section 1: Prevention, Education, and Training

Program Summary

GBSV is a complex and personal topic that warrants education grounded in an evidence-based, trauma-informed, and intersectional approach. At Western, Student Experience team members collaborate with stakeholders across campus to ensure programming reflects the best practices for prevention, education, and training of our students, staff, and faculty members (herein “students and employees”). This collaborative approach has allowed the Student Experience team to critically examine program content and development, modes of delivery, and how GBSV partners approach knowledge mobilization and translation.

From September 2021 to April 2022, the Prevention and Education Coordinators provided programming to a total of 7,795 students and employees across campus. The majority of these students participated in a Multi-Phase Residence Training program.

Overview of Multi-Phase Residence Training

In response to the allegations of GBSV on September 10 and 11, 2021, Western, in collaboration with the Centre for Research & Education on Violence Against Women & Children (CREVAWC) and Anova (a London organization that provides housing, support, and counselling for survivors of sexual violence) developed and delivered a multi-phase prevention and education program delivered to all first-year students living in residence.

This program discussed GBSV as a societal issue and examined its impact on our community. Topics included:

- rape culture;
- drug-facilitated sexual assault;
- consent and sexual coercion;
- sexual violence, consent and the law; and
- a review of Western's Policy on Gender-Based and Sexual Violence ([MAPP 1.52](#)).

A multi-modal delivery strategy, including a blended approach of online modules and in-person skills-based learning, provided students with opportunities to:

- understand what constitutes GBSV, including the expanded definition of gender-based violence;
- build skills on how to identify consent and sexual coercion;
- learn how to handle disclosures of GBSV;
- intervene and provide support to survivors; and
- develop skills rooted in Upstander training to create a culture of looking out for one another, and being proactive when helping others in need.

By participating, students learned supportive ways to identify and respond to disclosures of GBSV and how to access support and resources.

All students living in residence were required to participate in this training. Multiple dates and times were made available for students to participate in this mandatory training. Students who had still not completed the training by the deadline date (March 31, 2022) were sanctioned through the Residence Contract.

Participants who completed their module but were unsuccessful in passing the concluding quiz after three attempts were required to complete a one-on-one interview with an Education Coordinator to review their understanding of the module content.

The following two tables outline and describe the Multi-Phase Residence Training.

Table 1: Multi-Phase Residence Training Delivery

Purpose of Training	Facilitation Dates	Audience/Attendees	Method of Delivery	# of students completed
Phase 1 Residence Student Floor Meetings	September 2021	First-Year Residence Students	In-Person	5,300
Phase 2 Online Modules	September to December 2021	First-Year Residence Students	OWL	5,154
Phase 3 (pilot) In-Person Training	November 2021	Residence Dons	In-person	154
Phase 3 (continued) Virtual Training	December 2021 to March 2022	First-Year Residence Students	Virtual*	4,298

*originally intended to be delivered in-person, the pandemic's fifth wave delayed our first-year students' return to campus until February 28, 2022.

Table 2: Multi-Phase Residence Training Descriptions

Phase 1 Residence Student Floor Meetings	Information on available campus supports for GBSV and how to access these services. Delivered by Residence Dons at weekly floor meetings with students living in residence. Also delivered foundational information regarding Phase 2.
Phase 2 Online Module — <i>GBSV Response and Prevention Training for Students</i>	Asynchronous training module delivered online, designed to give first-year students living in residence a foundational understanding of GBSV as a societal issue and its impact on our community.
Phase 3 In-person and virtual training — <i>Undressing Consent: A Pleasurable Approach to Addressing Consent, Pleasure, and Rejection</i>	In-person and virtual workshops designed to engage students in critical thinking and skill-building, emphasizing consent communication, deconstructing sexual “scripts,” elucidating sexual desires, and responding to rejection in a healthy manner. Delivered by staff members with support from community partners.

Feedback/Assessment

Overall, participant feedback was very positive. Students appreciated the importance of having discussions around GBSV and understood their role in creating an inclusive space to learn about difficult and often triggering content. Allowing open conversations in a safe, sex-positive learning environment was an effective way to address the discomfort that frequently surrounds conversations relating to sex and sexuality, and its role in addressing GBSV.

Following the Phase 3 pilot, the need for increased content on Upstander training, disclosures, and how to access support and resources was identified by participants. This feedback was instrumental in the final development stages of the program.

Other Prevention and Education Programs

In addition to the Multi-Phase Residence Program, 2,485 individuals participated in other prevention and education programs offered by the Student Experience team. Descriptions of these programs and initiatives are outlined in the two tables below.

Table 3: re: SHAPE Awareness Programming

Awareness Week 2022	This week engaged students with workshops, training, and keynote presentations on topics related to healthy relationships, GBSV, and sex-positive education.
E-Learning Micro-series Module Development	This series of online modules, specifically designed for students and student leaders, facilitated an open conversation on topics such as consent, rape culture, healthy relationships and boundraies, and the impacts of GBSV.

Table 4: On-going Programming and Initiatives

Upstander Training	Students learn how to safely apply Upstander intervention strategies when observing or becoming involved in situations of GBSV.
Man Made	Designed for male-identifying students to help them find their voice and use it to create change for themselves and their community (Coordination/Enrolment/Communication by Student Experience). Facilitated by Western's community partner, Anova.
Pre-departure/Post Experience Training	Multi-phase programming designed to create awareness, critical thinking, and discussion around cultural gender norms and how these can contribute to the perpetuation of GBSV. The program was developed for students participating in university-sanctioned international experiences but is open to other student groups. The online and in-person components are currently under review as part of continuous improvement process for proactive education programs.
Training for Varsity Athletes	Programming intended for student-athletes to develop increased knowledge around the foundational concepts relating to GBSV; essential leadership skills in how to stand up against GBSV; acknowledge how an athlete's actions, words, and behaviours can impact others; and demonstrate what it means to be an active role model around the issues of GBSV both on campus, in sport, and in the wider community.
Reshaping Locker Room Talk	This program facilitates ongoing discussion and reflection that engages student-athletes in exploring topics related to GBSV.
Disclosure Training	Designed to educate the campus community (students and employees) on the Notification of Disclosure Protocol (i.e., responsibilities when receiving and reporting a disclosure of GBSV under Western's <i>Policy on Gender-Based and Sexual Violence</i>).
Training for Teaching Assistants	Designed to educate Teaching Assistants on how to navigate and handle disclosures of GBSV under Western's <i>Policy on Gender-Based and Sexual Violence</i> as both a peer and an instructor; and where to access supports and resources.
Training for Faculty, Staff, and Student Leaders	Programming designed to increase knowledge and skill around GBSV, disclosures and supportive responses, Western's <i>Policy on Gender-Based and Sexual Violence</i> and Notification of Disclosure Protocol and accessing supports and resources.
On-going Professional Development	Provides custom-tailored professional development workshops on an ad hoc basis to fit the needs of specific groups within the campus community as availability of prevention education and coordination of staffing resources; and scheduling permits.
IMPACT: Improving Affirming Case for Trans* Students	In collaboration with Health and Wellness Services (previously known as Student Health Services) and PrideWestern, focus groups conducted with students identifying as trans* in order to understand the experiences of trans* students on campus. The goal was to gather information to inform GBSV initiatives and improve trans* affirming care within Health and Wellness Services.
Self-care Kits/Pleasure Packs	Approximately 500 kits designed and assembled for woman-identifying student athletes to promote GBSV awareness, self-care, and sex-positivity. Kits were distributed beginning in January 2022 and will continue in the 2022-2023 academic year.

In addition to the programs led by the Prevention and Education Coordinator, the Survivor Support Case Manager collaborated with Fanshawe College’s Sexual Violence Prevention Advisor to offer monthly virtual programming to student survivors. Events included keynote speakers, workshops, trauma-informed yoga, and Wen-Do self-defense classes. This collaboration between the two campuses provided survivors with the opportunity to connect with others who had similar lived experiences. The survivor uptake on this programming demonstrated a clear need to continue enhancing this partnership with Fanshawe College.

Section 2: Responsive Care

Disclosures

There was a significant increase in disclosure forms received by the Survivor Support Case Manager this year (164 disclosure forms) compared to 2020-2021 (74 disclosure forms). This increase included many survivors of historical incidents of sexual violence (i.e., gender-based childhood abuse or domestic violence) who were triggered by widespread media coverage in September 2021. This is the highest number of referrals and intakes that the Survivor Support and Case Manager has received since the role was created in 2018.

The allegations of GBSV in September 2021 resulted in widespread media reporting of Western’s pathways for support, which were also broadly promoted through social media, the University’s communications channels, and in first-year residence training. The Survivor Support Case Manager trained 585 employees and student leaders on the disclosure protocol during Fall 2021. These factors likely contributed to the increase in students seeking help.

All survivors who provided contact information (through the disclosure form or walk-in support) were provided with on-campus and off-campus resources.

Referrals

In the 2021-2022 academic year, the Survivor Support Case Manager received 321 referrals. Referrals came from five sources: Staff (176), student self-referrals (76), Faculty (28), Student Leaders (25), and Community Partners (16). These referrals resulted in 151 student survivors scheduling meetings with the Survivor Support Case Manager, which in turn translated into 420 separate support meetings within this reporting period.

Chart 1: Referral Sources

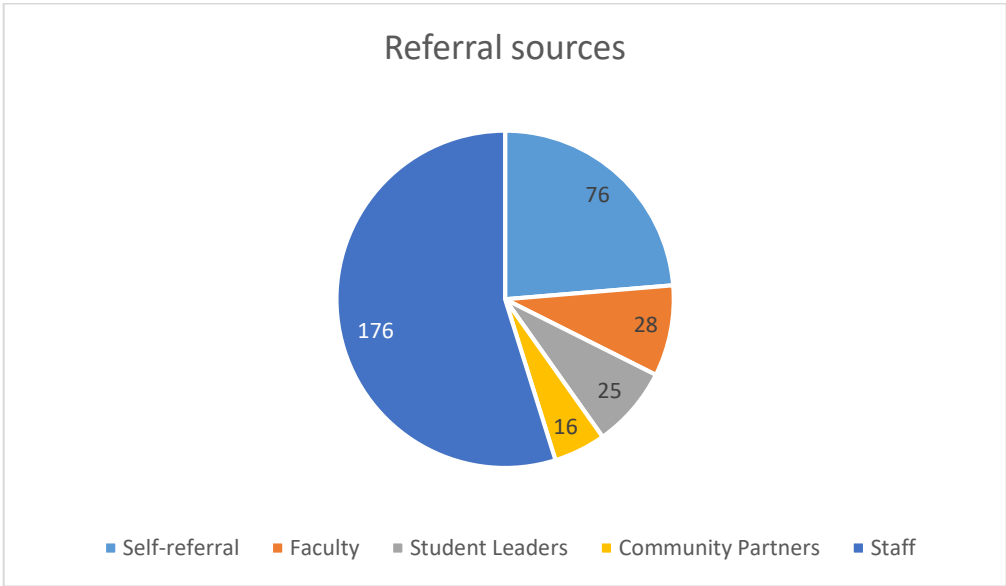


Table 5: Five-Year Reporting: GBSV Disclosures

		Cycle 1 Jan 1, 2017 – April 30, 2018	Cycle 2 May 1, 2018 – April 30, 2019	Cycle 3 May 1, 2019 – April 30, 2020	Cycle 4 May 1, 2020 – April 30, 2021	Cycle 5 May 1, 2021 – April 30, 2022
Total Disclosure Forms					74	164
Total New Referrals				139	141	321
Unique Students Seen		90	122	118	76	151
Student Classification	Domestic	0	114	111	67	137
	International	0	8	7	9	14
	Undergraduate	0	112	101	62	126
	Graduate	0	10	17	14	25
Academic Year	1 st Year	0	32	33	19	47
	2 nd Year	0	45	23	22	32
	3 rd Year	0	19	26	13	23
	4 th year	0	16	19	8	24
	Graduate Student	0	10	17	14	25
Registration of Student	Main Campus	0	97	107	68	144
	Affiliate Campus	0	25	11	8	7
Referral Source	Campus Partner	0	73	65	47	229
	Community Partner	0	11	21	11	16
	Self-referral	0	38	32	18	76
Disclosure made to Affiliate Campus Resources	Brescia	0	3	3	18	16
	King's	4	4	8	4	28
	Huron	0	4	3	4	22

1. January 1, 2017 – April 30, 2018 was included in original cycle based on date of implementation for the Sexual Violence Policy.
2. Data was not consistently tracked during Cycles 1 and 2.
3. Starting in Cycle 3, the decision was made to implement discrete tracking to better understand the specifics of referrals being made.
4. In Cycle 3, the number of referrals received and the number of unique students seen was tracked in anticipation of the Notification of Disclosures policy being implemented in Cycle 4.
5. Cycle 4 was the beginning of formally tracking de-identified disclosure forms.

Section 3: Formal Complaints and Investigations

Formal complaints of GBSV have been tracked since the implementation of Western’s GBSV Policy (MAPP 1.52) in January 2017. Such complaints capture a range of experiences that can include violence (physical or psychological), carried out through sexual means, or by targeting sexuality, gender expression or identity. We recognize that formal complaints of sexual violence handled through Student Experience do not reflect the full scope of students’ experiences of sexual violence, as students may choose alternate avenues to seek support or follow-up after experiencing GBSV.

Of the total 39 complaints received in the 2021-2022 reporting period, 21 survivors made the personal decision not to proceed with the complaints process. 17 complaints proceeded with investigations and 1 complaint was resolved through an informal resolution. A decision to proceed with a complaint is a deeply personal and difficult decision for any survivor, and is left in their hands to support our survivor-centric process.

Table 6: Number of Complaints Received

	2020-2021 Reporting Period	2021-2022 Reporting Period
Complaint received by Main Campus	18	39
Complaint received by Brescia University College	0	2
Complaint received by King’s University College	2	5
Complaint received by Huron University College	0	1

An increase in behaviour targeting sexuality/sexual identities was observed (four complaints received). Three complaints this year involved the suspected use of incapacitating substances (i.e., “date rape” drugs). As described in the 2020-2021 annual report, there was a concerning trend observed relating to violence in the course of otherwise consensual sexual encounters (i.e., strangulation, force, and other physical altercations). This trend continued during the 2021-2022 reporting period as well. The following tables identify the number of complaints by incident type, and sanctions imposed sorted by incident type.

Table 7: GBSV Complaints by Incident Type

Category of Incident	Cycle 1 May 1, 2017 – April 30, 2018	Cycle 2 May 1, 2018 – April 30, 2019	Cycle 3 May 1, 2019 – April 30, 2020	Cycle 4 May 1, 2020 – April 30, 2021	Cycle 5 May 1, 2021 – April 30, 2022
Sexual Assault	12	21	13	16	29
Sexual Harassment	12	7	11	4	19
Indecent Exposure	1	1	3	1	2
Sexual Exploitation	0	0	2	2	2
Cyber Harassment	1	1	2	0	3

1. Some complaints fall under multiple categories (i.e. both sexual assault and sexual harassment).

Table 8: GBSV Sanctions by Incident Type

Category of Incident	Sanction Type	Cycle 1 May 1, 2017 – April 30, 2018	Cycle 2 May 1, 2018 – April 30, 2019	Cycle 3 May 1, 2019 – April 30, 2020	Cycle 4 May 1, 2020 – April 30, 2021	Cycle 5 May 1, 2021 – April 30, 2022
Sexual Assault	Anonymous Complaints	4	7	9	5	16
	Educational Sanctions	15	15	0	6	9
	Restrictions on Campus	6	10	3	4	8
	Suspension	0	1	1	4	2
	Expulsion	0	0	0	0	1
	Informal Resolution	N/A	N/A	N/A	1	1
Sexual Harassment	Anonymous Complaints	1	0	4	1	3
	Educational Sanctions	8	3	5	0	5
	Restrictions on Campus	5	2	2	0	4
	Suspension	1	2	0	0	0
	Informal Resolution	N/A	N/A	N/A	1	1
Indecent Exposure	Anonymous Complaints	1	1	3	0	1
	Educational Sanctions	0	0	0	1	0
	Restrictions on Campus	0	0	0	1	0
	Suspension	0	0	0	0	0
	Informal Resolution	N/A	N/A	N/A	1	0
Sexual Exploitation	Anonymous Complaints	0	0	1	1	2
	Educational Sanctions	0	0	0	1	N/A
	Restrictions on Campus	0	0	1	1	N/A
	Suspension	0	0	0	1	N/A
	Informal Resolution	N/A	N/A	N/A	0	N/A
Cyber Harassment	Anonymous Complaints	1	1	1	0	3
	Educational Sanctions	0	0	0	2	N/A
	Restrictions on Campus	0	0	1	2	N/A
	Suspension	0	0	0	1	N/A
	Informal Resolution	N/A	N/A	N/A	0	N/A

1. Anonymous complaints are those in which the Complainant does not want to participate in the process, or the alleged respondent was unable to be identified. In these cases, there is not enough information to apply a sanction. This section also includes situations where a respondent may be identified through a third party, but the survivor chooses no action to be taken.
2. Educational sanctions include, but not limited to: written apologies, educational seminars, reflection papers, counselling, and/or awareness and education programming.
3. Informal resolution may include some form of agreed-upon sanction between the parties, such as educational sanctions or leadership or location restrictions on campus.
4. “N/A” indicates either an informal resolution was not available at the time, or there were no sanctions imposed involving the category of incident.

Investigations

Of the 39 complaints received this academic year, 17 complaints proceeded to an investigation (21 complaints did not proceed to investigation based on the survivor’s decisions, and 1 complaint was resolved through an informal resolution). The GBSV Response Coordinator conducted 10 internal investigations, while 7 complaints were referred to an external investigator. The decision to refer complaints to an external investigator is made in consultation with Western’s Legal Counsel and the Associate Vice-President (Student Experience), depending on the complexity of the complaint, whether there are substantive issues of relative power or vulnerability between the parties, the number of complaints against an individual, the number of respondents to a matter, and the seriousness of the allegations.

The average time to resolve a complaint process, from initial intake to conclusion of appeal, increases with more complex investigations of serious complaints. Factors that contribute to a longer process may include the use of external investigators, respondents consulting with or retaining their own legal counsel, parallel criminal proceedings, and lengthy appeal proceedings. Many of these extraneous factors are outside of the University’s control to influence the timeliness of resolution. The University must balance its emphasis on processing complaints in a timely manner with ensuring procedural fairness for the parties, which at times may have an unintended consequence of creating delays in adjudicating complaints. This balance must also prioritize its focus on trauma-informed techniques in all investigations, whether completed internally or externally.

Informal Resolution

During the 2020-2021 academic year, Student Support and Case Management identified the need for transparent processes and development of an informal resolution pathway provided for under Part F, Section 42 of the *Policy on Gender-Based and Sexual Violence*. This included a review of informal resolution processes at post-secondary institutions across North America, and the implementation of two new informal resolutions.

Respondent Rehabilitation and Support

The Student Support & Case Management (SSCM) office is developing a research-informed support program for respondents, recognizing that providing education for people who cause harm is an essential step toward reducing GBSV and recidivism rates.

Currently, respondents may seek support on a free and confidential basis through Student Support Case Managers. This past academic year, SSCM piloted external counselling options for respondents as either part of a sanction, or on a voluntary basis. The SSCM office referred two student respondents to a community-based counsellor who specialized in working with adolescents who have committed sexual violence. The preliminary feedback from these counselling sessions was immensely positive. Student Experience will again include this as part of its Women’s Safety Grant proposal for the 2022-2023 academic year.

Section 4: Next Steps

The allegations of GBSV in September 2021 led to an internal Action Committee on Gender Based & Sexual Violence being formed to make recommendations aimed at changing the campus culture at Western. In parallel to the Action Committee, an independent review was initiated to identify policy gaps and/or procedural failures related to the weekend of September 10/11 and make recommendations to address them. Both of these reports and the University's response to them are published online at <https://president.uwo.ca/gbsv/>.

GBSV is a societal issue, and changing our culture will not be fast or easy. However, we remain committed to working to end gender-based and sexual violence on our campus, and in our community. Implementation of many of the reports' recommendations is already well underway to further develop, deliver, evaluate, and refine our future GBSV education and training.

Listed below are select highlights from this past year, along with goals for this coming year.

Highlights (2021-2022)

- Developed and implemented eLearning series on GBSV prevention training for all incoming student leaders.
- Developed and delivered a Multi-Phase Residence Training program for all first-year students living in residence.
- Offered informal resolutions as an additional pathway for GBSV complaints.
- Collaborated with Fanshawe College to offer survivor-centric programming.
- Leveraged social media to deliver key educational messages and provide direct links to resources on campus.
- Hosted a virtual book club (reading *Sexual Citizens* by Jennifer Hirsch and Shamus Khan) for staff engaged in GBSV work within post-secondary institutions across Canada.
- Designed an infographic depicting the formal complaints process, to be distributed on campus and through various social media platforms in the fall of 2022.

Goals (2022-23)

- Advance mandatory Multi-Phase Residence Training to begin during summer 2022, so students arrive to campus with base knowledge of GBSV. This training will become a condition of admission for all incoming students.
- Assign GBSV staff to participate in the selection of student leaders within the Orientation Week program.
- Enhance training for Orientation Leaders on GBSV prevention and response.
- Outreach to Greek Life to support these autonomous student organizations in their efforts to address GBSV.
- Hire an additional Survivor Support Case Manager.
- Hire an additional Prevention and Education Coordinator.
- Initiate review and revision of MAPP 1.52 *Policy on Gender-Based and Sexual Violence*, in accordance with the three-year review cycle. Consult and collect student and campus stakeholder feedback on the policy.
- Revise language in the *Policy on Gender-Based and Sexual Violence* to reflect informal resolutions process.
- Organize trauma-informed training for members of the university community who are likely to receive disclosures or complaints of sexual violence, delivered by Dr. Lori Haskell.
- Plan training for members of the university community who are likely to receive disclosures or complaints of sexual violence to understand EDI-D principles as it relates to GBSV.
- Review and assess information derived from IMPACT* focus groups to better address trans* student health care.
- Develop and implement targeted GBSV education for student trainers working with the School of Kinesiology.
- Continue to develop rehabilitation and support systems for student respondents.
- Work with the Ombudsperson to develop a brief overview and FAQ of the complaints process, written in plain English, to help educate respondents with the relevant information to respond to allegations against them.
- Support the new Gender-Based & Sexual Violence Advisory Committee that will be initiated, chaired by a soon to be named Special Advisor, reporting to the Provost & Vice-President (Academic).

ITEM 4.3(a) – Health, Safety and Well-being Annual Report 2021

ACTION: ☐ APPROVAL ☒ INFORMATION ☐ DISCUSSION

EXECUTIVE SUMMARY:

This report is provided annually to the Audit Committee for information in accordance with the Audit Committee's Terms of Reference.

It is presented to the Board of Governors for information.

ATTACHMENT:

[Health, Safety and Well-being Annual Report 2021](#)



Western University

Health, Safety and Well-being

Annual Report 2021



Western

Table of Contents

Executive Summary 3

 Strategic Achievements 4

COVID-19 5

Well-being (Return to Work, Rehabilitation and Ergonomics) 10

Safety Program Areas 13

 Laboratory Safety Program 13

 Biosafety Program 13

 Nuclear Safety: Radiation, X-ray, Laser Program 14

 Environmental Safety 18

Workplace Health 21

Workplace Accident and Incident Trends 23

Emergency Response 26

2022 Areas of Focus 27

Executive Summary

It was another year of challenging work for the Health, Safety and Well-being team supporting the Western community in our ongoing response to the COVID-19 pandemic.

The year started off with the difficult decision on Jan. 8, 2021, to remain virtual, as COVID-19 case counts were rising, and we found ourselves in the middle of a province-wide shutdown. Out of an abundance of caution, we delayed the return to in-person instruction and staggered the return of our students to residences until Feb. 21, following Reading Week. This proved to be the right decision – as the [provincial government declared a state of emergency](#) on Jan. 12 – and we encouraged all Western employees to work from home if the nature of their work didn't require them to be on campus.

Throughout the early months of 2021, we communicated and consulted regularly with the campus community. Our message was one of hope – that vaccines were on the horizon – and we asked people to prioritize their well-being by providing [24/7 support options](#) for students and employees.

We continued to carefully follow Ministry regulations, guidelines, and directives from Public Health over this past year – closely navigating the COVID-19 response framework, and providing strategic counsel. We further strengthened our partnership with the Middlesex London Health Unit (MLHU), which allowed us to anticipate and implement changes quickly, operate safely, and on a number of occasions, be the leader in higher education, announcing new safety measures (including requiring proof of vaccination) to ensure the health of our campus members.

In preparation for a full return to in-person learning in the fall, the summer months were spent building readiness projects (including additional plexiglass barriers, protective shields for classroom instruction, and optimizing our ventilation systems) as well as additional safety systems and measures (e.g., continued operation of our on-campus vaccination and testing centre, wastewater testing as an early detection system, and our Safety Ambassador Program).

As proof of our commitment to the shared responsibility in taking care of ourselves, each other and our community, our campus members rose to the challenge and achieved an outstanding rate of vaccination – [over 99% of our students and employees were fully vaccinated by October](#).

I'm incredibly proud of the tenacity, strength and care that our team and partners have shown in the face of adversity. Most importantly, we have created a culture that never compromises the safety of our campus community members, while supporting the teaching and research mission of our incredible institution.

With gratitude,



Matthew Mills, MBA
Director, Health, Safety and Well-being

2021 Strategic Achievements

- Created a safe environment that supported the full return to in-person learning and research through a formal [Continuity of Education Plan](#) with no COVID-19 transmission in any of our structured classroom, laboratory or learning environments
- The pandemic required us to simultaneously comply with various levels of international, federal, provincial and municipal public health regulations
- Supported the continued expansion of our [Biosafety Program](#) and related COVID (SARS-COV-2) research
- Successfully expanded the Safety Ambassador program, allowing us to comply with constantly evolving public health guidelines and best practices (e.g., health questionnaire, mask use, physical distancing, capacity limits, etc.)
- Supported employee well-being and mental health with a new Mental Health Module, as well as the establishment of new service agreements to augment EAP and support employees seeking services
- Nuclear Substances and Radiation Device (Consolidated License) – In Dec., 2021 we submitted the renewal application for our Nuclear Substances and Radiation Device (consolidated license) to the Canadian Nuclear Safety Commission (CNSC). This license allows us to conduct work across 66 different laboratories on campus. Approval was received for a new license period valid March 1, 2022 – Feb. 28, 2027.



COVID-19

The Health and Well-being of the Community

We play a leadership role in the health, safety, and well-being of our campus community. This responsibility is shared with many other support services including Facilities Management, Student Experience, Housing and Ancillary Services and all Deans and Associate Vice-Presidents. With thoughtful and persistent steps to take care of ourselves, each other, and our community, we quickly responded to adjust safety precautions, protocols, and guidelines as we navigated the COVID-19 pandemic.

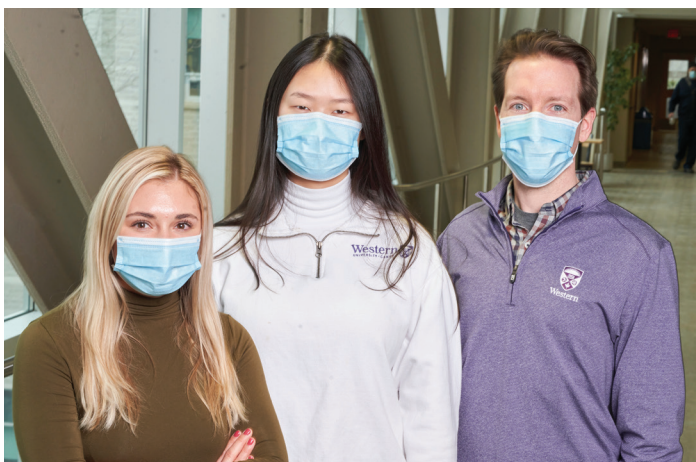
Those returning to campus for the first time in 2021, since the pandemic began, experienced a new environment; additional signage, new rules and regulations, changes to our physical spaces; things looked and felt a lot different. And together, we navigated through the various waves of COVID-19.



A pop-up banner promotes Western's 'Take Care. Get Boosted.' campaign inside the main University Community Centre.

Western is committed to creating an environment that can only be sustained if everyone – students, faculty, post-doctoral scholars, librarian and archivists, and staff take responsibility for their own health and safety and the health and safety of those around them. This was the premise of our [Take Care. Get Boosted.](#) vaccination campaign.

To support the return of employee groups and the arrival of students in Sept., a distribution system for the required 3-ply masks was put in place in partnership with Health, Safety and Well-Being, Western Libraries, faculty offices, the residence system, and the Office of the Registrar. Unlike the winter term, the fall term



In 2021, Western transitioned to providing 3-layer medical (ASTM level 3) masks.

(March 2020) and was updated consistently throughout 2021, acting as a resource for new information, FAQ's, guidelines (e.g., PPE, labs, offices, residences) and training in support of a safe return to campus and our [Continuity of Education Plan](#).

saw minimal disruptions due to outbreaks and COVID-19 cases in the community, the only major disruption was during the fall examination period when the latest variant of COVID-19 pushed the final days of the examination schedule into a virtual setting.

Our team benefited greatly from the support and flexibility of our many campus partners, particularly procurement as we moved through an evolution of masking requirements throughout 2021: from cloth to 3-ply non-medical, and then eventually 3-layer medical (ASTM level 3) masks.

Our '[Health & Safety Measures](#)' website was launched during the early days of the pandemic

Return to Campus – Health Assessment Questionnaire

Throughout 2021 we continued to work closely alongside our partners in Human Resources Information Services (HRIS) and Western Technology Services (WTS) to quickly adjust Western's health assessment screening questionnaire in our employee PeopleSoft '[MyHR](#)' and student Qualtrics systems.

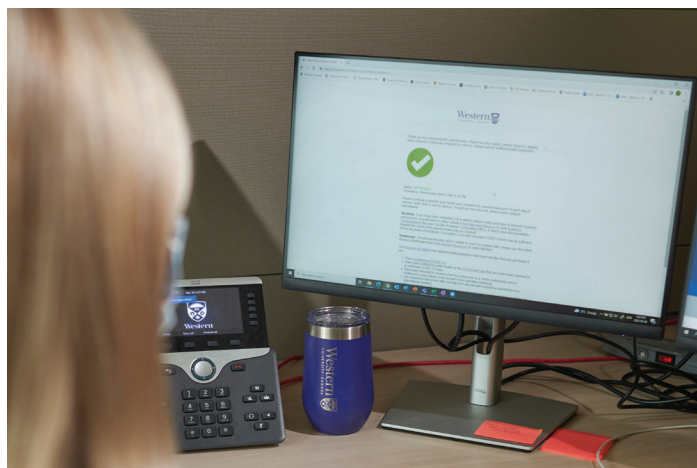
The questions were guided by information provided by public health, and we communicated this in several different ways. Before returning to campus, all employees and students were required to complete their health assessment questionnaire.

Both applications were integrated into a card swipe reader system so that an individual's health status could be checked via their Western ONECard when entering classrooms, shared spaces like the libraries or sports and recreation or for our [seasonal flu clinic](#).

Joint Occupational Health and Safety Committee (JOHSC)

Our JOHSC meetings provide a forum whereby representatives of all employee groups and the employer can identify and discuss workplace health and safety hazards and make recommendations to reduce or eliminate hazards. It is our firm belief that only through the joint effort of all parties can the University maintain a safe and healthy environment in which to work, study, live and conduct research.

During 2021 this committee met more frequently, on a monthly basis, with a particular focus on COVID-19 and navigating the various starts and stops involved with return to campus planning. Of particular note, there were no work refusals for 2021. We are appreciative of the diverse perspectives and partnership that this committee provides.



A Western employee completes their Return to Campus Questionnaire.

Wastewater Screening and Surveillance

This past year, we leveraged expertise from Western researchers to conduct wastewater surveillance of residence buildings at various sampling points across our campus.

This [project was led by Chris DeGroot and Eric Arts](#) and utilized passive samples that would then have RNA extracted and analyzed at our ImPaKT lab. Researchers would look for evidence of SARS-CoV-2 in the collected samples, and on a number of occasions in the fall, when an uptick in viral load was detected, we then notified students to go for testing based on the likelihood that someone in their building was positive.



A sewer is opened to allow for testing.



A wastewater sample is drawn.



Wastewater samples are tested for levels of SARS-CoV-2.

Safety Ambassador Program Expansion

In 2021 we expanded our ‘boots on the ground’ Safety Ambassador Program. This past year we built on the success that we had in 2020 by hiring Western community members (students and employees) to help influence safe behaviours on campus during our busiest times. This included support for our learning and study spaces, eating locations, and common areas.

This program included 23 Safety Leads that acted as a central point of contact and coordinated the schedules of 220 Safety Ambassadors. At various times throughout the year you could find our Ambassadors in buildings assisting with loading or unloading of classrooms, swiping Western ONECards upon entry to dining areas, or handing out masks to someone who may have forgotten theirs.

Our program received a boost of support from our partners in Western Libraries, where 40 employees acted as Ambassadors and echoed our message that safety is a shared responsibility. Residence Safety Advisors also provided support to our many first-year students that had chosen Western for their housing needs.

These important safety roles helped us to build upon the strong safety culture that we already have at Western and is evident throughout our various programs.



Students pick up 3-layer medical (ASTM level 3) masks at Weldon Library.



A student taps their Western ONECard demonstrating proof of vaccination before entering the library.

Vaccination and Testing Centre

In an effort to support the health of our community on campus, Health and Wellness Services continued to operate an on-site Vaccination and Testing Centre. It is available for first, second and booster doses of the COVID-19 vaccine. During 2021, we offered PCR testing in alignment with guidance from the Ministry of Health, and rapid tests for those with exemptions to our vaccination policy or identified as higher risk areas per our Decision Support Group (e.g., Music, Athletics, clinical placements).

International students that arrived without Health Canada approved vaccinations were able to access our on-campus Centre after completing their required quarantine.

We worked closely with our central Communications team who did an incredible job in both creating and then expanding education and awareness campaigns for “Take Care. Get the Shot” and then in the fall of 2021 “Take Care. Get Boosted”.

Study Space

A number of food-friendly study areas were set up across campus to support the academic needs of the community, while respecting the public health guidelines for physical distancing. These spaces were monitored for compliance by our Safety Ambassadors and were located in our higher-traffic buildings. We worked closely with the University Students' Council (USC) and were thankful for their support in providing the Mustang Lounge as a large, open space that was centrally located. In addition, spaces were available for use in Natural Sciences, The Great Hall and across from Lucy's (Somerville House).



A dedicated study space in the Mustang Lounge.

Closing out the year with more uncertainty

Prior to the December holiday break, key public health indicators began to signal increasing cases of COVID-19 due to the emergence of a new variant (Omicron) and a Letter of Recommendation was issued by our local public health units on Dec. 9.

We also made efforts to decrease the number of people on campus where possible and encouraged our community members to reduce their social contacts over the coming holiday season. We reminded our community that this pandemic continues to evolve, and that we must remain vigilant as we moved towards the winter break.

Despite having no evidence of transmission in our classrooms, as a preventative measure and out of an abundance of caution, Western announced on Dec. 14 that we would be moving exams online. On Dec. 17, after consultation with health experts and approval from Western's Senate, we announced that we would be delaying the start of the winter term and shifting to virtual classes based on the evolving nature of COVID-19 and the potential for impact to our local region. This early announcement allowed us time to prepare the campus community to shift to virtual platforms and be prepared to provide the best and safest student experience. We also requested students delay their return to residence until in-person learning resumed on Jan. 31, 2022.

Employee Well-being



Some members of the Well-being Team at Western.

This dedicated [team](#) of Health and Well-being consultants and a Wellness Coordinator are committed to supporting Western employees. Their work includes assisting employees impacted by illness, injury or disability, as well as accommodation, return-to-work and stay-at-work programs and providing documentation that may be required. The team also provides information and support regarding ergonomics and prevention of musculoskeletal disorders (MSDs).

679
New Files Opened

950
Active Client Files

Given the need for many to work from home at various stages through the pandemic, the team has updated resources to provide proactive measures for both on-campus and remote faculty and staff. They offer wellness information and programs to help employees achieve balance and well-being and assist employees to identify supports for mental wellness.

For 2021, 679 new client files were opened – almost a 50% increase over 2020 – with 950 active client files. Throughout 2021, Health & Well-being consultants worked with departments across campus to provide countless consultations to support leaders navigating between return to campus and work from home scenarios. In 2021, 62.9% of LTD claims resolved prior to the max. end date with a return to work, which is significantly better than the industry average of 50.5%.

New Education & Training

Mental Health Module:

With the support of the Talent, Learning and Engagement Team, a mental health literacy module has been made available to all staff, faculty and graduate students, developed and launched with the goal to teach people how to recognize, respond, and refer people who are facing mental health issues. The module is 15 minutes in length and outlines campus and community resources that are available.

Strengthening Current Programs

Canadian Mental Health Association (CMHA):

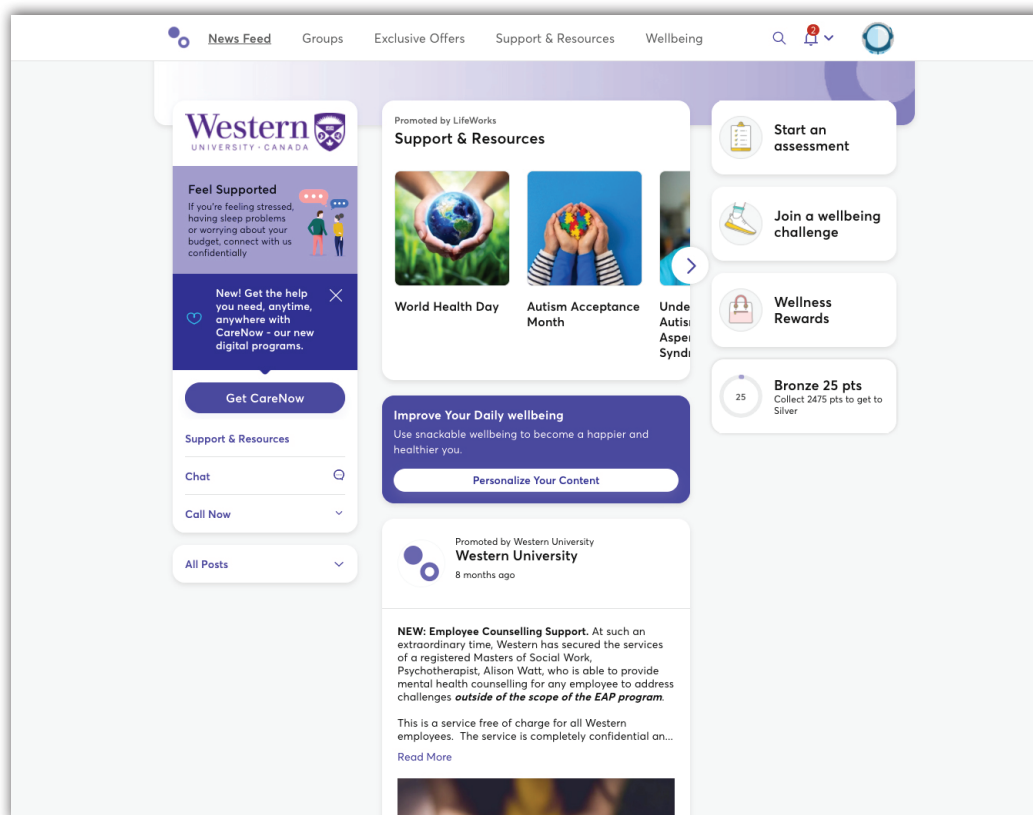
- Strengthening community partnerships through collaboration with CMHA on wellness offerings for our campus community, and in promoting access to free resources and supports in the community

Mental Health Literacy:

- In collaboration with Talent, Learning and Engagement and Employee Relations, a workshop aimed at supporting mental health literacy for leaders continues to be provided

Employee Assistance Program (EAP) Trends

This past year, there were 944 unique contacts to LifeWorks for wellness services, crisis supports, and short-term counselling. For our employees seeking support through EAP, the top issues reported were stress, anxiety, and dealing with difficult behaviour of children. There were 258 individual crisis interventions and 11 employee trauma/grief support services. Since the Wellness platform went live, there has been 1,970 registered users.



The LifeWorks website.

Living Well @ Western

Living Well @ Western is our employee wellness program that organizes events and provides resources to address all eight domains of wellness.

Living Well has demonstrated flexibility in both the format and content of their offerings. During the spring and summer, the program delivered virtual activity classes, offering live and recorded sessions for repeated viewing or asynchronous use.

We launched our Internal Wellness Rewards program in the spring. This program incentivizes participation in campus wellness events by providing employees with a participation code that can be submitted through the myHR portal. Earning points increases the chances of winning prizes from one of our great internal partners; weighted prize drawings are held every month. Wellness points can also supplement those earned through the LifeWorks portal. A participation code was offered at 122 events in 2021, with 141 unique employees participating in the program.

In Sept., Living Well classes transitioned outdoors where yoga was offered at Alumni Stadium. Open track sessions were available to employees that wanted to walk/run the track. We also hosted two Music Coffeehouse sessions, providing an opportunity for colleagues to connect and improve their social well-being, while enjoying a healthy lunch.

Through the LifeWorks platform, Living Well organized our first corporate Habitude Challenge that saw employees working together in teams or as individuals to adopt healthy coping mechanisms; 74 employees participated in the 30-day challenge. Living Well continues to leverage the LifeWorks platform for communications purposes, posting on their news feed and sending out push notifications via the LifeWorks app.

In December, Living Well curated content for the December Wellness page that featured a number of resources (including articles, podcasts and videos) to support employees over the holidays.



Yoga in the office.

Safety Program Areas

Laboratory Safety Program

Western has 430 active laboratories involved in complex research projects which handle a variety of sensitive biological, chemical, and nuclear/ radioactive sources.

Our [laboratory safety program](#) continued verifying the completeness of the chemical inventory by supporting Principal Investigators in new laboratories across campus and began conducting a physical audit in the Schulich School of Medicine & Dentistry laboratories. Our focus in 2022 will be to complete the physical audit throughout all the laboratories in the Schulich School of Medicine & Dentistry and across campus. The HECHMET chemical inventory and reporting system, has been a valuable tool and is utilized by researchers across campus and supports good risk management practices, as well as compliance with the [WHMIS 2015 standard](#). Our HECHMET system consists of 82,400 chemicals (8,890 unique).



Safety team members supporting bio-chemistry.

Laboratory inspections were conducted across campus, focusing on new and high-risk labs. Compliance with university policies and procedures, regulations under the Occupational Health and Safety Act and the Ontario Fire Code were assessed. Inspections included consultation with researchers on implementing measures to maintain compliance, with reducing the inventory of old and unused chemicals, improving chemical storage, and reducing hazardous waste as the focus. Inspections also included monitoring compliance with COVID-19 protocols, including working alone procedures as research was at reduced capacity throughout portions of 2021.

Biosafety Program

The [biosafety](#) function oversees safety measures related to the effects of biological research on humans, plants, and the environment, and specifically monitors the risk of biohazards such as bacteria and viruses used in laboratories. Other examples of biohazards can include plant pathogens, zoonotic diseases, and human source material.

In 2021, our Biosafety Program and specifically the state-of-the-art [ImPaKT facility](#) once again experienced a huge boost in attention from public health and private businesses as a large segment of the Biological Safety Program focused on COVID-related activities and much of the work was performed at Western's Containment Level 2+ and Containment Level 3 research facility. Western scientists worked diligently on many specialized projects to help our medical community and our local government identify and predict outbreaks of disease in our region. Our Biological Safety Officer (BSO) was an instrumental force behind the successful approval of many of these projects. Our BSO also worked closely with Facilities Management to approve the construction and renovation of 19 Containment level 2 laboratories.



Research being conducted at Western's ImPaKT facility

Our current program consists of 170 biosafety labs with permits and last year, 14 new Biological Agents Permit Applications were reviewed and approved by the Biohazards Subcommittee.

Three-year extension applications were also reviewed and approved for 79 biological research projects. These efforts support the regulatory requirements so that Western can maintain a high level of biosecurity and compliance in handling toxins and pathogens.



Personnel from Safety, Roberts and the Centre for Translational Radiographic Research with the new CT-Scanner.

Radiation, X-ray, Laser Safety Programs

Canadian Nuclear Safety Commission (CNSC) Inspection - Class II Nuclear Facility (Tandetron)

Western successfully completed the Class II Nuclear Facility (Tandetron) license audit in Dec. 2021. We submitted all required documents, visitor policy, and Health and Safety protocols for an in-person CNSC audit prior to their visit. Dr. Lyudmila Goncharova (Director of Tandetron Facility), Dr. John Di Guglielmo (Acting Chair of Radiation Safety Committee), Jack Hendriks (Tandetron Servicing and Operator) attended the audit to provide additional information and maintenance records. As a result of the audit, we updated our radiation safety manual and nuclear energy worker form regarding pregnant workers and breastfeeding to meet the revised CNSC Radiation Protection Regulations requirement.

Nuclear Substances and Radiation Devices License Renewal

The nuclear substances and radiation devices license renewal was submitted to CNSC in Dec. 2021 and was successfully renewed on Feb. 28, 2022. The license is valid from March 1, 2022, to Feb. 28, 2027.

We updated the Radiation Safety Manual on various procedures and policies including Pregnant Worker and Breastfeeding Policy (3.4.2), Volatile Radioiodine Compounds Policy (3.5.4), Leak Test Procedure (3.8.5.3), Dose Reporting Procedure (3.10.8), Skin Contamination (3.10.7 and 4.9), Radiation Signs (4.2), and Selected Isotope Data Sheets (4.3.6) based on the CNSC regulatory requirements and submitted to the CNSC on Feb. 25, 2022, for approval. Western's safety, policies, and procedures of the license are up to date and fully compliant.

Annual Compliance Reports

Western successfully submitted three annual compliance reports to the CNSC for nuclear substances and radiation devices, Class II nuclear facility and tritium import licenses. The reports included nuclear substances and radiation devices inventory, transfer and transport of radioactive materials, training of nuclear energy workers, numbers of radiation laboratories, activities of operating and servicing of Class II equipment, exposure reports of nuclear energy workers, etc.

Updated Internal Permits and Forms

Western has 105 active radiation, X-ray and laser permits. We successfully updated all the permits in June 2021. It allowed permit holders to confirm and ensure all the information is correct including personnel changes and training certificate renewal, as all radiation safety, X-ray safety and laser safety training are due every three years.

We also updated radiation, X-ray, and laser forms in July 2021 and uploaded the updated AODA compliance forms on the [Health, Safety, and Well-being website](#).

Disposal of Uranium Rocks – Department of Earth Sciences

The Department of Earth Sciences at Western University has various historical uranium rocks that were identified in 2021.

The historic uranium rocks were categorized and organized in cabinets to be disposed safely. The samples were taken to measure activity, and, based on the activity result, about 50% of uranium rocks at a low level were transferred to a uranium facility in Saskatchewan, whereas the rest of rocks at a high level were transferred to Canadian Nuclear Laboratories.

The remaining uranium rocks are now stored safely in the North Campus Building.



Uranium rocks on display in their former location in Earth Sciences.



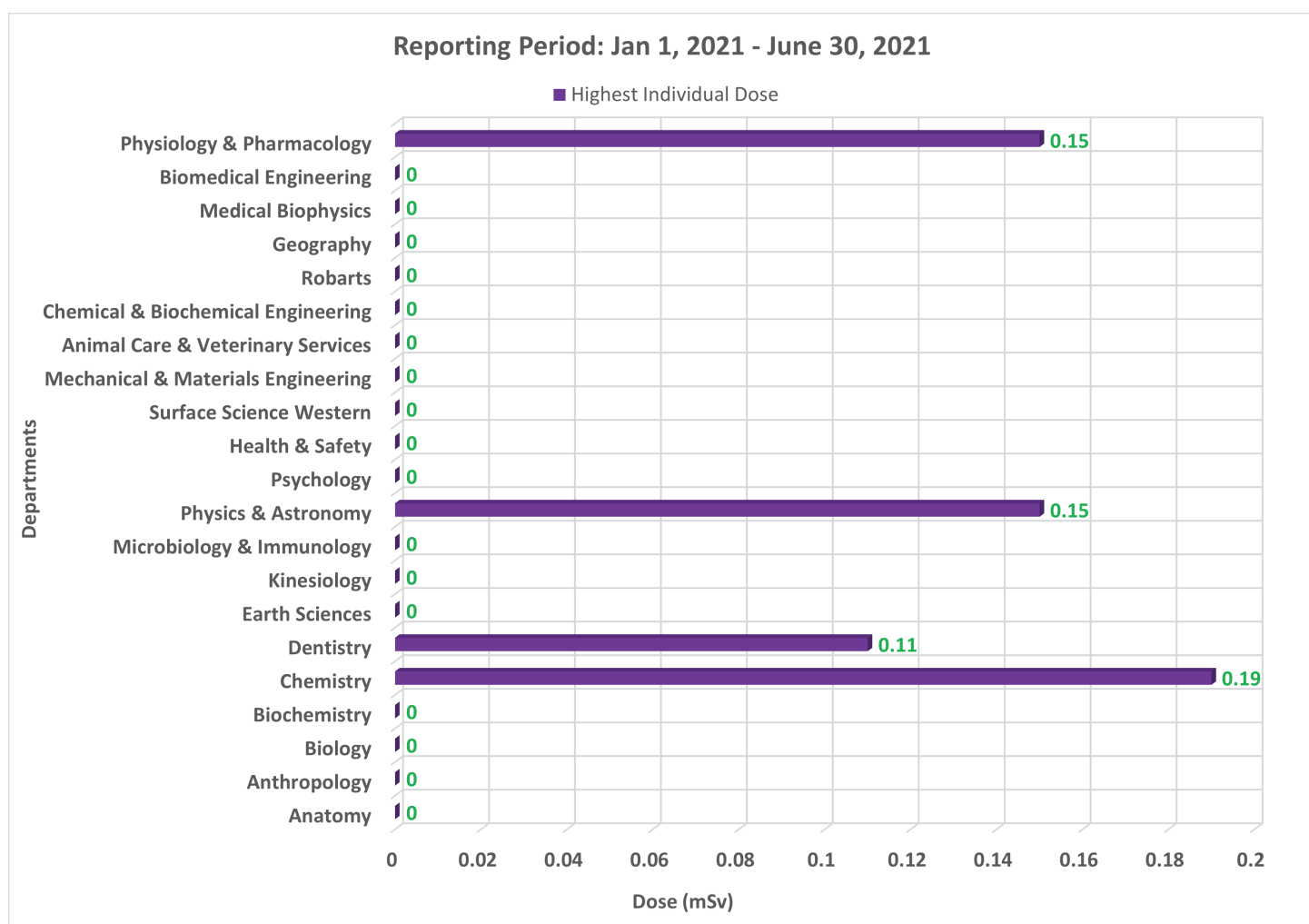
Uranium rocks stored in their new location in the North Campus Building.

Dosimetry Exposure Report Jan. 1, 2020 – Dec. 31, 2020 and Jan. 1, 2021 – June 30, 2021

Western continues to partner with Mirion Technologies, a CNSC-approved dosimeter service provider, to monitor and review periodically the whole-body exposure for each dosimeter user on campus. Dosimeters are worn for a period of six months at a time on the chest or abdomen when working with a nuclear substance, radiation device or X-ray machine on campus.

The annual effective dose for nuclear energy worker is 20 mSv per year and for an X-ray worker is 50 mSv per year. All the doses across campus were well below the public dose limit (1 mSv) and the action level at Western (2 mSv). The dose profile of the university was below 0.4 mSv for our reporting period of Jan. 1, 2021 – June 31, 2021. We will be receiving results on the reporting period of July 1 – Dec. 31, 2021 in the coming weeks.

Western has maintained good standing in its dosimeter program. Dose records have been filed with Health Canada's National Dose Registry (NDR).



New X-ray Facility - Department of Mechanical and Materials

The Ministry of Labour - Ontario Radiation Protection Service approved the move of an existing X-ray machine to a newly designed X-ray location in the Department of Mechanical and Materials Engineering in Jan. 2021.

New CT-Scanner at Robarts

The final license approval was obtained on a new CT-scanner located at Robarts Research Institute (RRI), as part of the Centre for Translational Radiographic Research. We partnered with the Robarts team throughout the application process to both the MOL and the Ministry of Health and Long-Term Care (MOHLTC). The Imaging group at Robarts Research Institute and Schulich School of Medicine & Dentistry are now successfully using the new CT-Scanner for both pre-clinical and clinical applications.

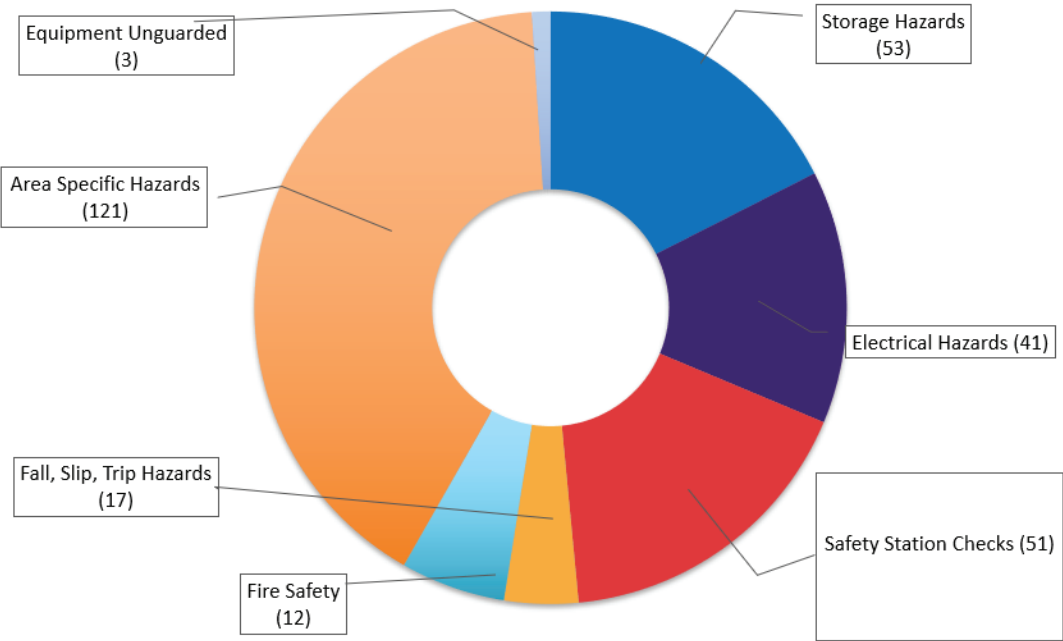


The new CT-Scanner being used for both pre-clinical and clinical applications at Robarts.

Workplace Inspection Program

In partnership with members of the Joint Occupational Health & Safety Committee (JOHSC), the general workplace inspection program was completed for all Western-owned buildings (main campus and off-site locations) in 2021. The worker representatives of the JOHSC and members of the Health, Safety and Well-being team reviewed 134 areas over 98 buildings and 455 hectares of campus to support research operations, administrative units, and academic areas. The program identified 298 items requiring compliance orders and provided various recommendations for improvement. Storage issues, daisy chains of electrical and incomplete safety station checks were the most frequently identified concerns.

Annual JOHSC inspection report 2021 Total Reportable Findings for Action n = 298



Environmental Safety



Health and Safety Consultants Fadi Al Jallad (left) and Tony Hammoud collect hazard waste for disposal.

Hazardous Materials and Waste

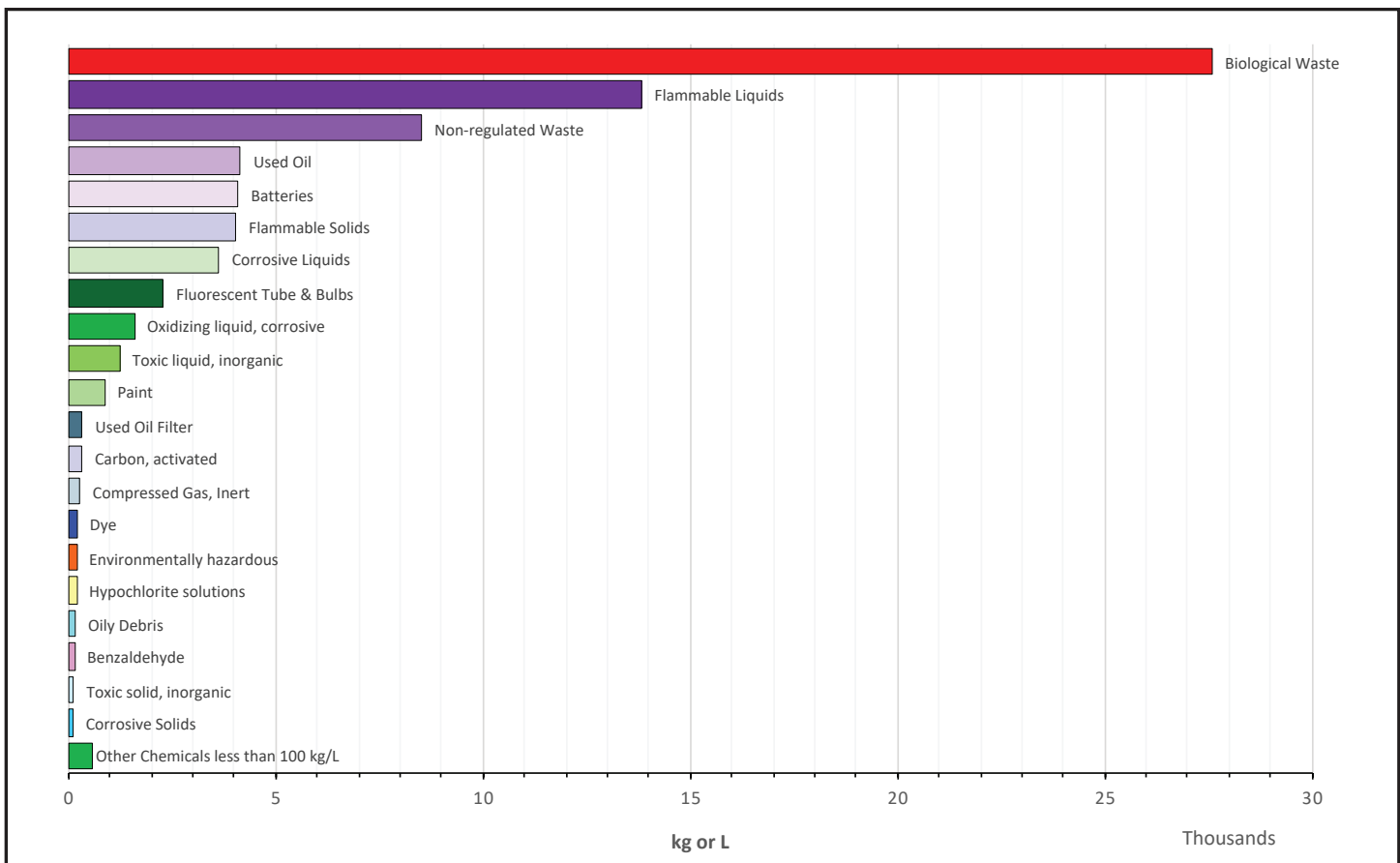
Western continues to effectively manage its Hazardous Waste Program across three sites; main campus, ICFAR and Fraunhofer. All chemical, biological, radioactive, and hazardous waste generated by Western's research and teaching activities are labeled, collected, transported, treated, and disposed of in compliance with the Ministry of the Environment (MOE) as well as other various regulations (e.g., Transportation of Dangerous Goods, Canadian Nuclear Safety Commission and Controlled Goods Regulations).

Chemical and hazardous waste is collected through our external contractor (RPR Environmental) every week from main campus and monthly from the two other sites. Radioactive waste material is stored until it has sufficiently decayed to non-radioactive waste. The biological waste streams (medical and biohazardous) are collected twice every week by Daniels Health as another trusted outsourced contractor. Manifests of waste collection and disposal are regularly sent to the Ministry of Environment and a robust record-keeping system is in place.

As required, the Ministry of Environment received our annual report and cited no concerns related to our hazardous management program.

During the 2021 calendar year, more than 73 tons of hazardous waste were collected from Western sites. The collected waste streams were appropriately treated before being reused, recycled, waste-to-energy incinerated, and/or disposed of in an environmentally friendly manner complying and exceeding the regulatory requirements. You will see that our top three categories of hazardous waste are biological waste, flammable liquids and used oil.

Categories of Hazardous Waste Collected in 2021



Indoor Air Quality and Ventilation

In 2021, there was a noticeable increase of indoor air quality and ventilation inquiries presented to our office. Most of these were initiated by employees who had been working from home throughout the pandemic and had returned to quiet, lower traffic buildings. Most complaints were focused on the presence of mold, stale, or stagnant air. Each concern was investigated but none had any substantial cause for concern or remedial action.

Facilities Safety and Construction

We made an important change in how we access rooftops at the University this past year. Previously, many of the research buildings (Engineering and the North section of campus) had what were deemed 'hazardous' roofs – due to the potential of exposure to ventilating fume hoods. This designation restricted access for the purpose of work or emergency repairs. Access to the roofs required the shutdown of fume hoods, thus halting research activities. The Health, Safety and Well-being team worked alongside Facilities Management and developed a plan to test emissions from fume hoods, proving that current technologies of roof strobic fans and 30-foot stacks effectively remove potentially hazardous air and emit into the upper atmosphere, thus making the roofs safe for Facilities Management trades access. This change reduced the future need for personnel to lock out fume hoods, no longer interrupting laboratory research or experiments that are taking place.



A ventilation inspection being conducted.

Ensuring Safe Construction Sites

In 2021, our Facilities Health and Safety Consultant provided more than 30 Construction Safety Talks to contractors who were successfully awarded renovation and construction projects. Safety presentations were conducted prior to the commencement of any construction project activities and topics covered included a wide range of University policies; (i.e., smoking, workplace harassment, and campus safety). In all cases, the contractor's COVID-19 policies and requirements were examined and discussed.

Our Consultant also regularly presented seminars for our own employees including Confined Space Entry, Elevating Work Platforms, Fall Protection, Laboratory Safety, Ladder Safety, Self-Contained Breathing Apparatus, and Environmental Spills Management.



The construction site at the new Indigenous Learning Centre.

Workplace Health

The primary role of Workplace Health is to provide health surveillance to employees at Western. There are several different surveillance programs that are provided as well as providing drop-in visits for workplace injuries, blood pressure screening, and crisis support for employees as needed.

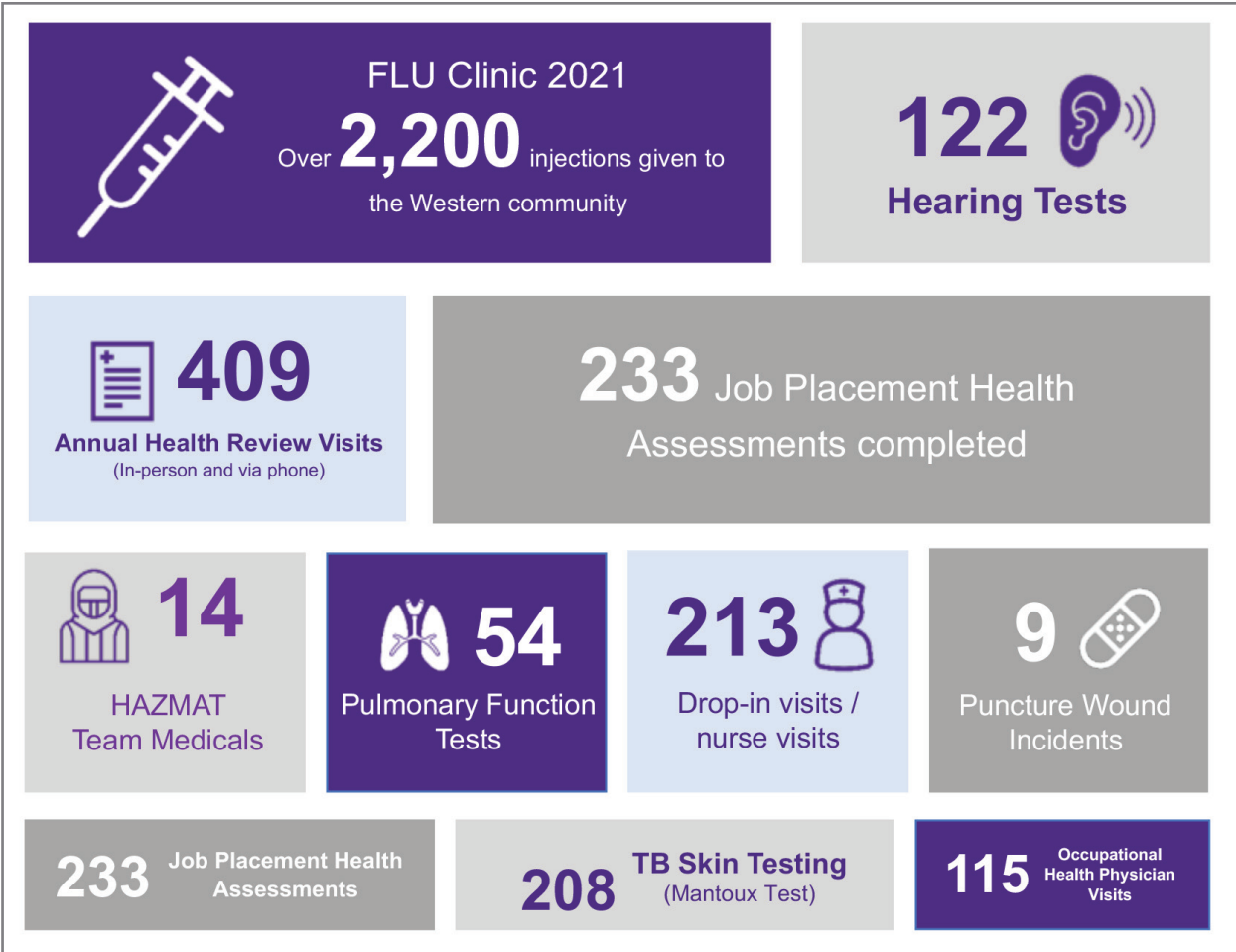


Kristine Brown, a workplace health nurse, administers the flu vaccine.



Dr. Sidney Siu, Kristine Brown, and Dr. Sonya Malone.

Workplace Health By-the-Numbers



Decision Support Group

This working group is comprised of our internal medical experts (Dr. Sidney Siu, Dr. Sonya Malone, Dr. Jim Stewart and Kristine Brown) as well as local leadership (Dr. Terry McQuaid and Matt Mills) who met weekly throughout 2021 to review the latest guidance received by various levels of public health (MOH, MLHU), as well as recommendations from both federal and provincial government entities (e.g., PHAC, COVID-19 Science Advisory Table).

This team had responsibility for developing and reviewing current protocols and anticipating required changes for things like high-risk exposures, close contacts, isolation and quarantine, vaccinations, testing and medical exemptions.



Students enjoy some time together, physically distanced in the University Community Centre (UCC).

Workplace Accident and Incident Trends

Our overall accident/incident totals increased slightly over our previous year – with a total of 266 incidents in 2021 vs. 248 incidents in 2020. This increase can be attributed to most of our workforce returning to campus as a result of the lifting of COVID-19 pandemic restrictions throughout most of the year. An important note is that our two highest areas of accidents/incidents (Hospitality Services and Facilities Management) stayed relatively stable despite the increased on-campus presence and support. Between those two areas, they account for 181 (68%) of the 266 incidents.

As a percentage of our overall accidents or incidents, lost time remains low (14%). This past year, the majority of our lost time can be attributed to a COVID-19 outbreak that was experienced in our Facilities Management division. Lost time continues to be the priority focus of our Health and Well-being Consultants, as a lost time claim is created when a worker suffers a work-related injury that results in being off work past the day of accident, a loss of wages/earnings, or a permanent disability or impairment.

Throughout 2021, our team identified ‘burns’ in increasing numbers, particularly in our Hospitality Services portfolio, where food is being prepared. It will be an area of increased focus throughout 2022, as we look to implement a number of training initiatives, SOP’s, and additional PPE measures.

The WSIB introduced a new rate framework that came into effect Jan. 1st, 2020. The new model uses a two-step approach (based on a six-year period) to set and adjust premium rates for businesses.

Lost Time Injury Frequency (LTIF) is a calculation of the number of allowed fatal and non-fatal claims divided by the derived hours worked multiplied by 200,000. As reported by WSIB, our Lost Time Injury Frequency (LTIF) for 2021 was 0.24 vs. 0.12 for 2020. Of the 39 reported lost time claims during 2020, 23 were allowed by the WSIB, 11 of which were attributed to the Facilities Management COVID-19 outbreak that occurred at the end of March.

The “Class/Subclass” category for “Educational Services” had a LTIF rate of 0.25 during 2020, putting us in a rebate position this past year. Our rebate of \$27,848 was received on March 25, 2022.

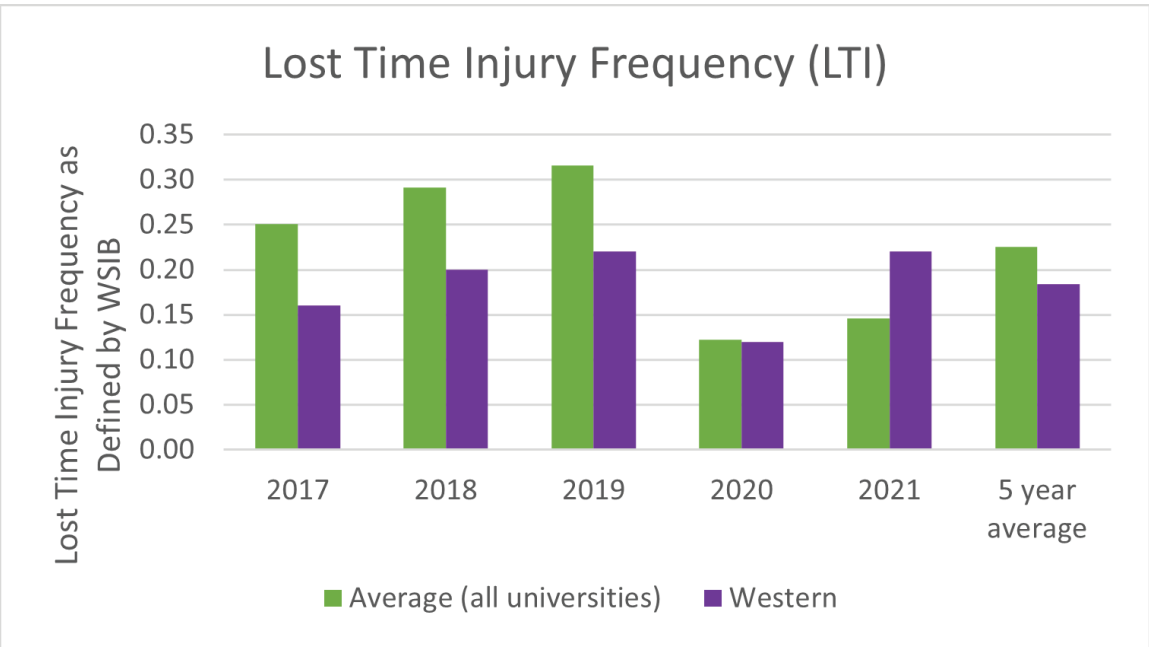
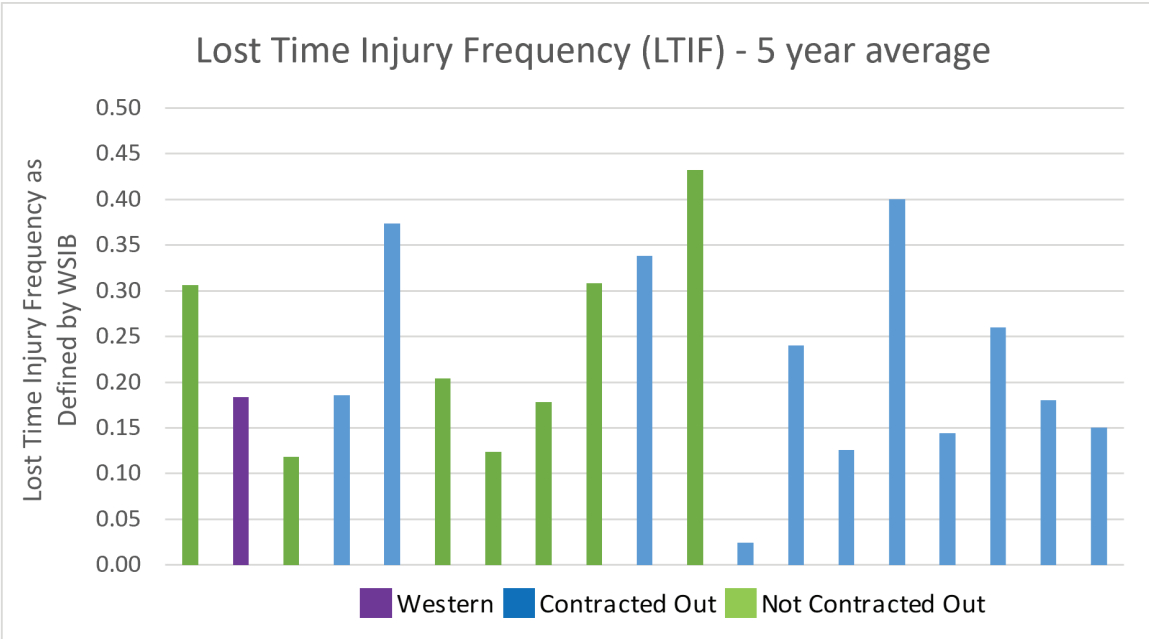


Western’s campus is on 455 hectares of land with 98 buildings.

Council of Ontario Universities (COU) - Comparison

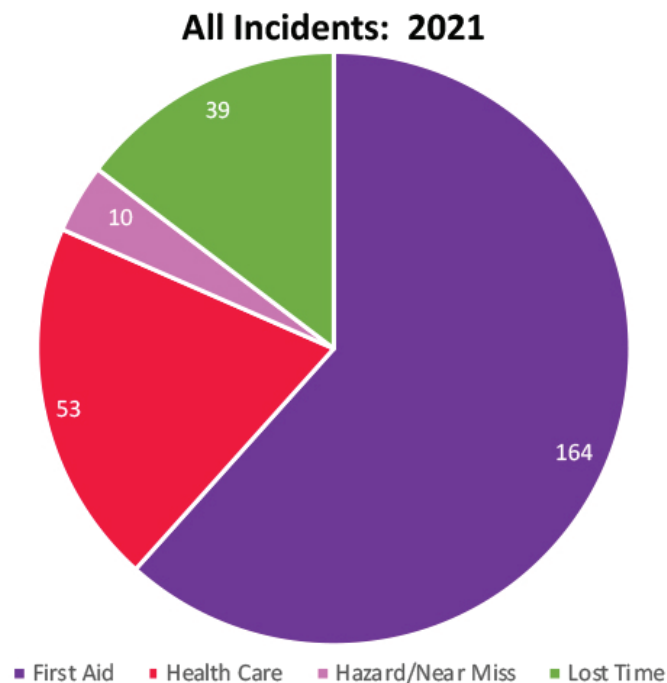
Western has consistently performed well with our five-year Lost Time Injury Frequency (LTIF) average, relative to our peer institutions. In both 2020 and 2021 many of our peer institutions improved their LTIF due to the pandemic resulting in significantly higher work-from-home arrangements for employees.

It's important to note that many of our peer institutions have chosen to outsource their food service work (see blue bars) - as a result, their LTIF rates are not reflected in the institutional data listed below. Institutions with similar service models are our true comparators (see green bars). Western is higher than the average of all Ontario universities for the first time, attributed to the in-person experience we provided to our students.



Workplace Accident/Incident Trends

Our overall accident/incident totals increased by a small number in 2021. In 2020 a total of 248 incidents were reported compared to 266 incidents reported in 2021. The number of incidents that occurred in Hospitality Services, Facilities Management and all other departments/units on campus are similar in numbers over the last two years.



Lost time claims in 2021 were in line with the prior year. Lost time remains a focus for our Health and Well-being Consultants. In 2021, the Health & Safety team saw an increase in thermal burns, specifically in the Hospitality portfolio, as a result, we will concentrate on a safety program in 2022 to help reduce this risk.

Emergency Response

Residence COVID-19 Outbreaks

In Sept., we welcomed more than 5,300 students into our residence system. Prior to checking into their residence rooms, students were required to show proof-of-vaccination as part of our new Vaccination Policy. Our partners in Facilities Management continued to perform enhanced cleaning, in addition to the various residence health and safety protocols that were in place for mask use, physical distancing, a no guest policy as well as a Quarantine Guide.

Unfortunately, our residence system wasn't immune to what was happening with COVID case counts and transmission more broadly across our region and the province in the early Spring of 2021 – prior to the widespread availability of COVID-19 vaccines. We had a total of 10 outbreaks declared throughout the Winter 2021 academic semester: Essex Hall (March 2), Medway-Sydenham Hall (March 8), Saugeen Maitland Hall and Ontario Hall (March 24), Elgin Hall (March 30), Medway-Sydenham Hall (April 2), Delaware Hall (April 3), Essex Hall (April 4), Perth Hall (April 8), and London Hall (April 17). These incidents all took place around the same time that the Ontario government enacted a Provincial Emergency and Stay at Home Order.

Throughout the Fall 2021 academic semester, we fared much better, likely due in large part to the tremendous effort undertaken by our campus community to get vaccinated. We had two outbreaks declared: Saugeen Maitland Hall on Nov. 27 - just prior to the arrival of the Omicron variant in our region and Delaware Hall on Dec. 10. The protocols that we developed for self-isolation and quarantine helped us to mount quick, coordinated and efficient responses in each case and prevent further spread throughout the campus community.

Hazmat Team

In its commitment to ongoing emergency preparedness, Western works cross functionally with a team of 14 volunteer staff to conduct exercises alongside our partners at the London Fire Department.

Western's Hazardous Materials (Hazmat) Emergency Response Team has prepared for potential local outbreaks of COVID-19 and in collaboration with Facilities Management have created the S-49 (COVID-19) protocol for response.

Team members were trained on the disciplined approach to emergency response and have reviewed governmental and biosafety infection control requirements. This team remains available 24/7 to support the research community and Facilities Management personnel as they perform necessary maintenance work in Western's various student residence buildings.



Members of the Hazmat team conducting training.

2022 Areas of Focus

Planning for Well-Being and Mental Health

Mental health conditions are the leading cause of disability, absence, and presenteeism. At Western, 46% of Long Term Disability (LTD) claims are related to mental health, with an average cost just over \$1M/year.

Western is in the early stages of implementing the Healthy Minds program, which is adapted from The National Standard of Canada for Psychological Health and Safety in the workplace. The program aims to promote mental health resources and stress management techniques for employees, while providing education as it relates to the thirteen psychosocial factors experienced in the workplace.

“At Western, 46% of LTD claims are related to mental health, with an average cost of just over \$1M/year.”

Leaders have participated in this professional development offering through the [Excellence in Leadership](#) program since Jan. 2021 and work is underway to roll out the Healthy Minds initiative to staff and faculty across campus throughout 2022. A [webpage](#) through Employee Health and Well-being also provides base knowledge, and an introduction to Healthy Minds has been launched to allow staff and faculty to engage in independent and asynchronous learning. We have a further goal to help deepen understanding and widen the impact of Healthy Minds by increasing access, and developing interactive micro learning modules.

Growth of our Living Well program will continue to be an area of focus. [Living Well](#) will continue to explore diverse ways to connect and support employees through planned Wellness Weeks, E-Newsletters, and a robust Summer/Fall event schedule that includes campus walks, activity classes, art therapy workshops and a speaker series.

Safe Return to Campus

Throughout 2022 we will continue to leverage our strong partnership with the MLHU to ensure that public health guidelines and [directives](#) are in place to support and protect members of our campus community through the various stages of the COVID-19 pandemic.

Technology Upgrade

Currently the administration of the Biosafety, Radiation/X-ray/Laser Safety, Laboratory Safety and Environmental Safety programs use older databases. Accident reporting, WSIB administration as well as case management and Workplace Health records are supported by a legacy system with limited functionality. We plan to invest in a system that will ensure we continue to have strong health and safety records at Western.

The return on this technology investment will be better business intelligence, more robust reporting and a better focus on safety issues and the health of our people.

Health, Safety and Well-being Team

Kristine Brown (Occupational Health Nurse)
Gina Choi (Student)
Adam Craig (Wellness Coordinator)
Mary Ann Dunham (Health and Well-being Consultant)
Jillian Dunsmore (EWB Consultant)
Tony Hammoud (Health & Safety Consultant - Biological Safety Officer/Facilities)
Fadi Al Jallad (Health & Safety Consultant)
Tammy Johnston (Health and Well-being Coordinator)
Dr. Sonya Malone (Occupational Physician)
Anne Marie McCusker (Health & Safety Consultant - Laboratory Safety Officer)
Matt Mills (Director, Health, Safety and Well-being)
Lindsay Plaisant (Manager, Employee Well-being)
Kyle Pollard (Health & Safety Consultant)
David Schlotzhauer (Health and Well-being Consultant)
Dr. Sidney Siu (Chief Medical Consultant & Occupational Physician)
Lynda Wo (Science Intern)



The Health, Safety and Well-being team at Western University.



Western

Health, Safety and Well-being

Suite 4159, Support Services Building
1393 Western Road
London, Ontario, Canada
N6A 3K7

(P) 519-661-2111 (X85578)
(E) hsu@uwo.ca

www.uwo.ca/hr/safety

ITEM 4.4(a) – Revisions to Resolution re: Presentations to Retiring Members

ACTION: ☒ APPROVAL ☐ INFORMATION ☐ DISCUSSION

Recommended: That, on the recommendation of the Governance and By-Laws Committee, the Board of Governors approve the revisions to Resolution re: Presentations to Retiring Members and rescind Resolution re: Commissioning of Portraits as presented in item 4.4(a)

EXECUTIVE SUMMARY:

The Governance and By-Laws Committee reviewed two resolutions pertaining to the recognition of retiring members of the Board. It was determined that Resolution re: Presentation to Retiring Members and Resolution re: Commissioning of Portraits be consolidated into one as the Resolution re: Presentations to Retiring Members of the Board of Governors and Commemorating Service of Chancellor, Chair of the Board, and President.

ATTACHMENT(S):

Proposed Revisions to Resolution re: Presentations to Retiring Members of the Board of Governors

Resolution re: Presentations to Retiring Members of the Board of Governors and Commemorating Service of Chancellor, Chair of the Board and President (clean copy)

Special Resolution: ~~No. 6~~

Effective Date: **[TBD]**

Revised: February 21, 1975; January 20, 1978; September 28, 1979;
June 25, 1998; **November 22, 2012**

1. ~~Presentation of mementos to retiring members of the Board shall be in accordance with the following guidelines:~~

~~(a)~~ A member **of the Board** who retires following completion of at least one full membership year of service and who has, **while a member**, attended at least 25 percent of the scheduled meetings of the Board shall receive a suitable memento of that service, to be determined by the Senior Policy and Operations Committee.

2. ~~The funding of portraits by the University shall be restricted to:~~

~~The Chancellor
The Chair of the Board, and
The President~~

The University shall commemorate the service of a retiring Chancellor, Chair of the Board or President by commissioning a photographic portrait of them. Such portraits shall form a part of the University's archives.

3. **The University shall commemorate the service of a retiring Chancellor, Chair of the Board or President by contributing not less than \$10,000 per year of service of operating funds for the creation of a student scholarship or award in their honour.**

The name, criteria, term and annual value of the award shall be determined by the retiring Chancellor, Chair of the Board or President in consultation with the Office of the Registrar and shall be brought forward by the Office of the Registrar for approval through the same process used for other awards funded by the University.

Effective Date: June 28, 2022

Revised: February 21, 1975; January 20, 1978; September 28, 1979;
June 25, 1998; November 22, 2012

1. A member of the Board who retires following completion of at least one full membership year of service and who has, while a member, attended at least 25 percent of the scheduled meetings of the Board shall receive a suitable memento of that service, to be determined by the Senior Policy and Operations Committee.
2. The University shall commemorate the service of a retiring Chancellor, Chair of the Board or President by commissioning a photographic portrait of them. Such portraits shall form a part of the University's archives.
3. The University shall commemorate the service of a retiring Chancellor, Chair of the Board or President by contributing not less than \$10,000 per year of service of operating funds for the creation of a student scholarship or award in their honour.

The name, criteria, term and annual value of the award shall be determined by the retiring Chancellor, Chair of the Board or President in consultation with the Office of the Registrar and shall be brought forward by the Office of the Registrar for approval through the same process used for other awards funded by the University.

ITEM 5.0 – Unanimous Consent Agenda

ACTION: ☒ APPROVAL ☐ INFORMATION ☐ DISCUSSION

Recommended: That the items listed on the consent agenda be approved or received for information by the Board of Governors by unanimous consent.

EXECUTIVE SUMMARY:

The Board's parliamentary authority - *American Institute of Parliamentarians Standard Code of Parliamentary Procedure* (formerly called *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 governing bodies 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 governing body to focus on major items of business. While approval of an omnibus motion saves time at 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, they may consult with the Chair of the Board, the relevant committee chair, and principal resource persons. In each Committee's report, these items are noted in the list of items at the beginning of the report. Action and information items on the agenda that are not noted on the consent agenda 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, they can have it be 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.

ITEM 5.1(a) – New Scholarships, Awards, and Prizes

ACTION: ☐ APPROVAL ☒ INFORMATION ☐ DISCUSSION

EXECUTIVE SUMMARY:

At its meeting on June 7, 2022, the Property and Finance Committee, on behalf of the Board of Governors, approved the Terms of Reference for the new scholarships, awards, and prizes as shown in Item 5.1(a).

Scholarships, Awards, and Prizes are funded in two different ways, through donor funding and through operating funding. Donor-funded scholarships, awards, and prizes are recommended by the Senate for approval by the Property and Finance Committee on behalf of the Board in accordance with the Property and Finance Committee Terms of Reference.

New donor-funded and operating-fund scholarships, awards, and prizes are attached for the Board's information.

ATTACHMENT(S):

[New Donor-Funded Scholarships, Awards, and Prizes](#)

[New Operating-Funded Scholarships, Awards and Prizes](#)

New Donor-Funded Scholarships, Awards and Prizes

Canada Life Bursary (Science)

Awarded to full-time undergraduate students in the Faculty of Science based on financial need. Preference will be given to students in the Department of Statistical and Actuarial Sciences. Online financial assistance applications are available through Student Center and must be submitted by October 31. The Office of the Registrar will select the recipients. This bursary is made possible by a generous gift from Canada Life, a leading insurance, wealth management and benefits provider serving more than 13 million customer relationships from coast to coast.

Value: 1 at \$2,000, awarded annually

Effective Date: 2022-2023 to 2026-2027 academic years inclusive

Environics Analytics Master of Data Analytics Scholarship (Science)

Awarded to full-time graduate students in the Faculty of Science based on academic achievement. Preference will be given to students in the Master of Data Analytics program. A committee in the Master of Data Analytics program will select the recipients. At least one representative of the committee must hold membership in the School of Graduate and Postdoctoral Studies. This scholarship was established with a generous gift from Environics Analytics.

Value: 2 at \$5,000, awarded annually

Effective Date: May 2022 to April 2027 inclusive

Whitten & Lublin Employment Lawyers Award (Law)

Awarded to full-time undergraduate students in the Faculty of Law based on academic achievement. Preference will be given to students who excel in 5650 Employment Law. The Faculty of Law will select the recipients. This award was established with a generous gift from Whitten & Lublin.

Value: 1 at \$2,000, awarded annually

Effective Date: 2022-2023 to 2026-2027 academic years inclusive

Chorley & Bisset Bursary in Engineering (Engineering)

Awarded to full-time undergraduate students in the Faculty of Engineering based on financial need. Preference will be given to students in an Electrical Engineering program within the Department of Electrical and Computer Engineering or a Mechanical Engineering program in the Department of Mechanical and Materials Engineering. Online financial assistance applications are available through Student Center and must be submitted by October 31. The Office of the Registrar will select the recipients. This bursary was established with a generous gift from Chorley & Bisset Ltd. Mechanical & Electrical Consulting Engineers.

Value: 1 at \$2,000, awarded annually

Effective Date: 2022-2023 to 2026-2027 academic years inclusive, with award value review to follow

Larry Schecter Computer Science Award (Science)

Awarded to full-time undergraduate students in the Faculty of Science based on financial need and academic achievement. Preference will be given to candidates in Year 2 Computer Science, who are committed to community service and involvement in extra-curricular activities. Recipients will continue to receive the award for 3 years, if they maintain full-time status, demonstrate financial need, and maintain a minimum academic average of 70% in Computer Science each year. Online financial assistance applications are available through Student Center and must be submitted by September 30. An additional application outlining the candidate's commitment to community service and involvement in extra-curricular activities must also be submitted to the Department of Computer Science by September 30. The Department of Computer Science will select the recipients and choose replacement recipients from the same cohort if a student no longer qualifies to retain their award, once the Office of the Registrar has assessed the financial need. This award was established with a generous gift from Larry Schecter (Honours BSc '85).

Value: 1 at \$13,000 awarded annually, continuing for 3 years. Each recipient will receive up to \$39,000.

Effective Date: 2022-2023 academic year

Hazelview HBA Award in Sustainability (Ivey)

Awarded to full-time undergraduate students in HBA2 enrolled in the HBA Sustainability Certificate at the Ivey Business School based on academic achievement. The HBA Scholarship Committee will select the recipients.

Value: 1 at \$8,000, awarded annually

Effective Date: 2022-2023 to 2026-2027 academic years inclusive

This award is made possible by Hazelview Investments - active investors, owners and managers of real estate investments since 1999. Hazelview is committed to fostering the sustainable growth of the communities in which they operate and supports learning and innovation in Environmental, Social, and Governance practices.

Hazelview Urban Development Bursary (Social Science)

Awarded to full-time undergraduate students in the Faculty of Social Science based on financial need. Preference will be given to candidates in the Urban Development program in the Department of Geography and Environment. Online financial assistance applications are available through Student Center and must be submitted by October 31. The Office of the Registrar will select the recipients.

Value: 1 at \$3,000, awarded annually

Effective Date: 2022-2023 to 2026-2027 academic years inclusive

This award is made possible by Hazelview Investments - active investors, owners and managers of real estate investments since 1999. Hazelview is committed to fostering the sustainable growth of the communities in which they operate and supports learning and innovation in Environmental, Social, and Governance practices.

Hazelview Urban Development Award (Social Science)

Awarded to full-time undergraduate students in the Faculty of Social Science based on academic achievement. Preference will be given to candidates in the Urban Development program in the Department of Geography and Environment. The Faculty of Social Science will select the recipients.

1 at \$3,000, awarded annually

Effective Date: 2022-2023 to 2026-2027 academic years inclusive

This award is made possible by Hazelview Investments - active investors, owners and managers of real estate investments since 1999. Hazelview is committed to fostering the sustainable growth of the communities in which they operate and supports learning and innovation in Environmental, Social, and Governance practices.

Hazelview Engineering Award in Sustainability (Engineering)

Awarded to full-time undergraduate students in the Faculty of Engineering based on academic achievement. Preference will be given to candidates in the Department of Civil and Environmental Engineering, Environmental Engineering option. The Faculty of Engineering will select the recipients.

Value: 1 at \$6,000, awarded annually

Effective Date: 2022-2023 to 2026-2027 academic years inclusive

This award is made possible by Hazelview Investments - active investors, owners and managers of real estate investments since 1999. Hazelview is committed to fostering the sustainable growth of the communities in which they operate and supports learning and innovation in Environmental, Social, and Governance practices.

J.C.S. Bursary in Medicine (Schulich School of Medicine & Dentistry)

Awarded to full-time undergraduate students in the Schulich School of Medicine & Dentistry based on financial need. Preference is given to candidates in the Doctor of Medicine (MD) program. Online financial assistance applications are available through Student Center and must be submitted by October 31. The Office of the Registrar will select the recipients.

Value: 1 at \$2,000, awarded annually

Effective Date: 2022-2023 academic year

This bursary was established in honour of a remarkable physician whose humanity, knowledge and quiet generosity, benefited everyone who knew him. He continues to inspire us all to be better than we think we can be - to be curious, to share in what we have and above all, to show compassion.

Ronald D. Schmeichel Founders Award (Any Undergraduate Program)

Awarded to full-time undergraduate students in Year 2 of any degree program based on demonstrated engagement with entrepreneurship activities at Western and academic achievement. Applications can be obtained online through the Morrisette Institute for Entrepreneurship's website and must be submitted with a one-page statement that

describes the applicant's entrepreneurship activities. Applications will be open to students at the end of Year 1, with an application deadline of April 30. Recipients will be confirmed in the fall once they register in Year 2. A committee in the Morrisette Institute for Entrepreneurship will select the recipients. The award will continue in Years 3 and 4, provided that the recipient maintains full-time status and continues engagement with entrepreneurship activities at Western, as determined by the Morrisette Institute for Entrepreneurship. The award value will increase to \$10,000 in Year 4, as long the recipient progresses to leadership of entrepreneurship activities, as determined by the Morrisette Institute for Entrepreneurship. If a recipient does not maintain the award, a replacement student will be selected from the same cohort. This award was established with a generous gift from Ronald D. Schmeichel.

Value: 1 at \$20,000 (\$5,000 in years 2 and 3, and \$10,000 in year 4), awarded annually
Effective Date: 2022-2023 academic year

Roy Young Chemistry Graduate Scholarship (Science)

Awarded to full-time graduate students in the Department of Chemistry based on academic achievement. A committee in the Department of Chemistry will select recipients. At least one representative of the committee must hold membership in the School of Graduate and Postdoctoral Studies. This bursary is made possible by a generous gift from Roy Young (BSc 1947).

Value: 2 at \$2,000, awarded annually
Effective Date: May 2022

Thakur/Jayaraman Family Bursary in Medicine (Schulich School of Medicine & Dentistry)

Awarded to full-time undergraduate students in the Schulich School of Medicine & Dentistry based on financial need. Preference will be given to candidates in the Doctor of Medicine (MD) program who also self-identify as a member of any equity-deserving group. Online financial assistance applications are available through Student Center and must be submitted by October 31. The Office of the Registrar will select the recipients. This bursary was established with a generous gift from Dr. Shiva Jayaraman (MD '02, MEd '09) and Dr. Varsha Thakur (MD '03), to support equity-deserving students attending medical school.

Value: 1 at \$2,000, awarded annually
Effective Date: 2022-2023 academic year

Callidus Engineering Award (Engineering)

Awarded to full-time undergraduate students in the Faculty of Engineering based on academic achievement. Preference will be given to candidates in the Department of Electrical and Computer Engineering or the Department of Mechanical and Materials Engineering. The Office of the Registrar will select the recipients. This award was established with a generous gift from Callidus Engineering.

Value: 1 at \$1,000, awarded annually
Effective Date: 2022-2023 academic year

Graduate Diploma in Accounting Case Competition Prize (Social Science)

Awarded to graduate students in the Graduate Diploma in Accounting based on academic achievement in the Graduate Diploma in Accounting Case Competition. A judging panel organized by the DAN Department of Management and Organizational Studies, including guest judges from CPA Ontario, will select the recipients. At least one member of the committee must hold membership in the School of Graduate and Postdoctoral Studies. This prize is made possible by a contribution from CPA Ontario.

Value: \$1,000 is available to be shared among members of the 1st place team and \$500 is available to be shared among members of the 2nd place team

Effective Date: May 2022 to April 2023 inclusive

Catherine Louise Ross Masters Recruitment Scholarship (FIMS)

Awarded to full-time graduate students entering the Master of Library and Information Science (MLIS) based on academic achievement. Preference will be given to candidates who demonstrate leadership through community service and/or who face disadvantage. A committee in the Faculty of Information and Media Studies will select the recipients. At least one representative of the committee must hold membership in the School of Graduate and Postdoctoral Studies. This scholarship was established by a generous bequest from Catherine Louise Ross.

Value: 3 (1 in May, Jan, and Sept) at 7,500, awarded annually

Effective Date: May 2022 to April 2027 inclusive

Catherine Louise Ross Doctoral Recruitment Scholarship (FIMS)

Awarded to full-time graduate students entering the Library and Information Science (PhD) or Media Studies (PhD), based on academic achievement. A committee in the Faculty of Information and Media Studies will select the recipients. At least one representative of the committee must hold membership in the School of Graduate and Postdoctoral Studies. This scholarship was established by a generous bequest from Catherine Louise Ross.

Value: 4 at \$5,000, awarded annually

Effective Date: May 2022 to April 2027 inclusive

Catherine Louise Ross Graduate Recruitment Scholarship (FIMS)

Awarded to full-time graduate students entering the Library and Information Science (PhD), Media Studies (PhD), or Master of Library and Information Science (MLIS) degree program, based on academic achievement. Preference will be given to international students, with a goal of rotating selection between these three programs. A committee in the Faculty of Information and Media Studies will select the recipients. At least one representative of the committee must hold membership in the School of Graduate and Postdoctoral Studies. This scholarship was established by a generous bequest from Catherine Louise Ross.

Value: 1 at \$8,000, awarded annually

Effective Date: May 2022

Joyce Thomas Memorial Award (Law)

Awarded to full-time undergraduate students in the Faculty of Law based on academic achievement. Preference will be given to students who self-identify as Black or are Indigenous (First Nations, Inuit or Métis). The Faculty of Law will select the recipients. This award was established by the friends and family of Joyce Thomas (JD '09).

Value: 1 at \$1,000, awarded annually

Effective Date: 2022-2023 academic year

New Operating-Funded Scholarships, Awards and Prizes

Western Engineering Student Community Legacy Award (Engineering)

Awarded to full-time graduate students in the Faculty of Engineering who are in their graduating year. Recipients must demonstrate the following: mission-focus in support of the future success of the Faculty of Engineering, creativity, collegiality and leadership capabilities that embrace change and innovation leading to a more vibrant engineering community, participation in clubs and committees, involvement in student led organizations and engagement in student governance, work-study or internship roles within the engineering community. Students, faculty or staff can submit a nomination including a cover letter (two pages maximum) outlining how their nominee meets the mentioned eligibility requirements. Self-nominations are also welcome. Nominations are to be submitted online through the Engineering Graduate Services website (<https://www.eng.uwo.ca/graduate/funding/index.html>) by 4 p.m. on January 1 (or the Friday preceding if January 1 falls on a weekend). The Engineering Graduate Scholarship and Awards Committees will review the nominations and select the recipients. This award was established to honour and recognize faculty and staff who have dedicated 25+ years to the Faculty of Engineering creating a lasting legacy on the Western Engineering community and family.

Value: 1 at \$2,000

Effective Date: May 2022

Global Students at Risk Scholarships (Any Undergraduate Program)

Awarded to undergraduate students entering full-time studies in any first entry undergraduate program in the Faculty of Arts and Humanities, Engineering, Music, Health Sciences, FIMS, Social Science, Science at Western's main campus facing disruption and displacement due to conflict or war in their home countries.

Value: Number and value will vary

Effective Date: 2022-2023 academic year

ITEM 5.1(b) - Report of the Investment Committee

ACTION: ☐ APPROVAL ☒ INFORMATION ☐ DISCUSSION

EXECUTIVE SUMMARY:

The Investment Committee is a subcommittee of the Property & Finance Committee, responsible for establishing the investment policy, objectives and strategy, appointing managers and investment consultants, and periodically reviewing the portfolio performance. This report is provided quarterly.

As at March 31, 2022, the University had \$2.75 Billion (2021 - \$2.46 Billion) in assets under management (“AUM”) across the short-term portfolio, mid-term portfolio (“MTP”), and the operating and endowment fund (the “Fund”). The Fund comprises approximately 68% of the AUM.

The Fund is managed for long-term performance with 5 and 10 year returns of 9.6% and 10.4%, respectively, and has met its objectives over these periods.

ATTACHMENT(S):

[Report of Investment Committee including Appendix 1](#)

Report of the Investment Committee

This report outlines the market value of the assets under management and the recent activities of the Investment Committee. In addition, the performance of the Mid-Term Portfolio and Operating & Endowment Fund are provided.

Total Investments:

The following chart summarizes the total market value of investments held at March 31, 2022:

Asset Portfolio	Market Value (\$M)
Short-Term Portfolio	678.5
Mid-Term Portfolio	196.2
Operating Portfolio:	
Obligations	578.4
Surplus	<u>219.1</u>
Total Operating Portfolio	<u>797.5</u>
Endowment Portfolio	1,073.0
Total Operating & Endowment Fund	1,870.5
Jarislowsky Fraser Seg. Investment	2.9
Total Investments	2,748.1

Update on Investment Committee Activities:

- Management has started a search for an impact investing strategy, which it defines as investing with a purpose to make a positive contribution that aligns with one or several of the UN sustainable development goals. This investment will support the University's goal of having 10% of the Operating & Endowment Fund invested in sustainable opportunities. A commitment is targeted for the third quarter of 2022.
- The University continues to roll out its private equity program as a result of the 2020 strategic asset allocation. The Private Equity Working Group (a sub-committee of the Investment Committee) has approved two private equity commitments, totalling US\$27.5 million.
- Management is continuing its work on a real estate search, with a goal of making a commitment later this year.
- Sarah Takaki, Head of Sustainable Investing (HOOPP) joined the Investment Committee in May 2022, filling an external vacancy of the Investment Committee.

Update on Responsible Investing Activities:

- Management has updated its ESG manager survey questionnaire and has rolled out the new survey to all its external managers. Responses are expected in early June and will help us track ESG efforts of our external managers and inform our future engagement priorities.
- Western published its first Responsible Investing Annual Report, following the approval of the Statement of Investment Objectives, Policies and Procedures by the Board in April 2022.
- Management has started working with Mercer, the University's investment consultant, on climate scenario analysis for the Operating & Endowment Fund and the Mid-Term Portfolio. This analysis will help inform future asset allocation decisions in the context of various climate scenarios.

Financial Performance Metrics

Mid-Term Portfolio:

Performance

The performance related to the Mid-Term Portfolio at March 31, 2022 is as follows:

Account/Group	Ending Market Value CAD	Ending Weight	Policy Weight	% Rate of Return						Inception to Date	Inception Date
				One Month	Three Months	One Year	Three Years	Five Years	Ten Years		
University of Western Ontario	196,151,441	100.00		-0.01	-3.01	3.42	-	-	-	4.49	08/08/2019
Policy Index UWO				-1.02	-4.15	1.78	-	-	-	4.89	08/08/2019
Excess Return				1.01	1.14	1.64	-	-	-	-0.41	08/08/2019
FTSE 91-Day T-Bills + 300 bps				0.35	0.88	3.29	-	-	-	3.70	08/08/2019
Excess Return				-0.36	-3.89	0.13	-	-	-	0.79	08/08/2019

Source: Northern Trust Monthly Financial Reporting

Objectives

The main objective of the Mid-Term Portfolio is to outperform the FTSE 91-Day T-Bill Index by 300 basis points over a 3 to 5 year period.

As at March 31, 2022, the portfolio achieved its objective since inception. The portfolio does not yet have a three year track record to assess performance over the mid-term. The original contribution to the Mid-Term Portfolio was \$175 Million in 2019.

Operating & Endowment Fund:

Performance

The annualized performance of the Operating & Endowment Fund (the "Fund") was as follows:

Asset Class	1 Year March 2022	5 Year March 2022	Since Inception
Fixed Income	2.1%	3.9%	7.2%
Equities:			
Canadian	19.4	10.3	9.3
US	15.1	13.0	10.5
International	5.0	6.1	6.7
Global	1.2	-	-2.1
Private Equity	47.2	27.6	22.9
Real Estate	27.7	12.0	10.1
Infrastructure	15.1	9.5	11.6
Absolute Return	8.6	7.7	8.1
Currency Hedging	0.8	0.7	0.7
Money Market & Cash	-2.8	1.1	1.0
Total Fund Return	12.7%	9.6%	8.8%
Benchmark Return	8.4%	8.0%	8.1%
Total Fund Real Return	6.0%	6.8%	5.9%

Additional Operating & Endowment Fund performance detail can be found in Appendix 1 to this report.

Objectives

The objectives of the Operating & Endowment Fund are as follows:

Real return

One of the Fund objectives is to maintain the purchasing power of the Fund after pay out over the long-term. (i.e., to earn an amount after pay out, over the rate of inflation, as measured by the Consumer Price Index). Inflation has averaged 2.8% per year for the five-year period.

For the five years ending March 31, 2022, the annualized real return was 6.8%.

Value added

A second Fund objective is to earn the return produced by the asset mix policy based on the return of the market indices plus a premium to reflect active portfolio management.

Over the five years ending March 31, 2022, the actual annualized return for the Fund was 9.6% and the return generated by the market indices for the portfolio was 8.0% (benchmark return).

Asset Mix

The table below provides the classification and market value of the assets held in the Operating & Endowment Fund at March 31, 2022:

	Market	Target Asset Mix			Actual Asset
	Value	Minimum	Target	Maximum	Mix
Equities					
<i>Canadian</i>	290,583,178	7.5%	12.5%	17.5%	15.5%
<i>US*</i>	132,563,023	2.5%	7.5%	12.5%	7.1%
<i>EAFE*</i>	124,988,643	2.5%	7.5%	12.5%	6.7%
<i>Global*</i>	387,496,302	15.0%	20.0%	25.0%	20.7%
<i>Private</i>	204,833,098	7.5%	12.5%	17.5%	11.0%
Total Equities	1,140,464,244	52.5%	60.0%	67.5%	61.0%
Fixed Income					
<i>Core Fixed Income</i>	75,074,436	0.0%	5.0%	10.0%	4.0%
<i>Commercial Mortgages</i>	92,255,980	0.0%	5.0%	10.0%	4.9%
<i>Private Debt</i>	95,341,838	0.0%	5.0%	10.0%	5.2%
Total Fixed Income	262,672,254	7.5%	15.0%	22.5%	14.1%
Real Assets					
<i>Real Estate</i>	105,708,543	5.0%	10.0%	15.0%	5.7%
<i>Infrastructure</i>	201,647,631	5.0%	10.0%	15.0%	10.7%
Total Real Assets	307,356,174	12.5%	20.0%	27.5%	16.4%
Diversifiers					
<i>Cash & Money Market</i>	97,841,784	0.0%	0.0%	10.0%	5.2%
<i>Absolute Return Strategies, Market Neutral Strategies</i>	52,068,988	0.0%	5.0%	10.0%	2.8%
Total Diversifiers	149,910,772	2.5%	5.0%	12.5%	8.0%
SSgA Dynamic Strategic Hedging	10,106,547				0.5%
Grand Total	1,870,509,991				100.0%

*the Global Equities Target Asset Mix of 20% was previously allocated equally to US and EAFE Equities.

Appendix 1

The tables below provide performance data on the Operating & Endowment Fund at March 31, 2022

Total Fund Real Returns - For Rolling Periods Ending March 31, 2022

	1 Yr (%)	2 Yrs (%)	3 Yrs (%)	4 Yrs (%)	5 Yrs (%)	6 Yrs (%)	7 Yrs (%)	8 Yrs (%)	9 Yrs (%)	10 Yrs (%)	20 Yrs (%)
Total Fund	12.7	20.3	11.5	10.2	9.6	10.3	8.8	9.5	10.4	10.4	7.5
CPI	6.7	4.4	3.2	2.9	2.8	2.6	2.4	2.2	2.2	2.0	2.1
Real Return	6.0	15.9	8.3	7.3	6.8	7.7	6.4	7.3	8.2	8.4	5.4

	2022 (%)	2021 (%)	2020 (%)	2019 (%)	2018 (%)	2017 (%)	2016 (%)	2015 (%)	2014 (%)	2013 (%)	2012 (%)
Total Fund	12.7	28.3	-4.2	6.5	6.9	14.0	0.4	14.1	17.7	10.4	3.2
CPI	6.7	2.2	0.9	1.9	2.3	1.6	1.3	1.2	1.5	1.0	1.9
Real Return	6.0	26.1	-5.1	4.6	4.6	12.4	-0.9	12.9	16.2	9.4	1.3

Total Fund Value Added - For Rolling Periods Ending March 31, 2022

	1 Yr (%)	2 Yrs (%)	3 Yrs (%)	4 Yrs (%)	5 Yrs (%)	6 Yrs (%)	7 Yrs (%)	8 Yrs (%)	9 Yrs (%)	10 Yrs (%)	20 Yrs (%)
Total Fund	12.7	20.3	11.5	10.2	9.6	10.3	8.8	9.5	10.4	10.4	7.5
Total Fund Benchmark	8.4	16.2	8.9	8.2	8.0	8.8	7.2	7.8	8.5	8.7	6.7
Excess Return	4.3	4.1	2.6	2.0	1.6	1.5	1.6	1.7	1.9	1.7	0.8

	2022 (%)	2021 (%)	2020 (%)	2019 (%)	2018 (%)	2017 (%)	2016 (%)	2015 (%)	2014 (%)	2013 (%)	2012 (%)
Total Fund	12.7	28.3	-4.2	6.5	6.9	14.0	0.4	14.1	17.7	10.4	3.2
Total Fund Benchmark	8.4	24.5	-4.4	6.4	6.9	13.1	-1.7	11.5	14.6	10.1	2.3
Excess Return	4.3	3.8	0.2	0.1	0.0	0.9	2.1	2.6	3.1	0.3	0.9

Source: Mercer Investment Monitoring Review

ITEM 5.1(c) - Semi-Annual Ratio Report on Non-Endowed Funds

ACTION: ☐ APPROVAL ☒ INFORMATION ☐ DISCUSSION

EXECUTIVE SUMMARY:

The semi-annual report presents the quarterly activity of the non-endowed funds and monitors the ratio of investments to obligations against the target ratio of 1.08. As at March 31, 2022, the ratio is 1.25 and exceeds the target ratio.

ATTACHMENT(S):

[Semi Annual Ratio Report on Non-Endowed Funds](#)

Semi-Annual Ratio Report on Non-Endowed Funds

The attached report shows the non-endowed fund activity from 2009/2010 to March 31, 2022. The balance in the Undistributed Investment Returns Account at March 31, 2022 was \$219.1 million. At March 31, 2022, the 12-quarter moving average of non-endowed investments to the obligations of the portfolio was 1.25 (column 10), well above the target ratio of 1.08.

- ❑ Net returns (column 1) amounted to \$5.3 million for the period.
- ❑ Allocations to accounts (column 2), represents income distributed to the non-endowed funds. The non-endowed rate is based on the 30-day Treasury bill rate less administrative and management fees of 0.42%. The rate is adjusted quarterly and is applicable to non-endowed fund balances with the exception of Robarts. The non-endowed rate for the second quarter of fiscal 2021/2022 was 0%. In the case of Robarts, in accordance with the operating agreement, the long term portion of their fund balance earned the rate of return generated by the Operating & Endowment portfolio.
- ❑ The allocation to the operating budget (column 3) for fiscal 2022 is zero as approved by the Board.
- ❑ Other Allocations (column 4) for the period ending March 31, 2022 were zero.
- ❑ The non-endowed investments increased \$1.7 million (column 6).
- ❑ The total market value of the non-endowed fund's portion of the externally managed portfolio at March 31, 2022 amounted to \$797.5 million (column 7).
- ❑ The obligations of the portfolio amounted to \$578.4 million at March 31, 2022 (column 8).
- ❑ The ratio of investments to obligations stood at 1.38 (column 9) at March 31, 2022.

Western University Non-Endowed Funds: Quarterly Values										
Quarter	Net Returns (1)	To Accounts (2)	Allocations To Operating Budget (3)	Other (4)	Change in amount Owed (5)	Net Change (6)	Total Investments (7)	Total Obligations (8)	Ratio of Investments to obligations (9)	Ratio of Investments to obligations Average for 12 Quarters (10)
2009/2010	10.5	(0.7)	0.0	(0.6)	(3.6)	5.7	219.1	181.2	1.21	1.20
2010/2011	6.9	(0.5)	0.0	(0.4)	(1.0)	5.1	234.5	174.5	1.34	1.22
2011/2012	1.2	(0.2)	0.0	(0.4)	9.9	10.6	260.9	194.4	1.34	1.30
2012/2013	10.7	(0.8)	0.0	(0.9)	3.7	12.7	315.1	223.7	1.41	1.37
2013/2014	15.4	(1.0)	0.0	(1.6)	8.8	21.6	384.4	240.4	1.60	1.46
2014/2015										
Q1	13.2	(0.2)	0.0	0.0	1.9	14.9	436.6	263.0	1.66	1.48
Q2	6.8	(0.2)	0.0	0.0	(3.7)	2.9	439.5	259.3	1.69	1.50
Q3	22.8	(0.3)	0.0	0.0	(14.5)	8.0	447.5	244.8	1.83	1.54
Q4	14.0	(2.8)	0.0	(3.5)	5.2	12.9	460.4	250.0	1.84	1.59
2015/2016										
Q1	12.7	(0.1)	0.0	0.0	14.6	27.2	487.6	264.6	1.84	1.63
Q2	(9.6)	(0.1)	0.0	0.0	2.2	(7.5)	480.1	266.8	1.80	1.66
Q3	(6.8)	0.0	0.0	0.0	(1.9)	(8.7)	471.4	264.9	1.78	1.69
Q4	6.6	0.0	0.0	(1.9)	40.8	45.5	516.9	305.7	1.69	1.71
2016/2017										
Q1	25.9	0.0	0.0	0.0	14.9	40.8	557.7	320.6	1.74	1.73
Q2	9.9	0.0	0.0	0.0	(1.8)	8.1	565.8	318.8	1.77	1.75
Q3	22.3	0.0	0.0	0.0	(15.1)	7.2	573.0	303.7	1.89	1.76
Q4	27.5	(3.3)	0.0	(0.2)	(17.3)	6.7	579.7	286.4	2.02	1.80
2017/2018										
Q1	0.7	0.0	0.0	0.0	(5.5)	(4.8)	574.9	280.9	2.05	1.83
Q2	23.6	(0.1)	0.0	0.0	(11.5)	12.0	586.9	269.4	2.18	1.87
Q3	16.4	(0.1)	0.0	0.0	(16.6)	(0.3)	586.6	252.8	2.32	1.91
Q4	0.8	(2.4)	0.0	(49.9)	47.2	(4.3)	582.3	300.0	1.94	1.92
2018/2019										
July 2018 Q1	21.8	(0.5)	0.0	0.0	5.5	26.8	609.1	305.5	1.99	1.93
October 2018 Q2	(19.2)	(0.5)	0.0	0.0	(7.5)	(27.2)	581.9	298.0	1.95	1.94
January 2019 Q3	10.7	(0.6)	0.0	0.0	(15.2)	(5.1)	576.8	282.8	2.04	1.97
April 2019 Q4	34.6	(4.3)	0.0	(4.4)	1.3	27.2	604.0	284.1	2.13	2.00
2019/2020										
July 2019 Q1	5.1	(0.9)	0.0	(255.0)	259.9	9.1	613.1	544.0	1.13	1.95
October 2019 Q2	15.6	(1.8)	0.0	0.0	(4.3)	9.5	622.6	539.7	1.15	1.90
January 2020 Q3	31.6	(1.9)	0.0	0.0	(13.9)	15.8	638.4	525.8	1.21	1.84
April 30 2020 Q4	(50.2)	6.6	0.0	(4.9)	(12.3)	(60.8)	577.6	513.5	1.12	1.77
2020/2021										
July 2020 Q1	38.1	(0.7)	0.0	0.0	21.6	59.0	636.6	535.1	1.19	1.70
October 2020 Q2	4.3	0.0	0.0	0.0	(2.4)	1.9	638.5	532.7	1.20	1.62
January 2021 Q3	64.6	0.0	0.0	0.0	(13.5)	51.1	689.6	519.2	1.33	1.53
April 2021 Q4	46.5	(7.0)	0.0	(72.3)	50.6	17.8	707.4	569.8	1.24	1.47
2021/2022										
July 2021 Q1	48.9	(2.3)	0.0	0.0	26.0	72.6	780.0	595.8	1.31	1.42
October 2021 Q2	28.1	0.0	0.0	0.0	(10.1)	18.0	798.0	585.7	1.36	1.37
January 2022 Q3	3.4	(1.9)	0.0	0.0	(3.7)	(2.2)	795.8	582.0	1.37	1.31
March 2022 Q4	5.3	0.0	0.0	0.0	(3.6)	1.7	797.5	578.4	1.38	1.25

General notes:

[A] For 1995/96 through to 2012/13 the figures are the average for the four quarters.

Columns (1) to (6) refer to changes during the quarter, column (7) to (10) refer to the end of each quarter.
All figures are millions of dollars, except columns (9) and (10). Column (9) is the ratio of column (7) to column (8).
Column (10) is the average of the ratios in column (9) over 12 quarters (i.e. over 3 year period).

Notes:

- (1) Net investment returns, including changes in unrealized capital gains, net of consulting and investment management fees. This total includes returns on internally managed funds and other sundry investment earnings less overdraft interest and interest paid to employee benefit accounts.
- (2) Allocations from the fund to all accounts and associated companies, except the Operating budget and Other allocations (column 4)
- (3) Allocations to the Operating budget.
- (4) The April 2021 includes the following: allocation of investment income to MSOF and Sinking Funds (62.0); special allocation to capital (5.2) and year end mark-to-market adjustment on RBC SWAP interest agreement and debenture cost to carry (5.1)
- (5) The change in the amount owed to other funds for the quarter is the net cash flows into the accounts less any transfers to Western's bank account.
- (6) Quarterly net change, is the sum of columns (1) to (5) and is the change in the value of the fund in column (7), which is the change in the market value of investments during the quarter.
- (7) Total non-endowed externally managed funds. Endowed funds are not included.
- (8) Total of the non-endowed externally managed funds that are owed to University accounts and other creditors.
- (9) The ratio of column (7) to column (8).
- (10) The average of this ratio over the previous 12 quarters. The Board target for this ratio is an average of 1.08.

ITEM 5.1(d) – 2021-22 Operating Budget Update (Year-End) as at April 30, 2022

ACTION: ☐ APPROVAL ☒ INFORMATION ☐ DISCUSSION

EXECUTIVE SUMMARY:

The attached table provides the (preliminary unaudited) year-end update on the University's 2021-22 Operating Budget – and compares the updated figures to the budget as presented to the Board of Governors in April 2022. Major changes are as follows:

Revenues (lines 7 to 10)

- a. Tuition Revenue – International Medical Programs (line 7) is higher by \$920,000 due to higher-than-estimated enrolments.
- b. Royalties and Licences (line 8) is higher by \$2.1 million due to the final share redemption payment pertaining to the former Robarts Clinical Trials Program. The timing of this payment was not finalized at the time the budget was presented to the Board in April.
- c. All Other Revenues (line 9) – in total – were higher by \$1.1 million. This includes Application Fees through the Ontario University Application Centre (OUAC), year-end increases to some targeted provincial grants, and recoverable salaries from the hospitals.
- d. The net result is that total operating revenue is \$4.1 million higher than the original budget (line 10).

Expenditures (lines 11 to 14)

- e. Flowthrough of 85% of the International Medical Programs tuition to the Schulich School was higher by \$782,000 (line 11).
- f. A sum of \$2 million one-time has been allocated to the Research Promotion Fund to support core research facilities (line 12). The details and timing of this allocation were not finalized at budget time in April.
- g. All Other Expenditures (line 13) – in total – were higher by \$1.5 million. This includes higher-than-estimated evening hours campus security costs and legal fees as well as flowthrough of the targeted grants and Recoverable Salaries.
- h. The net result is that total operating expenditures are \$4.3 million higher than the April 2022 budget (line 14).

Operating Reserve (line 6)

- i. As a result of the above changes in revenue and expenditures, the Operating Reserve is \$72.1 million – very close to the \$72.2 million shown in the April 2021 budget.

ATTACHMENT(S):

[2021 Operating Budget Update as at April 30, 2022 Report](#)

Western University
2021-22 Operating Budget Update
as at April 30, 2022
(\$000)

<a> Summary

		As Presented to the Board <d>	(Preliminary) Actual	Increase/Decrease	
				\$	%
1	Revenues 	851,435	855,570	4,135	0.49%
2	Expenditures <c>	852,807	857,100	4,293	0.50%
3	Surplus / (Deficit)	-1,372	-1,530	-158	
4	Operating Reserve -- Beginning of Year	73,607	73,607	0	
5	Surplus / (Deficit)	-1,372	-1,530	-158	
6	Operating Reserve -- End of Year	72,235	72,077	-158	

** Revenue Changes**

7	Tuition Revenue: International Medical Programs			920	
8	Other Revenues: Royalties and Licences			2,125	
9	All Other			1,090	
10	Total Revenue Changes			4,135	

<c> Expenditure Changes

11	Medicine & Dentistry: Int'l Medical Programs (85% Flow-through)			782	
12	Vice-President (Research) : Research Promotion Fund			2,000	
13	All Other			1,511	
14	Total Expenditure Changes			4,293	

ITEM 5.1(e) – Ancillary Financial Report as at April 30, 2022

ACTION: ☐ APPROVAL ☒ INFORMATION ☐ DISCUSSION

EXECUTIVE SUMMARY:

The Ancillary Financial Report is provided semi-annually to the Property and Finance Committee and Board for information.

ATTACHMENT(S):

Preliminary Financial Results for 2021-2022: Student Fee-Funded Units, Ancillaries, Academic Support Units, and Associated Companies

Preliminary Financial Results for 2021-22
Student Fee-Funded Units, Ancillaries, Academic Support Units, and Associated Companies

For Information

Table 1 compares the 2021-22 preliminary financial results for Student Fee-Funded Units, Ancillaries, Academic Support Units, and Associated Companies to the projected results presented to the Property & Finance Committee and Board of Governors in April 2022. This schedule also reports the preliminary closing reserve balances as at April 30, 2022. The numerical references noted beside the comments refer to the corresponding line numbers on Table 1. Detailed revenue and expense statements for these operations will be included in the supplementary data distributed with the final 2021-22 audited financial statement package.

Brief highlights are as follows:

Student-Fee-Funded Units

Student-Fee-Funded Units are supported in whole or in part, by non-tuition-related compulsory ancillary fees. Although the operation of these units focused on returning to pre-pandemic normal in 2021-22, some ongoing pandemic related modifications to procedures and programs were necessary to maintain the safety of the campus community.

21. Student-Fee-Funded Units: 2021-22 financial results – \$842,600 surplus

Overall the budgets of these units ended in better position than projected – due to higher than anticipated ancillary fee revenue and lower than expected operational costs. Operational costs were down because of delays in filling open positions, reduced part-time staffing levels, and continued limitations on travel.

Ancillary Units

Revenues that support the *Ancillary Unit* budgets are derived primarily from the sale of goods and services to the general University community. The pandemic continued to negatively impact these operations in 2021-22 as a result of COVID-related service limitations and closures.

23. Family Practice Clinic: 2021-22 financial results – 446,700 deficit

The deficit for this unit is due to a decline in medical billings and an increase in operating costs. The operations, structure, and finances of this unit are currently under review.

24. Housing: 2021-22 financial results - \$1,859,400 deficit

The deficit for 2021-22 was lower than previously projected primarily due to a reduction in major maintenance spending.

25. Retail and Hospitality Services: 2021-22 financial results – \$687,800 deficit

The deficit for Retail Services was lower than anticipated mainly due to an increase in general merchandise and computer product sales, partially offset by lower food sales.

26. Parking Services: 2021-22 financial results – \$756,200 deficit

The deficit for Parking Services was lower than projected because of increased revenue from visitor parking and lower contracted services costs for gate attendants.

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 & Veterinary Services receives support from the University operating budget to help offset the costs of housing research animals, unrecoverable regulatory requirements, and training for animal users.

29. *Animal Care & Veterinary Services: 2021-22 financial results - \$353,100 surplus*

The surplus for Animal Care & Veterinary Services was higher than projected primarily due to additional support from the operating budget in anticipation of the opening of the Biomedical Research Facility.

30. *Boundary Layer Wind Tunnel: 2021-22 financial results - \$127,600 surplus*

The surplus for the Boundary Layer Wind Tunnel was higher than anticipated due to an increase in external project activity and lower model production costs.

Associated Companies

37. *Western Research Park (incl. Windermere Manor, ADEISS, & AMP): 2021-22 financial results - \$538,500 deficit*

The approved restructuring plan for Windermere Manor was fully implemented before the close of the fiscal year. The Western Research Park combined financial results reflect the operations of The Discovery Park, The Advanced Manufacturing Park, ADEISS, and Windermere Manor up to the restructuring date.

38. *Ivey School of Business Foundation: 2021-22 financial results - \$2,076,500 surplus*

The surplus from the Ivey School of Business Foundation was higher than anticipated primarily due to increase Ivey Academy programming and Ivey Publishing business.

39. *Ivey Business School Asia Limited: 2021-22 financial results - \$170,000 surplus*

The surplus for Ivey Business School Asia Limited was higher than projected due to lower indirect operating costs.

Table 1

Western University

Student Fee-Funded Units, Ancillary Units, Academic Support Units, and Associated Companies
2021-22 Preliminary Results Summary (\$ 000)

		2021-22 Projected			2021-22 Preliminary Actuals			% Change		Reserve Balances at April 30, 2022	
		Revenues	Expenses	Rev-Exp	Revenues	Expenses	Rev-Exp	Revenues	Expenses	Operating	Capital
1	A - Student Fee-Funded Units										
2	<i>Student Experience Fee-Funded Ancillary Units</i>										
3	<i>Sport & Recreation Pillar</i>										
4	Recreation	4,620.9	4,612.1	8.8	4,650.5	4,511.2	139.3	0.64%	-2.19%	259.6	928.5
5	Sport	5,756.3	5,707.5	48.8	5,871.1	5,873.2	-2.1	1.99%	2.90%	60.1	
6	Spirit & Connection (Thompson Recreation & Athletic Centre)	889.5	877.1	12.4	904.4	867.1	37.3	1.68%	-1.14%	88.6	569.9
7	Spirit & Connection (Spirited Activities & Events)	387.5	381.2	6.3	548.5	493.1	55.4	41.55%	29.35%	66.6	100.0
8	<i>Wellness & Well-being Pillar</i>										
9	Health & Wellness	6,350.9	6,176.4	174.5	6,461.0	6,448.6	12.4	1.73%	4.41%	1,129.0	500.3
10	Wellness & Equity Education	808.4	785.2	23.2	584.5	588.1	-3.6	-27.70%	-25.10%	194.1	200.0
11	Student Support & Case Management	373.0	358.1	14.9	382.1	340.4	41.7	2.44%	-4.94%	174.3	82.6
12	<i>Leadership & Learning Pillar</i>										
13	Academic Support & Engagement	1,802.6	1,737.8	64.8	1,869.1	1,762.3	106.8	3.69%	1.41%	518.7	73.1
14	Careers & Experience	1,527.1	1,482.0	45.1	1,633.7	1,448.3	185.4	6.98%	-2.27%	320.7	
15	<i>All Other Fee-Funded Ancillary Units</i>										
16	Financial Aid Office	1,298.4	1,189.2	109.2	1,323.2	1,168.9	154.3	1.91%	-1.71%	201.0	
17	International Student Services	536.2	535.6	0.6	549.9	549.7	0.2	2.56%	2.63%	1.4	
18	Indigenous Student Centre	879.2	871.3	7.9	928.3	870.2	58.1	5.58%	-0.13%	424.6	
19	Off-Campus Housing & Housing Mediation Services	459.7	476.2	-16.5	488.5	448.4	40.1	6.26%	-5.84%	260.1	
20	Western Foot Patrol	209.3	207.7	1.6	214.5	197.2	17.3	2.48%	-5.06%	67.0	61.0
21	Sub-Total	25,899.0	25,397.4	501.6	26,409.3	25,566.7	842.6	1.97%	0.67%	3,765.8	2,515.4
22	B - Ancillary Units										
23	Family Practice Clinic and Workplace Health Svcs	312.9	705.6	-392.7	307.4	754.1	-446.7	-1.76%	6.87%	-484.7	
24	Housing Services	70,676.7	73,255.8	-2,579.1	71,755.2	73,614.6	-1,859.4	1.53%	0.49%	56,857.4	
25	Retail and Hospitality Services	20,935.0	21,951.9	-1,016.9	21,690.6	22,378.4	-687.8	3.61%	1.94%	-4,488.4	
26	Parking Services	3,478.9	4,435.3	-956.4	3,616.5	4,372.7	-756.2	3.96%	-1.41%	2,874.6	
27	Sub-Total	95,403.5	100,348.6	-4,945.1	97,369.7	101,119.8	-3,750.1	2.06%	0.77%	54,758.9	0.0
28	C - Academic Support Units										
29	Animal Care & Veterinary Services	5,887.5	5,697.3	190.2	5,798.1	5,445.0	353.1	-1.52%	-4.43%	1,070.4	875.6
30	Boundary Layer Wind Tunnel	1,911.3	1,882.2	29.1	1,963.3	1,835.7	127.6	2.72%	-2.47%	727.6	300.0
31	University Machine Services	1,806.5	1,797.7	8.8	1,771.1	1,785.9	-14.8	-1.96%	-0.66%	270.3	
32	Fraunhofer Project Centre	1,057.2	1,057.0	0.2	1,091.9	1,091.8	0.1	3.28%	3.29%	0.0	146.8
33	Surface Science Western	1,949.6	1,727.8	221.8	1,898.0	1,634.4	263.6	-2.65%	-5.41%	300.0	595.1
34	Continuing Studies at Western	2,985.5	2,856.2	129.3	2,687.7	2,581.9	105.8	-9.97%	-9.60%	1,013.9	
35	Sub-Total	15,597.6	15,018.2	579.4	15,210.1	14,374.7	835.4	-2.48%	-4.28%	3,382.2	1,917.5
36	D - Associated Companies										
37	Western Research Parks (incl. Windermere Manor, ADEISS & AMP)	4,979.6	5,923.9	-944.3	5,071.0	5,609.5	-538.5	1.84%	-5.31%	3,573.2	
38	Ivey Business School Foundation	23,311.0	23,245.0	66.0	25,091.0	23,014.5	2,076.5	7.64%	-0.99%	16,684.6	
39	Ivey Business School Asia Limited	3,174.0	3,150.0	24.0	3,280.6	3,110.6	170.0	3.36%	-1.25%	-1,321.2	
40	Sub-Total	31,464.6	32,318.9	-854.3	33,442.6	31,734.6	1,708.0	6.29%	-1.81%	18,936.6	0.0
41	Grand Total	168,364.7	173,083.1	-4,718.4	172,431.7	172,795.8	-364.1	2.42%	-0.17%	80,843.5	4,432.9

ITEM 5.1(f) – Distinguished University Professor and Faculty Scholars

ACTION: ☒ APPROVAL ☐ INFORMATION ☐ DISCUSSION

Recommended: That, on the recommendation of the Property and Finance Committee, the Board of Governors approve the revised terms for Distinguished University Professors and Faculty Scholars as shown in item 5.1(f).

EXECUTIVE SUMMARY:

Financial award details relating to Western’s Distinguished University Professors and Faculty Scholars have not been amended since 2004. To continue to honour and celebrate outstanding scholarly careers and academic achievement at Western, the recommendation of increased funding commencing in 2022 is proposed.

ATTACHMENT(S):

Revised copy – Distinguished University Professorships
Revised copy – Faculty Scholars

The University of Western Ontario

Distinguished University Professorships

Objective: To honour and celebrate outstanding scholarly careers at Western by conferring on a select group of the best scholars the title of “Distinguished University Professor”.

Program: Award includes

- Honorary title of “Distinguished University Professor” while employed at Western, but will change to “Distinguished University Professor Emeritus” at retirement from Western.
- A one-time award of ~~\$10,000~~ **\$20,000** to be used for scholarly activities at any time.
- A citation presented at an appropriate occasion
- The Distinguished University Professor will be asked to use the title in official documents, including papers, business cards and similar venues
- The total number of ‘active’ Distinguished University Professorships at any given time is capped at 3% of the full-time, tenured or probationary faculty members at Western.

Rationale: The University is served well by recognizing the most outstanding members of their community. This award will recognize sustained excellence in scholarship over a substantial career at Western. Scholarship is broadly defined to include research and teaching, but cannot exclude either, as well as contributions to service to the community. Thus, this is not a recognition solely of research excellence, which is the purpose of the Hellmuth Prize, nor is it a recognition solely of teaching excellence, which is the purpose of the Pleva Award. The Distinguished University Professorship will recognize sustained excellence as a complete scholar, and will fulfill the commitment in *Making Choices* to develop a program of recognition for Faculty (Section 2.10).

Process:

- There will be an annual nomination and selection cycle.
- A Distinguished University Professor Selection Committee will be created. This committee will consist of the following members:
 - The Provost or designate
 - The Vice-President (Research) or designate
 - One senior scholar from another research-intensive university or institution, appointed by the Provost
 - Four senior scholars at Western, elected by SenateThe Selection Committee will be chaired by the Provost or designate. Members will be appointed for two-year terms (once renewable) commencing July 1.
- The Selection Committee will make recommendations to the President based on the criteria:
 - Outstanding and sustained research record that have had international impact in the field of research and that identifies the individual as a leader
and
 - A sustained record of excellence in teaching of undergraduates and/or supervision of graduate students and training of highly qualified personnel
and

- A demonstrated history of service to the University and the research community in general through serving on committees, participating in governance and contributing to peer review at the local, provincial, national or international level

Restrictions: To ensure excellence in these select awards

- The selection criteria must be strict
- All nominations may be rejected in any given year
- The total number of active Distinguished University Professors may be less than 3%
- Awards can be made to other award holders – including CRC's, Hellmuth Prize Winners, Pleva Award Winners, Industrial Chairs, Endowed Chairs and named Professors.
- ~~Initially awards will be given at a rate of no more than 6 per year.~~
- Decisions will be made without consideration of the relative distribution of the Distinguished University Professors across the disciplinary units of the University.

Cost:

- ~~Cost to implement – \$60,000 per year for five years for a total of \$300,000~~
- ~~About \$30,000 per year following that~~
- ~~A new allocation of funds will have to be approved for this purpose.~~

Impact:

Awards of Distinguished University Professors will

- Reinforce a culture of recognizing and celebrating excellence
- Celebrate the achievements of individuals who balance their scholarly activities while managing to be excellent at each activity
- Promote the spirit of participation in all activities of importance to the function of a healthy, research intensive University
- Provide a vehicle for demonstrating the success of Western's faculty internally and externally.

Approved by Senate February 20, 2004

Approved by the Board of Governors May 6, 2004

Revised by Senate XX, 2022

Revised by Board XX, 2022

Note: These awards are available for Constituent University Faculty.

The University of Western Ontario

Faculty Scholars

Objective: To honour and celebrate outstanding scholarly achievements at a critical point in the career of a Faculty Member at Western

Program: The Award includes:

- The title of “Faculty Scholar” for two years
- A stipend of ~~\$7,000~~ \$15,000 each year to be used for scholarly activities
- A citation to be presented at an appropriate occasion
- The total distribution of Faculty Scholars will be about 2-3% of full-time or probationary faculty, i.e.:

○ Arts and Humanities	3
○ Business	2
○ Education	1
○ Engineering	2
○ Health Sciences	3
○ Information and Media Studies	1
○ Law	1
○ Medicine & Dentistry	5
○ Music	1
○ Science	5
○ Social Science	5
<i>Total</i>	29

The total allocation to Medicine & Dentistry will reflect discussions about the eligibility of clinical faculty for this award and whether a specific allocation should be made for that group.

Rationale: The University is served well by recognizing scholarly achievements at critical points of a Faculty member’s career. This award will recognize outstanding contributions in research, teaching or service reflecting sustained excellence in all scholarly activities. This award recognizes the complete scholar who has recently achieved prominence in a select domain.

Process:

- There will be an annual nomination and selection cycle.
- Each Faculty will establish internal processes for nomination and selection of preferred candidates that will use a Faculty Selection Committee
- The Faculty Selection committee will make recommendations to the Faculty Scholar Selection Committee based on the criteria:
 - A recent, outstanding research achievement that has had international impact in the field of research and that identifies the individual as a leading member of that research community
 - and/or**
 - A considerable record of excellence in teaching of undergraduates and/or supervision of graduate students and training of highly qualified personnel
 - and/or**
 - A marked contribution of service to the University and the research community in general through serving on committees, participating in governance and contributing to peer review at the local, provincial, national or international level
 - while**
 - Maintaining an excellent record in teaching and research.

- A Faculty Scholar Selection Committee will be created, consisting of the following members:
 - The Provost or designate
 - The Vice-President (Research) or designate
 - One senior scholar from another research-intensive university or institution, appointed by the Provost
 - Four senior scholars at Western, elected by Senate.
 The Selection Committee will be chaired by the Provost or designate. Members will be appointed for two-year terms (once renewable) commencing July 1.
- This committee will review the Faculty nominations to ensure consistency of quality in all nominations and make final recommendations to the President.

- Restrictions: To ensure excellence in these select awards
- The selection criteria must be strict
 - Any or all nominations may be rejected in any given year
 - The total number of active Faculty Scholars may be less than the quota assigned and cannot exceed the quota
 - Awards can be made to other award holders – including CRC's, Hellmuth Prize Winners, Pleva Award Winners, Industrial Chairs, Endowed Chairs and named Professors
 - The award is not renewable and may only be held once in a career.

Cost:

- ~~First year as much as \$7,000 x 19 for a total of \$133,000~~
- ~~Second year as much as \$7,000 x 11 for a total of \$77,000~~
- ~~Annually on average about \$105,000 (for a total biennial cost of \$210,000)~~
- ~~A new allocation of funds will have to be approved for this purpose.~~

- Impact: The ongoing awarding of Faculty Scholars will:
- Recognize outstanding scholarly achievements when they occur
 - Contribute to an attractive scholarly environment at Western, which will assist recruiting and retention efforts at all levels
 - Provide a program that is managed at the Faculty level but held to Institutional Standards
 - Contribute to Faculty morale
 - Provide an opportunity to celebrate scholarly achievement at the mid-career stage of individuals who will be the leaders in their field
 - Provide a vehicle for demonstrating the success of Western's faculty internally and externally

Approved by the Senate, February 20, 2004
 Approved by the Board of Governors May 6, 2004
 Revised by Senate XX, 2022
 Revised by Board XX, 2022

ITEM 5.1(g) – Robert Hodder Chair in Economic Geology

ACTION: ☐ APPROVAL ☒ INFORMATION ☐ DISCUSSION

At its meeting on June 7, 2022, the Property and Finance Committee, on behalf of the Board of Governors, approved the establishment of the Robert Hodder Chair in Economic Geology and the appointment in the Faculty of Science.

EXECUTIVE SUMMARY:

Donor and Funding:

The Robert Hodder Chair in Economic Geology has been partially funded on a term basis from 2009 – 2022 through donations from Robert Hodder's family, friends, and colleagues.

An endowment to support the Chair will be established through new contributions totaling \$1.5M including a \$950,000 donation from Dean McDonald and Carol Ellis; \$250,000 received by multiple other donors to the Chair and to the Faculty of Science's Highest Priority Needs; and an additional \$300,000 from the Faculty of Science's operating budget/carry forward. Matching funds of \$1.5M through the Matching Chair Program will establish an endowment of \$3 million in support of the Chair.

Effective Date:

June 30, 2022

Purpose:

The holder of Robert Hodder Chair in Economic Geology will be an educator and researcher whose activities are anticipated to include:

- Managing a vigorous research program in Economic Geology;
- Collaborating with other faculty members in one or more broad research themes, including but not limited to: Earth and Planetary Systems; Resource Geoscience; Tectonic Processes and Natural Hazards; and Earth and Climate Evolution;
- Supervising graduate students at both the MSc and PhD levels; and,
- Teaching courses in Economic Geology and related fields.

Criteria:

The holder of Robert Hodder Chair in Economic Geology will be an educator and researcher with an established record in ore deposit research and a history of interaction with the mineral exploration industry.

Appointments to the Chair will be conducted according to Policy 2.22 – Funding of Academic Chairs, Professorships and Designated Faculty Fellowships (https://www.uwo.ca/univsec/pdf/policies_procedures/section2/mapp222.pdf) of the University. Appointments will normally be for a period of five years, renewable.

Allowable Expenses:

Funds available from the expendable project will be used to support salary and benefits and/or research or some mix thereof.

The Dean of the Faculty of Science, or a designate, will be responsible for allocating and spending these funds.

Reporting:

The University agrees to report annually to the donors regarding the activities of the Chair.

Background:

Robert (Bob) Hodder (1932-2017) had a long and distinguished career as a geoscience educator and a field geologist in both the private and academic worlds. He was appointed professor at Western in 1970, department chair from 1982 to 1990, and upon retirement in 1993, he received the professor emeritus title.

After leaving Western he had been working mostly for junior Canadian exploration companies on epithermal gold deposits in Central and South America.

Bob graduated from Queen's University and received his PhD from University of California, Berkeley.

He held the P.Geo, P.Eng, and CPG professional designations. He was also a fellow of GC, SEG, GAG, MAC, as well as a Life member of PDAC, CIM, and AMEBC. He received the Duncan Derry Medal of the Geological Association of Canada and the Mentorship Medal of the Canadian Federation of Earth Sciences.

Dean W.A. McDonald retired in 2019 as the Senior Vice President-Exploration at Hecla Mining Co. Previously, he was the Vice President-Exploration and Business Development for Committee Bay Resource Ltd - a Canadian-based exploration and development company from 2003 to 2006. Dean was the Exploration Manager at Miramar Mining Company/Northern Orion Explorations from 1996 to 2003.

Before studying at Western, he earned a BSc '81 from McMaster University and an MSc '84, Economic Geology from the University of New Brunswick. He is a member of Western's Geology Advisory Council and in 2021 he started his term as the Richard W. Hutchinson Visiting Industrial Professor in Mineral Deposits Studies.

Carol Ellis is a mining and exploration consultant based in Vancouver. She has a diverse experience in the junior resource sector and previously she was a manager with TSX Venture Exchange.

Carol started her career as a geologist with the federal government in Yellowknife, NWT, promoting mineral exploration in Canada's north. She holds a BSc in Geological Sciences and an MBA from Queen's University. Carol is the past Director of Association for Mineral Exploration in BC (AME BC).

Reputational Risk:

As part of its due diligence process in respect of prospective donations, University Advancement reviews public information regarding donors and their related entities from the perspective of reputational risk to the University. Reputational risk is assessed as none, low, medium or high and is determined as agreed among the Vice-President (University Advancement), the Dean(s) of the Faculty to which the academic position is appointed, and the Provost and/or Vice-President (Research) as appropriate.

Risk Assessment: None

ITEM 5.1(h) – Goodmans LLP Faculty Fellowships in Legal Ethics

ACTION: ☐ APPROVAL ☒ INFORMATION ☐ DISCUSSION

At its meeting on June 7, 2022 the Property and Finance Committee, on behalf of the Board of Governors, approved the establishment of the Goodmans LLP Faculty Fellowships in Legal Ethics and the appointment in the Faculty of Law.

EXECUTIVE SUMMARY:

Donor and Funding:

A new \$100,000 expendable gift from Goodmans LLP will provide funding for the Fellowships for a period of five academic years from 2022-2023 to 2026-2027. There may be one or two Fellows selected per year, at the discretion of the Dean of Law.

Goodmans LLP previously funded the Goodmans LLP Faculty Fellowships in Legal Ethics from 2010-2011 to present.

Effective Date:

April 30, 2022

Purpose:

This gift will support faculty research and will strengthen Western's reputation as one of Canada's leading law schools. Through the creation of these Fellowships, Goodmans' gift will support faculty research, student researchers and materials for students in the first-year course, Legal Ethics and Professionalism.

Criteria:

Fellows will be selected by the Dean of Law in accordance with the relevant policies and procedures of the University.

Appointments to the Fellowships will be conducted according to Policy 2.22 – Funding of Academic Chairs, Professorships and Designated Faculty Fellowships (https://www.uwo.ca/univsec/pdf/policies_procedures/section2/mapp222.pdf) of the University. The appointment will be for a period of one year, renewable at the discretion of the Dean.

Allowable Expenses:

Funds available will be used to support salary and benefits or research support or some mix thereof.

The administration of the spending of resources will be the responsibility of the Dean of the Faculty of Law.

Reporting:

The University agrees to report annually to Goodmans LLP regarding the activities of the Fellows.

Background:

Goodmans Toronto is the flagship office (they also have an office in Vancouver) with more than 190 lawyers offering a comprehensive range of practice areas and industry specialties. The Toronto team provides a complete spectrum of legal advice and representation to domestic and foreign business clients ranging from entrepreneurial businesses to multinational corporations and financial institutions across a wide range of industries.

Reputational Risk:

As part of its due diligence process in respect of prospective donations, University Advancement reviews public information regarding donors and their related entities from the perspective of reputational risk to the University. Reputational risk is assessed as none, low, medium or high and is determined as agreed among the Vice-President (University Advancement), the Dean(s) of the Faculty to which the academic position is appointed, and the Provost and/or Vice-President (Research) as appropriate.

Risk Assessment: None

ITEM 5.2(a) – University Discipline Appeals Committee Membership

ACTION REQUIRED: ☒ FOR ACTION ☐ FOR INFORMATION

Composition:

The Board of Governors shall appoint a Chair and 15 members: 7 members of faculty and 8 students (5 undergraduates and 3 graduate students).

- a.) No more than two of the faculty members shall be from the same Faculty. Undergraduate students shall be appointed from a broad range of Faculties and no more than two of the graduate students shall be from the same division.

Current Elected Members:

Terms ending June 30, 2022:

Chair: Chris Sherrin (Law)

Faculty: Aaron Hodgson (Mus), Angie Mandich (HSci)

Undergraduates: Elias Boussoulas (HSci), Claudia Gallant (Huron), Orlando Scarlett (SS/Ivey), Alison Taylor (A&H), Sarah Wallace (FIMS)

Graduates: MohdWessam Al Jawhri (Schulich), Dana Broberg (Schulich), Heidi Steeves (A&H)

Terms continuing to June 30, 2023:

Faculty: George Knopf (Engg), Wolfgang Lehmann (SS), Ken Yeung (Sci)

Terms continuing to June 30, 2024:

Faculty: John Corrigan (Sci), Jane Toswell (A&H)

Required: One (1) person to serve as Chair (term from July 1, 2022 to June 30, 2023)

Nominees: _____ Chris Sherrin _____ (Chair), (Faculty) Term to June 30, 2023

Required: Two (2) Members of Faculty whose term continues to June 30, 2025

Nominees: _____ Aaron Hodgson (Mus) _____ (Faculty)

_____ (Faculty)

Required: Three (3) Graduate Students (terms from July 1, 2022 to June 30, 2023)

Nominees: Dana Broberg (Schulich) (Student, GRAD)

Heidi Steeves (A&H) (Student, GRAD)

(Student, GRAD)

Required: Five (5) Undergraduate Students (terms from July 1, 2022 to June 30, 2023)

Nominees: Orlando Scarlett (Student, UNDG)

(Student, UNDG)

(Student, UNDG)

(Student, UNDG)

(Student, UNDG)

UDAC Committee Members

Christopher Sherrin

Chair, Faculty of Law

Christopher Sherrin is an Associate Professor in the Western University Faculty of Law. He has worked at the faculty for 16 years and has been Associate Dean (Academic) since 2017. Prior to moving to academia, he practiced as a criminal lawyer in Toronto for eight years. He has also taught part-time at Osgoode Hall Law School, served on several commissions of inquiry, been involved in judicial education, appeared before Parliament and government committees, worked with Legal Aid Ontario, and served on numerous university committees. He is married, with two children, and lives in London.

Aaron Hodgson

Faculty of Music

Dr. Aaron Hodgson is an Associate Professor in Western's Don Wright Faculty of Music, where he teaches trumpet, chamber music and pedagogy in the Department of Performance Studies. Praised for his "exquisite musicianship and assured composure" (International Trumpet Guild), Aaron was a prize-winner in the Ellsworth Smith and OSM Standard Life competitions and has been broadcast nationally by CBC Radio. His solo album *inner voice* was released on Blue Griffin Recordings in 2017. As an active chamber musician, Aaron is a founding member of the Carnyx Trio and Reverb Brass. Aaron holds a Doctor of Musical Arts from Yale University.

Orlando Scarlett

Undergraduate Student

Orlando Scarlett is a fourth-year undergraduate student at Western University, pursuing a dual degree in the Ivey HBA Program and Economics. He grew up in a small village in Jamaica and values doing his part to strengthen communities he is a member of. In his first year at Ivey, Orlando served as the VP Communications of Section 1 and was later elected to lead the Communications portfolio of the HBA Association for the 2021-2022 academic year. Orlando will serve as the Co-President of the Black Students at Ivey Collective for the upcoming academic year and is actively involved in other initiatives on campus.

Dana Broberg

Graduate Student

I will be entering the third year of a PhD in Medical Biophysics in September, having also completed my undergraduate degree at Western. My thesis work is centered on speech pathology and neuroimaging in cerebrovascular disease. I hope to continue to be involved in research throughout my career. Therefore, I look forward to any opportunity that will continue to develop my critical and ethical thinking skills, which are invaluable to a research career. As a graduate student member of UDAC these past couple years, I would be honoured to serve another term on this committee.

Heidi is a PhD student who has worked on issues concerning moral, political, and social philosophy and is exploring what placebo can tell us about intentionalism in philosophy of mind. She has completed a BA in Philosophy, Certificate in Ethics, and her Masters at Western. Heidi has been involved in the re-development of Western's K-12 Philosophy Outreach Program, Society of Mature Students, Peer Mentoring, and King's Liberal Arts 101 outreach program. She has completed an inclusive pedagogy workshop and SafeTalk training. Heidi has TA'd courses including Introduction to Philosophy, Critical Thinking, Big Ideas, Ethics Law and Politics, Health Care Ethics, and Philosophy and Artificial Intelligence.

ITEM 5.3(a) – Trustees – Jeffery Stamp Collection

ACTION: ☒ APPROVAL ☐ INFORMATION ☐ DISCUSSION

Recommended: That, on the recommendation of the Governance and By-Laws Committee, the Board of Governors approve the dissolution of the Trustees – Jeffery Stamp Collection as a standing committee of the Board; and that the Jeffery Stamp Collection continue to be administered by the University Library as part of its special collections.

EXECUTIVE SUMMARY:

The Trustees - Jeffery Stamp Collection, is a standing committee of the Board constituted for the purpose of supervising the Jeffrey Stamp Collection, which was gifted to the library of the University by the spouse of the late Albert O. Jeffery in 1933. He did not leave a Will.

The minutes of the Board meeting of March 27, 1935, include the following regarding the Jeffery Stamp Collection:

“A communication was received from Mr. F. Landon, Librarian, recommending that a Committee of Trustees of the A. O. Jeffery Stamp Collection be appointed with power.

On motion of Dr. H. T. Reason, seconded by Claude Brown the Trustees of the Jeffery Stamp Collection were named as follows: Mr. J. Howard Crocker, Mr. [...] Benson, Mr. Fred Landon and a representative appointed by the executors of the A. O. Jeffery Estate. This Trustee Committee is authorized to dispose of duplicate stamps and purchase other specimens required to complete the series. The appointments are effective from this date and are to continue for a period of three years. Carried.”

The use of the term “Trustees” appears to be in name only. There is no indication in the records of a trust having been created in respect of the collection.

The Jeffery Stamp Collection is presently maintained in its original cabinet in the Map and Data Centre adjacent to the Archives and Research Collections Centre in Weldon Library. There is no budget allocated to the library in respect of this stamp collection.

In an email, Tom Belton, Head of Archives & Special Collections advised as follows:

“There have been a handful of inquiries regarding the use and fate of the collection in the last decade or so. Apart from moving the collection from ARCC storage to the Map and Data Centre roughly five years ago, nothing has been done with it. Based on a review of some documentation left by Robin Keirstead [former archivist], nothing has been added to the Collection since the 1980s.”

The last known slate of committee members dates to 1993, save and except for the appointment of Ian Steele as Chair in 1998:

Reappointed by the Board January 28, 1988:

Ian Steele (Chair, as of 1998)
Fred Armstrong
Douglas Creighton
Thomas Moore

Appointed by the Board May 20, 1993:

Nick Jaco
John Steele

The Vice-Provost & Chief Librarian is an *ex officio* member of the committee.

The last meeting of the committee that we have on record was in 1984.

At the request of the Governance and By-Laws Committee, the University Secretary located contact information for the last known committee members and contacted Ian Steele, the last appointed Chair of the Committee.

Mr. Steele provided the following context:

“I have found my file on the Jeffery Stamp Committee, which I chaired between 1998 and 2003. The file is primarily from the 1980's when I was a member and the late Fred Armstrong was chair. There were no meetings after 1981, and no rough catalogue made since 1980. The restriction on any initiative was obvious. A very frank confidential letter from Fred upon his retirement might be the only item I have that you do not. There were inspections but no meetings during my chairmanship. On retiring I recommended to President Davenport, by e-mail, that the committee be abolished and the very valuable collection sold. The Victorian materials from the Canadian Provinces and Canada, and the Australian states, have all appreciated in value immensely since then, so it will have been worth the wait. Stamp collecting in general is even less popular now than it was then. (New members of our local stamp clubs are overwhelmingly men in their 60s. Recent stamps often sell at less than face value.)”

In a follow-up phone call with Mr. Steele, he indicated that he thought there were some valuable stamps among the collection (possible value greater than \$100,000, subject to any condition issues due to the way the stamps are mounted on boards). He indicated that some of the former committee members are deceased.

The Committee is asked to consider the dissolution of the Trustees – Jeffery Stamp Collection as a standing committee of the Board and that the Jeffrey Stamp Collection continue to be administered by the library as part of its special collections.

ATTACHMENT(S):

Terms of Reference: Trustees – Jeffery Stamp Collection

Effective Date: January 1975

Supersedes: *

GENERAL

1. The Trustees, Jeffery Stamp Collection, shall be a standing committee of the Board constituted for the purpose of supervising the Collection, which was bequeathed to the University in 1933 by the Jeffery Estate (the late Dr. Albert O. Jeffery).

MEMBERSHIP

2. The Committee shall consist of not less than four Trustees appointed by the Board for reason of their interest in the Collection or of their knowledge and interest in philately. The University Librarian shall be a Trustee ex officio and shall be Secretary. The Chair shall be appointed annually by the Board acting on the recommendation of the Committee.

DUTIES AND RESPONSIBILITIES

3. The Committee shall meet at least once annually, and meetings shall be at the call of the Chair or in his absence, the Vice-Chair.
4. The Committee shall exercise general supervision over the care, mounting, and display of the Collection for exhibition purposes.
5. The Committee shall determine along what lines the development and enlargement of the Collection should be considered, and may expend such funds as may be at its disposal for mounting and otherwise displaying the Collection and for adding to it by purchase.
6. The Committee may dispose of duplicate specimens and shall use such funds realized therefrom for the purpose mentioned in paragraph 5 above.
7. Subject to the approval of the Board, the Committee may sell or exchange such portions of the Collection which it may consider unwise to retain permanently, and shall use the proceeds thereof exclusively for the development of other portions of the Collection.

ITEM 5.4(a) – Subcommittee on Enrolment Planning and Policy (SUEPP) Report

ACTION: ☐ APPROVAL ☒ INFORMATION ☐ DISCUSSION

EXECUTIVE SUMMARY:

The Subcommittee on Enrolment Planning and Policy (SUEPP) Report is provided annually to the Senate Committee on University Planning for recommendation to Senate for approval. The report recommends targets and processes for first-year undergraduate enrolment and provides overall enrolment projections for Western and its Affiliated University Colleges in alignment with the University's strategic plan priorities and objectives.

The report is provided to the Board of Governors for information.

ATTACHMENT(S):

[Fall 2022 First-Year Undergraduate Admissions
Enrolment Projections for 2022-23
Report on the Fall 2021 Year 1 Class](#) (for information only)

SCUP's Subcommittee on Enrolment Planning and Policy (SUEPP)

Fall 2022 First-Year Undergraduate Admissions

A. Background/Context

History

Over the past twenty+ years, Western's enrolment planning has placed the highest priority in increasing the quality of our incoming first-year class – which has moved the overall average grade of our first-year class from a position of “below the Ontario average” in 1993 to the top among Ontario universities. In order to achieve that goal, our approach to first-year admissions has included the following high-level priorities:

1. Our objective should be to continue to increase the quality of our incoming class – and we should continue to maintain and increase entrance standards.
2. The approach of using the common minimum entrance requirement for the large direct-entry programs should be continued. For limited-enrolment programs – based on annual reviews by the Provost and the Deans – the entrance requirements could be higher. The result of this approach is that student demand/choice drives program-specific enrolments.
3. We should work to increasing our first-year international enrolments.
4. We should continue to monitor the gap in entrance requirements between Western and the Ontario average – with the objective of maintaining/increasing the gap.

In 2010, in order to be aligned with the Constituent University's strategy on enrolment planning, the Affiliated University Colleges committed to narrowing the gap in entrance requirements between the Colleges and the Constituent University. This commitment was met for Fall 2018 admissions. As part the current Affiliation Agreement (renewed in May 2019), the Colleges agreed to a further “narrowing of the gap” by increasing minimum entrance requirements as follows: 78.5% for Fall 2019, 79.0% for Fall 2020, 79.5% for Fall 2021, and 80.0% for Fall 2022.

Current Strategic Plan Priorities

Our current Strategic Plan – *Towards Western at 150* – includes the following enrolment-planning related objectives:

- a. With the aspiration to “grow strategically”, the plan commits to expand student enrolment to 50,000 by 2030 (undergraduate, graduate, postdoctoral, and lifelong learners) – in areas of demand and societal need and with deliberate intention to be equitable and inclusive.
- b. Achieve the highest student retention and graduation rates among Canada's leading research-intensive universities.
- c. Increase our international undergraduate student population to 20% and out-of-province students to 15%.

B. Update on the Fall 2021 Entering Class and Entrance Standards

Constituent University

1. The Constituent University's full-time first-year enrolment was 6,422. Of this, 610 (or 9.5%) were international students.

2. The common minimum entrance requirement was a mid-year offer grade of 83.5% (for Arts & Humanities, Engineering, FIMS, Music, Science, MOS, and Social Science). For all other programs, the mid-year offer grades were higher – ranging from 84.0% to 94.0%. At offer time, the condition for the final grade was a minimum of 83.5% for all programs.
3. For information, full-time graduate enrolment was 6,705 – which equates to 19.8% of total full- time enrolment.

Affiliated University Colleges

4. Full-time first-year enrolment at the Colleges were as follows:
 - Brescia 258
 - Huron 448
 - King's 840
5. The final grade requirement at each of the Colleges was 79.5% (i.e. compared to the 83.5% at the Constituent University).

C. Fall 2022 Admissions Plans

Constituent University

1. The general approach to admissions from recent years will continue for the fall 2022 admissions cycle – and it is expected that our mid-year offer grade (for all programs) will be no less than 83.5%, with a final grade requirement of at least 83.5%.
2. Based on the input from our Deans and current applications data, we are estimating a first-year class in the range of 6,570 – which includes 790 international students. We will make every effort to increase enrolments in programs with capacity. Our goal is also to have higher international enrolments – in the context of diversifying country of origin and destination program.
3. The Strategic Plan includes an objective to be inclusive and equitable in our enrolment planning and to admit a diverse student population who can succeed at Western. A review of our recruitment and admissions criteria and processes will be undertaken in the next year under the leadership of a new Deputy Registrar who will oversee all domestic and international recruitment and admissions. The goal will be align our admissions approaches with our goals for equity and diversity. As a first step, new targeted scholarships will be introduced to attract students from equity-deserving groups.

Affiliated University Colleges

4. The final grade requirement at each of the Colleges will be no less than 80% – as per the commitment in the current Affiliation Agreement.
5. 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 final grade requirement (down to only 2.5% points below the minimum requirement). The proportion with final grades below the minimum requirement (i.e. down to 77.5% which is 2.5% points below the 8-% minimum requirement) shall not exceed 5% of the new students in the entering class.
6. Where applicable, the Colleges will be bound to the minimum entrance standards established by the Constituent University for limited-enrolment programs – including B.H.Sc. and Kinesiology.
7. The planned first-year class sizes are as follows:
 - Brescia 307 (272 domestic and 35 international)
 - Huron 538 (395 domestic and 143 international)
 - King's 861 (651 domestic and 210 international)

ENROLMENTS PROJECTIONS FOR 2022-23

		Actual					Forecast
		2017-18	2018-19	2019-20	2020-21	2021-22**	2022-23
1	Constituent University						
2	Full-Time Undergraduates						
3	Arts & Humanities	985	938	882	877	853	867
4	Business (HBA)	1,109	1,085	1,090	1,057	1,072	1,222
5	Dentistry	263	262	262	263	264	284
6	Education	747	716	697	677	697	712
7	Engineering	1,981	2,032	2,008	2,151	2,293	2,483
8	Health Sciences						
9	BHSc Program	1,189	1,227	1,251	1,339	1,424	1,408
10	Kinesiology	1,231	1,215	1,241	1,285	1,283	1,321
11	Nursing	960	969	974	989	1,028	1,072
12	Sub-Total	3,380	3,411	3,466	3,613	3,735	3,801
13	Law	478	480	485	490	482	490
14	Media, Information, & Tech	898	916	895	871	899	917
15	Medicine						
16	MD Program	699	685	683	686	688	684
17	BMedSci Program	1,021	1,000	1,036	1,161	1,252	1,300
18	Music	412	414	449	443	434	435
19	Science	4,948	5,143	5,326	5,535	5,809	5,972
20	Social Science	6,501	6,497	6,503	6,882	7,348	7,677
21	Total Full-Time Undergraduates	23,422	23,579	23,782	24,706	25,826	26,844
22	Concurrent Programs	231	247	288	345	380	380
23	Medical Residents	934	956	936	940	968	940
24	Full-Time Graduates						
25	Masters	3,750	3,734	3,946	3,869	4,360	4,606
26	Doctoral	2,185	2,177	2,219	2,231	2,345	2,409
27	Total Full-Time Graduates	5,935	5,911	6,165	6,100	6,705	7,015
28	Total Full-Time Enrolment	30,522	30,693	31,171	32,091	33,879	35,179
29	Part-Time FTEs						
30	Undergraduate **	2,012	2,061	1,988	2,563	2,345	2,350
31	Education (AQs) **	401	456	435	447	447	450
32	Masters	95	114	110	122	128	120
33	Doctoral	29	32	32	35	29	35
34	Total Part-Time FTEs	2,537	2,663	2,566	3,167	2,949	2,955
35	Total Constituent FTEs	33,059	33,356	33,737	35,258	36,828	38,134
36	Affiliated University Colleges						
37	Full-Time Undergraduates						
38	Brescia	1,306	1,392	1,421	1,301	1,171	1,211
39	Huron	882	1,038	1,266	1,431	1,525	1,583
40	King's	3,034	3,162	3,267	3,415	3,253	3,337
41	Total Full-Time Undergraduates	5,222	5,592	5,954	6,147	5,949	6,131
42	Part-Time Undergraduate FTEs						
43	Brescia	84	76	73	70	71	71
44	Huron	65	64	48	57	59	58
45	King's	234	254	265	299	263	258
46	Total Part-Time FTEs	383	394	386	426	393	387
47	Graduate FTEs						
48	Brescia	35	38	40	35	31	32
49	Huron	7	5	11	13	10	10
50	King's	48	50	61	60	62	60
51	Total Graduate FTEs	90	93	112	108	103	102
52	Total Affiliate FTEs	5,695	6,079	6,452	6,681	6,445	6,620
53	Total UWO FTEs	38,754	39,435	40,189	41,939	43,273	44,754

ENROLMENTS PROJECTIONS FOR 2022-23

		Actual					Forecast
		2017-18	2018-19	2019-20	2020-21	2021-22**	2022-23
	Rows 54 to 84 Included above						
54	International Students						
55	Constituent Full-Time						
56	Undergraduates	2,342	2,692	2,763	2,822	2,761	2,742
57	Medical Residents	123	142	130	130	173	140
58	Masters (excluding Ivey)	715	717	925	695	826	927
59	Ivey Masters (excluding EMBA)	75	63	81	159	199	220
60	Executive MBA	1	4	4	1	2	0
61	Doctoral	581	607	665	686	798	801
62	Affiliates						
63	Undergraduates	732	991	1,256	1,390	1,233	1,197
64	Masters	0	0	2	4	4	2
65	Undergraduate Year 1 Only						
66	Constituent						
67	Arts & Humanities	229	233	209	221	248	260
68	Engineering	571	588	586	704	774	800
69	Health Sciences						
70	BHSc Program	335	393	385	407	421	375
71	Kinesiology	318	304	339	335	351	340
72	Nursing	144	142	144	159	142	145
73	Media, Information, & Tech	245	263	252	226	270	280
74	MOS Program	769	819	768	1,072	1,052	1,100
75	Music	112	121	123	117	94	120
76	Science	1,551	1,680	1,676	1,801	2,016	2,050
77	Social Science	815	835	840	965	1,054	1,100
78	Total Year 1 - Constituent	5,089	5,378	5,322	6,007	6,422	6,570
79	Affiliated University Colleges						
80	Brescia	313	320	332	270	258	307
81	Huron	250	415	454	489	448	538
82	King's	788	834	895	968	840	861
83	Total Year 1 - Affiliates	1,351	1,569	1,681	1,727	1,546	1,706
84	Total UWO Year 1	6,440	6,947	7,003	7,734	7,968	8,276
85	Masters						
86	All Programs (excluding Ivey)	3,280	3,319	3,491	3,301	3,545	3,766
87	Ivey (excl EMBA)	265	241	285	466	665	668
88	Executive MBA	205	174	170	102	150	172

For Information

89	Year 1 Constituent International Students	638	855	639	592	610	790
----	---	-----	-----	-----	-----	-----	-----

** Part-time FTEs are estimates -- and will be updated when second/January-term course registrations are finalized.

Fall 2021 Year 1 Class

SCUP

February 7, 2022

Context

- Western continues Approach using “Standard Minimum Entrance Requirement”

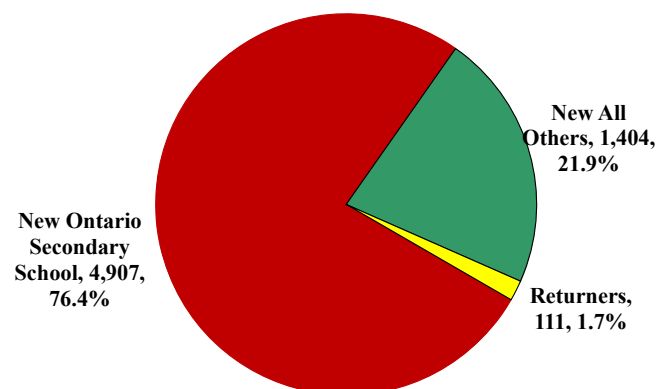
– Fall 2021	83.5%	(final = 83.5%)
– Fall 2020	83.5%	(final = 83.5%)
– Fall 2019	83.5%	(final = 83.5%)
– Fall 2018	83.5%	(final = 83.5%)
– Fall 2017	83.5%	(final = 83.5%)
– Fall 2016	83.5%	(final = 83.5%)
– Fall 2015	83.5%	(final = 83.5%)
– Fall 2014	84.0%	(final = 83.0%)
– Fall 2013	84.0%	(final = 83.0%)
– Fall 2012	83.0%	(final = 82.5%)
– Fall 2011	83.0%	(final = 82.0%)
– Fall 2010	83.0%	(final = 81.0%)
– Fall 2009	83.0%	(final = 80.0%)
– Fall 2008	82.5%	(final = 79.0%)
– Fall 2007	82.0%	(final = 78.0%)
– Fall 2006	81.0%	(final = 78.0%)
– Fall 2005	80.5%	(final = 77.0%)
– Fall 2004	80.5%	(final = 78.0%)
– Fall 2003	83.0%	(final = 78.0%)
– Fall 2002	79.5%	(final = 74.0%)
– Fall 2001	77.0%	(final = 73.0%)

Student Profile: Applicant Type & Geographical Origin

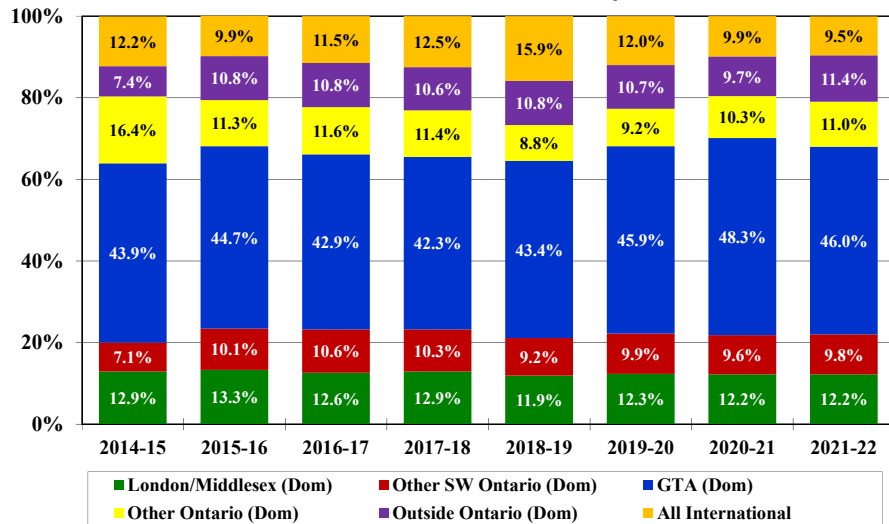
Constituent University

2021-22 Year 1 Students by Applicant Type Constituent University

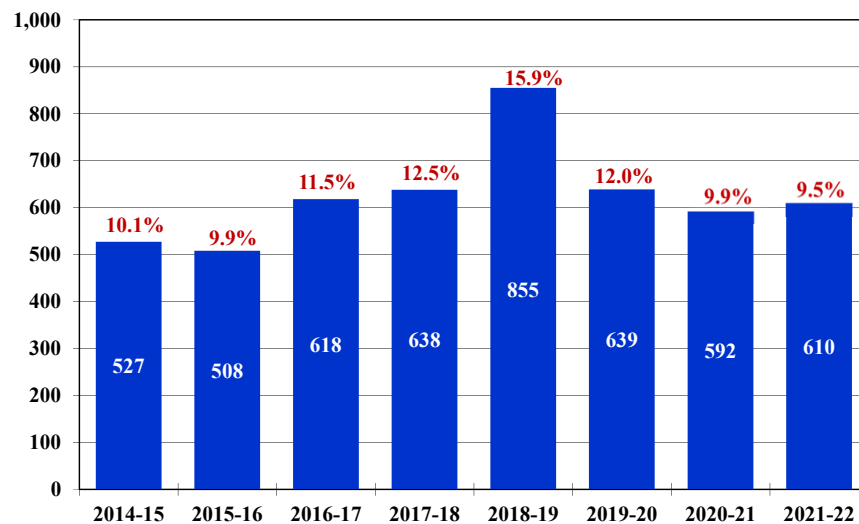
Total Year 1 = 6,422



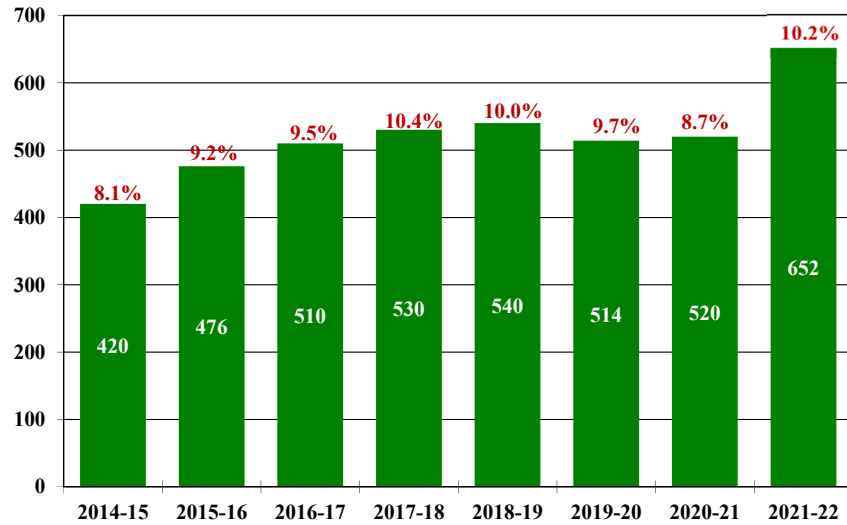
Geographical Origin of Year 1 Students: Constituent University



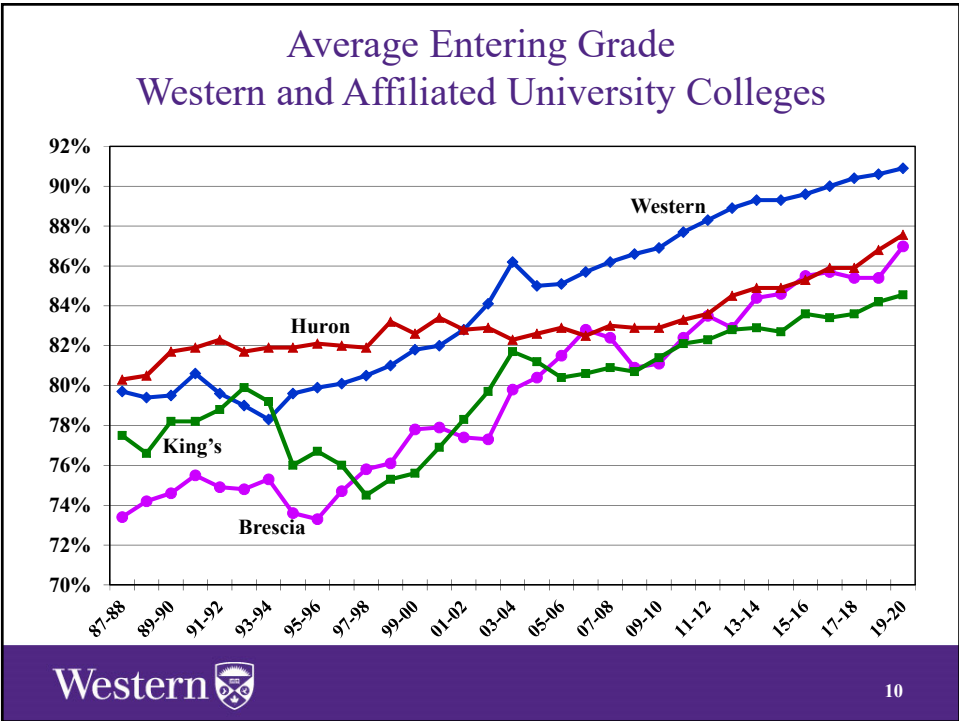
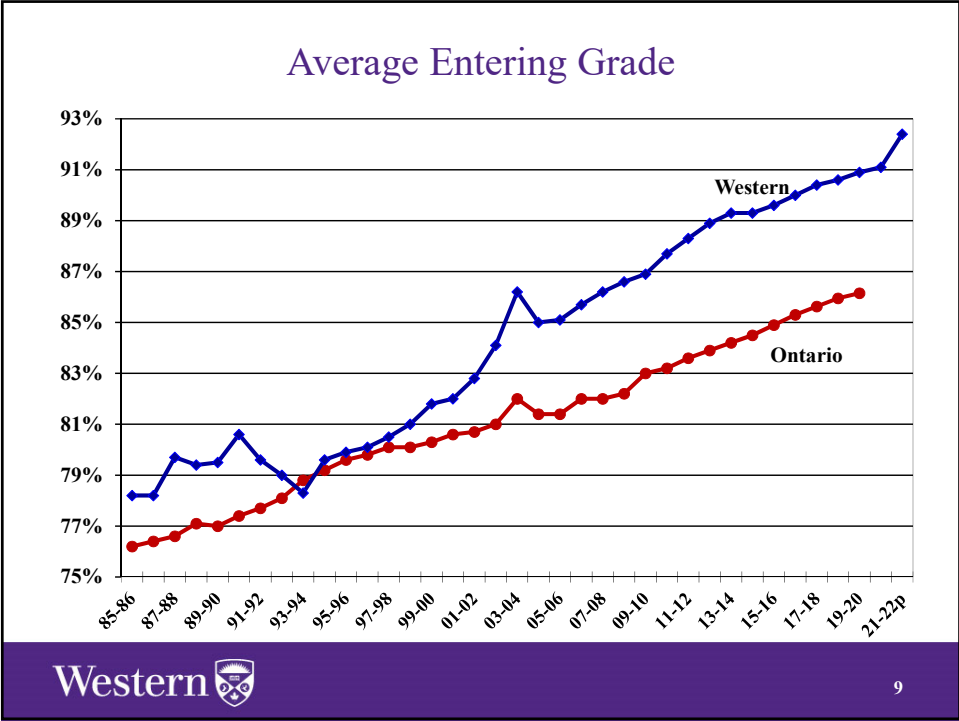
Year 1 International Students: Constituent University



Year 1 Out of Province Students Constituent University

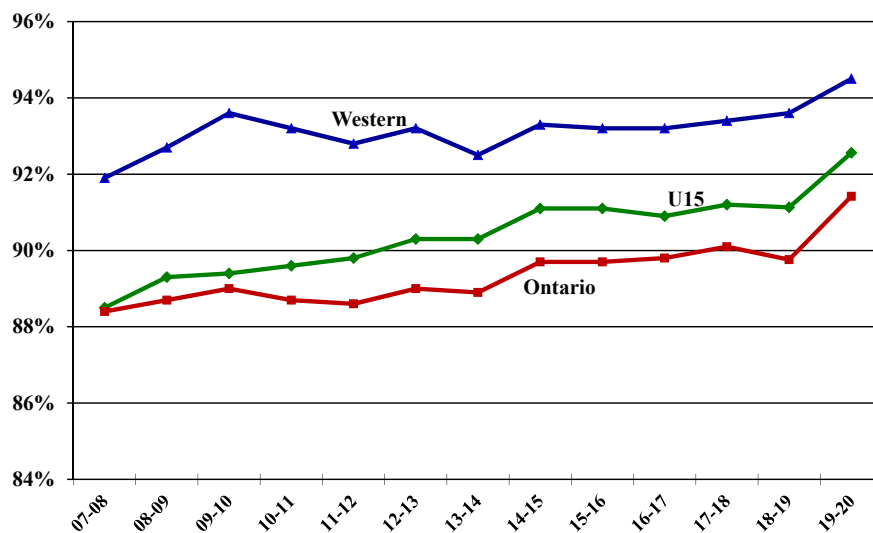


Entering Grades of New Ontario Secondary School Students

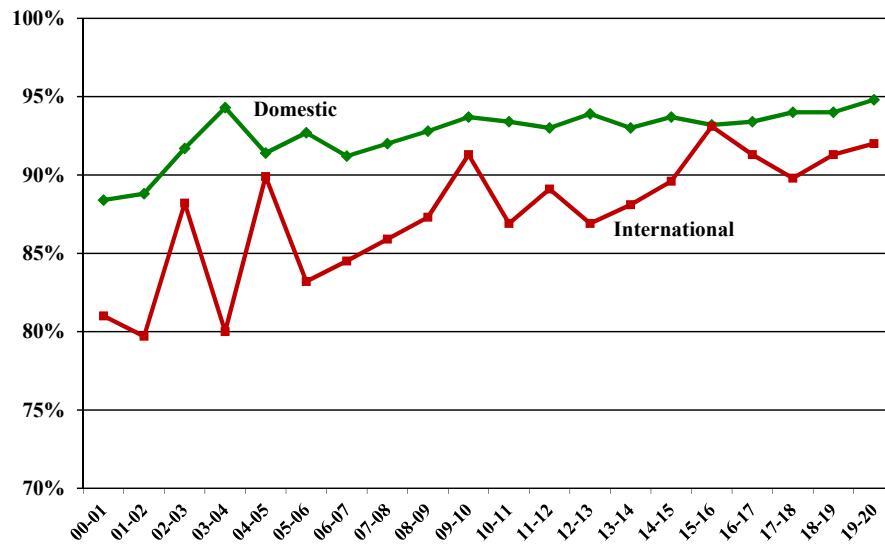


Retention Rates

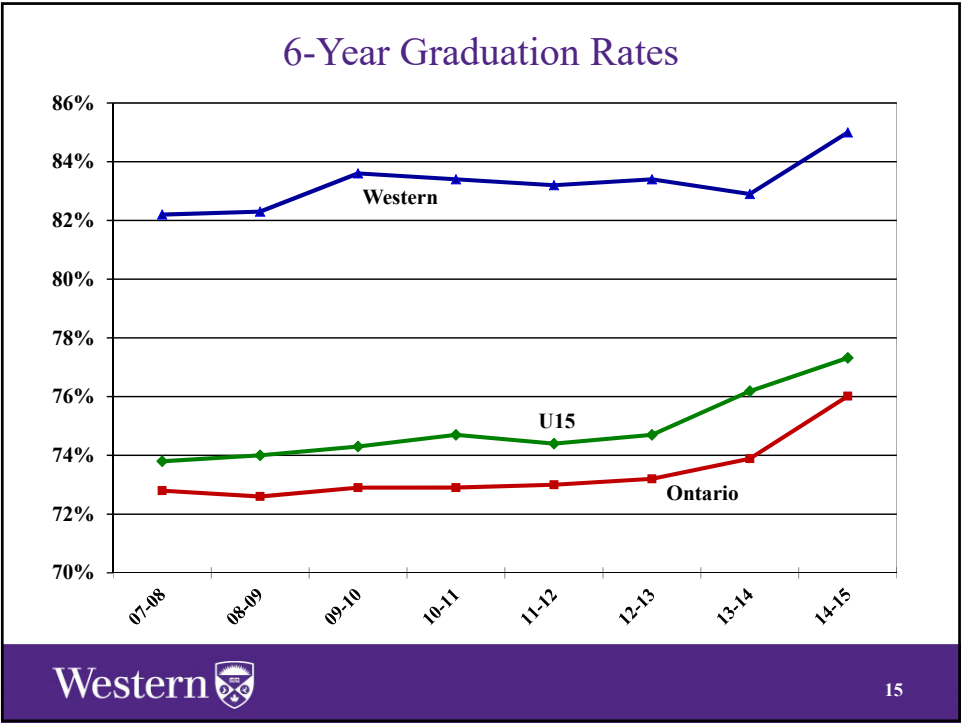
Year 1 to Year 2 Retention Rates



Western: Year 1 to Year 2 Retention Rates



Graduation Rates



ITEM 5.4(b) – MAPP 7.0 – Academic Integrity in Research Activities

ACTION: ☒ APPROVAL ☐ INFORMATION ☐ DISCUSSION

Recommended: That, on the recommendation of Senate, the Board of Governors approve MAPP 7.0 - Academic Integrity in Research Activities as revised and as renamed to MAPP 7.0 - Responsible Conduct of Research, as shown in Item 5.4(b).

EXECUTIVE SUMMARY:

The University Research Board is recommending amendments to MAPP 7.0 – Academic Integrity in Research Activities, including a revision to the title of the policy to MAPP 7.0 - Responsible Conduct of Research.

MAPP 7.0 outlines what constitutes responsible conduct of research in line with funding requirements and processes to follow when there is a breach. The proposed revisions will increase alignment with existing funding guidelines and EDID best practices as well as provide clarification and updates around procedures followed at Western to address allegations of breaches of this policy.

The proposed amendments include:

1. Alignment with the *Tri-Agency Framework: Responsible Conduct of Research (2021)* by:
 - adding a new responsibility for researchers to foster a culture of responsible conduct of research through education (offered by the institution)
 - updating definitions and language throughout the document
2. Alignment with Equity, Diversity, Inclusion and Decolonization (EDID) best practices by ensuring, where possible, the reviewers represent a diversity of perspectives.
3. Separation of policy and procedures to allow for changes in procedures at the operational level, as needed, without requiring Board approval.
4. Updates to procedures for addressing allegations of breaches including clarification on:
 - accepting anonymous allegations;
 - where an allegation should be submitted at Western;
 - the Initial Inquiry and Investigation process including composition of reviewers, process for review, timelines, and reporting.

ATTACHMENT(S):

[Revisions to MAPP 7.0](#)
[Procedures for MAPP 7.0](#) (for information)

Policy Category: Research

Subject: [Academic Integrity in](#) **Responsible Conduct of** Research

Approving Authority: Board of Governors

Responsible Officers: Vice-President (Research)

Responsible Offices: Office of the Vice-President (Research)

Related Procedures: **Procedures for Addressing Policy Breach Allegations**

Related University Policies: [Scholastic Discipline Policy](#)

Effective Date: [September 24, 2013](#) **June 29, 2022**

Supersedes: **September 24, 2013**, July 1, 2008, March 27, 1998, June 29, 1995 (formerly known as Policy & Procedures for Conduct of Research)

I. PURPOSE

Research, **scholarship, and creative activity are** ~~is a~~ components of an intellectually vigorous university environment and ~~is~~ **are** an integral part of the mission of Western University (~~“Western” or~~ the “University”).

The University is committed to **providing an environment that supports and promotes** ~~ensuring~~ the ~~highest standards of ethical~~ **responsible** conduct of research and that fosters researchers' abilities to act honestly, accountably, openly, and fairly in the search for, and dissemination of, knowledge. **The University does this through the establishment of** ~~every aspect of~~ **Research. This** policy, procedure, and promotion of education on, and awareness of the importance of the responsible conduct of research. **This Policy** outlines the University's expectations around responsible conduct of research and ~~in this regard~~, defines **what constitutes a Breach.** ~~misconduct in Research activities, and outlines procedures to be followed when misconduct is suspected.~~ This **P**olicy is consistent with the *Tri-Agency Framework: Responsible Conduct of Research* as required under the Agreement on the Administration of Agency Grants and Awards by Research Institutions between the University and the **Tri-Council Agencies (Canadian Institutes of Health Research (CIHR), Natural Sciences and Engineering Research Council (NSERC), and Social Sciences and Humanities Research Council of Canada (SSHRC)).** ~~funding agencies.~~ This **P**olicy is consistent with, and complementary to, existing University policies. ~~addressing related Research ethics and academic integrity issues.~~

II. DEFINITIONS

Administrator – a member of the University appointed by the Vice-President (Research) who organizes and supervises the resolution of an Allegation.

Agency – ~~an entity which has a funding relationship with the University or with the Respondent including, but not limited to, a Tri-Council Agency; or an entity~~ funding agency, foundation, organization, sponsor, or other entity, public or private, international, national, provincial, or foreign, which supports the Research in whole or in part, financially or otherwise, or which has oversight of any research activities, in respect of which the Breach is alleged to have occurred. ~~in the area of Research misconduct including, but not limited to, the Secretariat on Responsible Conduct of Research.~~

Allegation – a declaration, statement, or assertion communicated in writing to the effect that there has been, or continues to be, a Breach of this Policy, the validity of which has not been established.

Breach – as defined in section 3.

Complainant – ~~a person making~~ an individual who has notified the University of an ~~Allegation of Research misconduct~~. A Complainant may be a member of the ~~Western University~~ community or may be external to the ~~Western University~~ community.

Investigating Office – ~~the office within the University to which the complaint has been referred by the Vice-President (Research), responsible for overseeing the investigation of an allegation of misconduct in Research.~~

Disciplinary Policy – a collective agreement, employment agreement, personnel policy, Senate or Board policy or other regulation under which a Respondent may be disciplined for a ~~Breach of this Policy.~~

Initial Inquiry - the process of reviewing an Allegation to determine whether the Allegation is a Responsible Allegation, the policy or policies that may have been breached, and whether an Investigation is warranted based on the information provided in the Allegation and other supporting evidence.

Investigation - a systematic process of examining an Allegation, collecting, and examining the evidence related to the Allegation, and deciding whether a Breach has occurred.

Investigator/Investigation Committee – an individual or a group of individuals appointed to investigate a Responsible Allegation.

Policy – refers to this Policy on the Responsible Conduct of Research.

Procedures – refers to the procedures associated with this Policy.

Research - is an undertaking intended to extend knowledge through a disciplined inquiry or systematic investigation done in the context of academic activity on behalf of the University. Research involves some or all ~~of~~ the creation of new knowledge, including understanding ~~or of~~ concepts; the creative application of existing knowledge; the organization and synthesis of existing knowledge; and/or creative expression.

Respondent – an individual who is identified in an Allegation as having possibly breached this Policy. ~~person against whom an allegation of Research misconduct is made~~. A Respondent must be a member of the ~~Western University~~ community at the time the ~~Allegation~~ is made, and the Allegation must relate to Research conducted by or associated with the member.

Responsible Allegation - is an Allegation ~~one~~ made in good faith and without malice that is based on ~~The allegation must, on its face, present a breach of this policy. The facts which have not of the allegation cannot have~~ been the subject of a previous ~~allegation~~ investigation; that falls within

Sections 2 and 3 of the Tri-Agency Framework: Responsible Conduct of Research; and which would, if proven, have constituted a Breach of this Policy at the time the alleged Breach occurred.

Responsible Conduct of Research - the behavior expected of anyone who conducts or supports research activities throughout the life cycle of a research project (i.e., from the formulation of the research question, through the design, conduct, collection of data, and analysis of the Research, to its reporting, publication, and dissemination, as well as the management of research funds). It involves the awareness and application of established professional norms, as well as values and ethical principles that are essential in the performance of all activities related to Research. These values include honesty, fairness, trust, accountability, and openness.

Vice-President (Research) – means the Vice-President (Research) or their designate.

III. POLICY

1. Application

This Policy applies to all faculty, librarians, archivists, staff, postdoctoral scholars, and students of the University. It also applies to any person (including, but not limited to, affiliated faculty, professors emeriti, visiting professors or students, adjunct professors, and postdoctoral associates and fellows scholars) appointed or invited to engage in Research activity at, or under the auspices of, the University.

It is understood that all Research activity and the review of an Allegations of misconduct a Breach of this Policy will be conducted within the framework of this Policy and its Procedures, and applicable relevant University policies, relevant collective agreements, and relevant laws. If there is a conflict between this Policy and the provisions of a collective agreement, the collective agreement prevails. If there is a conflict between this Policy or a collective agreement and the law, the law prevails.

In the case of an Allegation under this Policy of research misconduct against a student, the Dean or the Vice-Provost-Graduate and Postdoctoral Studies (or their designates) shall decide if the Allegation may will be dealt with in accordance with this Policy, under the relevant Scholastic Discipline Policy or the Code of Student Conduct. If the Allegation will be dealt with under this Policy, it shall be referred to the Vice-President (Research). rather than the procedures under this Policy.

2. Expectations and Responsibilities

To support the responsible conduct of Research, the University will:

- establish and apply a responsible conduct of research policy and related procedures that meet the requirements of the Tri-Agency Framework: Responsible Conduct of Research;
- report to the Secretariat on Responsible Conduct of Research (SRCR), when applicable;
- promote education on, and awareness of, the importance of the responsible conduct of research.

The responsibilities of all members of the Western University community include not only fulfilling the integrity expectations of this Policy, but also reporting a suspected misconduct Breach of this Policy according to the Procedures defined.

~~The responsibilities of the University include promoting integrity in Research, investigating allegations of misconduct, imposing appropriate sanctions if misconduct has occurred and reporting cases of~~

~~misconduct as required.~~

~~Every faculty member, department, unit and laboratory has an obligation to ensure that all individuals engaged in Research activities are aware of this policy and other relevant policies concerning the conduct of academic work, and understand the expectations and requirements set out in these policies. The University is committed to ongoing education on academic integrity.~~

The University expects all individuals engaged in academic work to conform to the highest standards of ~~ethical practice~~ **integrity** in Research. Individuals are personally responsible for the intellectual and ethical integrity of their work and must ensure that in Research their conduct meets University standards and best practices, professional and disciplinary standards, applicable laws and regulations, and the integrity standards of any entities sponsoring any component of Research work. Those undertaking academic work shall strive to follow the best Research, **scholarship, and creative activity** practices honestly, accountably, openly, and fairly in the search for, and in the dissemination of, knowledge.

At a minimum, ~~r~~Researchers are responsible for:

- a. Using a high level of rigour in proposing and performing Research; in recording, analyzing, and interpreting data; and in reporting and publishing data and findings.
- b. Keeping complete and accurate records of data, methodologies, and findings, including graphs and images, in accordance with the applicable funding agreement, institutional policies and/or laws, regulations, and professional or disciplinary standards in a manner that will allow verification or replication of the work by others.
- c. Referencing and, where applicable, obtaining permission for the use of all published and unpublished work, including data, source material, methodologies, findings, graphs, and images, in accordance with copyright and other intellectual property laws.
- d. Including as authors or creators, with their consent, all those and only those who have materially or conceptually contributed to, and share responsibility for, the contents of the publication, academic presentation, document, or creation, in a manner consistent with their respective contributions, and relevant authorship policies or intellectual property rights.
- e. Acknowledging, in addition to authors and creators, all contributors and contributions to Research, including, but not limited to, writers, funders and sponsors.
- f. Appropriately managing any real, potential, or perceived conflict of interest, in accordance with ~~Western's~~ **the University's** policies and relevant collective agreement provisions on conflict of interest.
- g. Providing true, complete, and accurate information in their funding applications and related documents and representing themselves, their Research, and their accomplishments in a manner consistent with the norms of the relevant field.
- h. Certifying in applications that they are not currently ineligible to apply for, and/or hold, funds from any ~~R~~esearch or ~~R~~esearch funding organization world-wide for reasons of ~~B~~reach of responsible conduct of research policies such as ethics, integrity, or financial management policies.
- i. When they are principal funding applicants, ensuring that others listed on the application have agreed to be included.
- j. Using grant or award funds in accordance with the policies of the ~~A~~gencies, including the **Tri-Agency Guide on Financial Administration** ~~Guide and Agency~~ grants and awards guides; and providing true, complete and accurate information on documentation for expenditures from grant or award accounts.
- k. Complying with all applicable funding ~~A~~gency requirements, university policy and legislation for the conduct of Research, including, but not limited to:

- **Tri-Agency Guide on Financial Administration**
- ~~Tri-Council Policy Statement: Ethical Conduct for~~ **Research Involving Humans** ~~(TCPS 2);~~

- **Specific guidance relating to Research Involving the First Nations, Inuit and Métis Peoples of Canada (Chapter 9)**
 - [Canadian Council on Animal Care Policies and Guidelines](#);
 - Agency policies related to the [Canadian Environmental Impact Assessment Act](#);
 - Licenses for Research in the field;
 - [Laboratory Biosafety Guidelines](#);
 - [Controlled Goods Program](#);
 - [Canadian Nuclear Safety Commission \(CNSC\) Regulations](#);
 - Canada's [Food and Drugs Act](#);
 - [Western's Biosafety Policies and Procedure](#) ; and
 - ~~[Western's Use of Animals in Research and Teaching Policy](#)~~.
 - **Research Involving Human Participants; and**
 - **Animal Ethics and Care Program.**
- l. Ensuring that all Research involving human **participants, animals, their data/or biological materials**, ~~or animal subjects~~ is approved by the appropriate ~~UWO-sanctioned-review~~ **research ethics review** board.
- ~~m. Ensuring persons involved in the Researcher's lab are properly trained and supervised, and are made aware of applicable governmental and institutional requirements related to the practices in the lab.~~
- m. Familiarizing themselves with principles of Responsible Conduct of Research and for the application of these principles to foster a positive and constructive research-working environment.**
- n. Providing appropriate oversight of, and guidance on responsible conduct of research, to trainees and staff, ensuring individuals engaged in research activities under their supervision are aware of this Policy, other relevant policies and associated training and education provided by the University.**

Integrity in Research also includes the following:

- a. **R**ecognizing the substantive contributions of collaborators and students; using unpublished work of other **R**esearchers, creators and scholars only with permission and with due acknowledgement; and using archival material in accordance with the rules of the archival source;
- b. **O**btaining the permission of the author or creator before using new information, concepts or data originally obtained through access to confidential manuscripts or Research funding applications;
- c. **U**sing scholarly and scientific rigour and integrity in obtaining, recording and analyzing data, and in reporting and publishing results, including correcting or providing notice of work which is misleading or inaccurate;
- d. **U**sing published work only in accordance with copyright law, and ensuring that authorship of published work includes all those who have materially contributed to, and share responsibility for, the contents of the publication or presentation, and only those people;
- e. **R**evealing to sponsors, universities, journals or funding agencies, any material conflict of interest, financial or other, that might influence their decision on whether the individual should be asked to review manuscript or applications, test or use products or be permitted to undertake work sponsored from outside sources;
- f. **U**sing appropriate referencing and citation of resources used in academic work;
- g. **E**nsuring one does not misrepresent their academic credentials or affiliations within or outside of the academic community;
- h. Making best efforts to correct material errors in publication.**

3. ~~Misconduct~~ Breaches

~~Research misconduct is any Research practice~~ **A Breach of this Policy encompasses the following non-exhaustive list of actions** that deviates from the commonly accepted ethics/integrity standards or practices of the relevant research community **throughout the life cycle of a research project (i.e., from the formulation of the research question, through the design, conduct, collection of data, and analysis of the Research, to its reporting, publication, and dissemination, as well as the management of Research funds).** ~~Research misconduct does not include honest error or differences of opinion. Definitions of Research misconduct may vary depending on the applicable funding agency rules and expectations, or by virtue of negotiated collective agreements, however, generally Research misconduct includes, but is not limited to:~~

- a. *Fabrication*: Making up data, source material, methodologies or findings, including graphs and images;
- b. *Falsification*: Manipulating, changing, or omitting data, source material, methodologies or findings, including graphs and images, without **appropriate** acknowledgement, **such that the Research, scholarship, or creative activity record is not accurately represented;** ~~resulting in inaccurate findings or conclusions, and including, but not limited to, tampering with the work of others to misrepresent or interfere with their Research or use of the practice of “un-blinding”;~~
- c. *Destruction of ~~r~~Research **data or** records*: The destruction of one's own or another's Research data or **Research, scholarship, or creative activity** records ~~to specifically avoid the detection of wrongdoing or~~ in contravention of the applicable funding agreement, institutional policy and/or laws, regulations and professional or disciplinary standards. **This also includes the destruction of data or Research, scholarship, or creative records to avoid the detection of wrongdoing;**
- d. *Misappropriation or denial of access to ~~r~~Research records*: ~~The~~ use of data or Research, **scholarship, or creative activity** records in a way that results in misappropriation of the materials, or a loss of access or right of another person with a claim of access or ownership;
- e. *Plagiarism*: Presenting and using another's published or unpublished work, including theories, concepts, creations, data, source material, methodologies or findings, including graphs and images, as one's own, without appropriate referencing and, if required, without permission;
- f. *Redundant publications ~~or self-plagiarism~~*: The re-publication of one's own previously published work or part thereof, or data, in the same or another language, without adequate acknowledgment of the source, or justification;
- g. *Invalid authorship*: Inaccurate attribution of authorship or creatorship, including attribution to persons other than those who have contributed sufficiently to take responsibility for the intellectual content, or agreeing to be listed as author to a publication or creator of a work for which one made little or no material contribution;
- h. *Inadequate acknowledgement*: Failure to appropriately recognize contributions of others in a manner consistent with their respective contributions and authorship policies of relevant publications, or other copyright or intellectual property laws;
- i. *Mismanagement of ~~c~~Conflict of ~~i~~Interest*: Failure to appropriately **identify and address** ~~manage~~ any real, potential, or perceived conflict of interest, in accordance with the University's policies **and relevant collective agreement provisions** on conflict of interest;
- j. *Misrepresentation in an ~~a~~Agency ~~a~~Application or ~~r~~Related ~~d~~Document*: Providing incomplete, inaccurate or false information in a grant or award application or related document; applying for and/or holding an award for which one is ineligible; or listing co-applicants, collaborators or partners without their agreement;
- k. *Mismanagement of ~~g~~Grants or ~~a~~Award ~~f~~Funds*: Using grant or award funds for purposes inconsistent with the policies of the ~~funding~~ agency and/or University; misappropriating grants and award funds; contravening funder financial policies or providing incomplete, inaccurate or false information on documentation for expenditures from grant or award accounts;
- l. *Breaches of ~~a~~Agency ~~p~~Policies or ~~r~~Requirements for ~~c~~Certain ~~t~~Types of Research*: Failing to meet ~~funding~~ agency policy requirements, or to comply with relevant policies, laws, or

regulations, for the conduct of certain types of ~~R~~Research activities; failing to obtain appropriate approvals, permits or certifications before conducting these activities.

What constitutes a Breach may vary depending on the applicable Agency rules and expectations, or by virtue of negotiated collective agreements. In determining whether a breach has occurred, it is not relevant to consider whether a breach was intentional or a result of honest error; however, intent is a consideration in deciding on the severity of the recourse that may be imposed.

~~9.04.0~~ Review

A review of this Policy shall be conducted by the Vice-President (Research) no more than ~~After a period not to exceed~~ three years from the date that this Policy is initially approved. ~~, a review of this Policy shall be conducted by the Vice President (Research).~~ Any review shall include consultation with University stakeholders who may be affected by its provisions.

~~4.0—Reporting Allegations~~

~~Everyone in the University community plays an important role in the process for addressing allegations of Research misconduct and in helping to ensure that allegations are addressed appropriately and in a timely manner. The following are the procedures for those making or involved in an allegation:~~

~~4.1—Anyone who has reasonable grounds to suspect misconduct in Research is expected to bring forward the allegation promptly.~~

~~4.2—Anyone making an allegation that is reckless, malicious or not in good faith may be subject to discipline or other recourse.~~

~~4.3—Complainants, Respondents or third parties involved in an inquiry or investigation under this policy must follow this policy and related procedures.~~

~~4.4—Allegations of misconduct in Research are to be submitted in writing, as follows:~~

- ~~a. In the case of a staff or faculty Respondent or a Respondent under contract to the University, to the Vice-President (Research);~~
- ~~a. In the case of a student Respondent, to the Dean of the Respondent's Home Faculty (undergraduate students) or to the Vice-Provost (Graduate and Post-doctoral Studies) (graduate students). The Dean or Vice-Provost (or their designates) shall decide if the allegation will be dealt with in accordance with the procedures under this Policy or under the relevant *Scholastic Discipline Policy*. If the allegation will be dealt with under this Policy, it shall be referred to the Vice-President (Research).~~
- ~~b. In the case of a post-doctoral fellow or post-doctoral associate, to the Vice-Provost (School of Graduate and Post-Doctoral Studies) who shall refer the allegation to the Vice-President (Research).~~

~~4.5—Any administrator or other member of the Western community who receives an allegation of Research misconduct must refer it as specified in 4.4 above.~~

~~4.6—Every allegation should include the name of the complainant and contact information for that person. The University may decline to address anonymous allegations, particularly where insufficient information has been received to permit the collection of independent corroborative evidence.~~

~~Allegations should contain enough information to permit a determination of whether the alleged conduct constitutes a breach of this policy and to permit further information gathering about the alleged misconduct. The allegation should include sufficient detail about the nature of the alleged misconduct, location and time of its occurrence, and the names and contact information for any witnesses.~~

~~4.7—The University may decline to address an allegation which has not been made in a timely manner or prejudices the ability of the University to collect evidence or to allow a Respondent full opportunity for defence, due to the passage of time.~~

~~4.8—Individuals who have made allegations in good faith or provided information related to an allegation will not be subject to reprisal. Anyone who engages in reprisal against such a person may be subject to discipline or other recourse.~~

~~4.9—The University may independently, or at an Agency's request, take immediate action to protect the health and safety of people or animals, property (including, but not limited to, intellectual property or reputation), or the administration of University or Agency funds.~~

5.0 Notices and Confidentiality of Allegations

~~An allegation cannot be fully confidential. Information must be given to those responsible for the investigation and review of the matter, to witnesses, and to the Respondent to permit a fair and full process of review. Allegations and information arising from the review process will not be shared with persons who are not directly involved in the review and adjudication of the allegation except as required by law, a collective agreement, or an agency agreement.~~

~~Where financial misconduct is alleged, the University's Internal Audit office shall be notified. In such cases, the Investigating Office shall advise those notified to maintain confidentiality in respect of the allegation.~~

~~Subject to any applicable laws, including privacy laws, the Vice-President (Research) shall advise any relevant Agency immediately of any allegations related to activities funded by the Agency that may involve significant financial, health and safety, or other risks, and shall provide such additional information relating to any allegations as may be required in compliance with the University's agency agreement.~~

6.0—Investigation of Allegations of Misconduct

~~6.1—Following receipt under section 4.4, allegations will be referred to the appropriate Investigating Office.~~

~~6.2—The Vice-President (Research) may direct the Investigating Office to conduct a Preliminary Review to establish whether the Respondent is subject to this Policy and whether the allegation is "responsible" or the Vice-President (Research) may direct that the matter proceed directly to a Formal Investigation. In conducting the Preliminary Review, the Investigating Office may call upon appropriately qualified individuals to assist in the determination of whether or not the allegation raises a prima facie case of Research misconduct.~~

~~6.2.1—Where the complaint is made anonymously, a Preliminary Review shall be conducted.~~

Preliminary Review

~~6.3—Within ten (10) business days of receipt of the allegations, the Investigating Office shall provide the Respondent with a summary of the allegation and written notice that the Respondent may, within ten (10) business days, make preliminary submissions in respect of the allegation. The~~

~~timeline for the Respondent's submissions may be extended by the Investigating Office on request. The Investigating Office will ensure that relevant requirements of any policy or collective agreement in relation to the Respondent are met.~~

~~6.4 Once notified of an allegation, the Respondent shall not destroy or discard or otherwise alter any potentially relevant data or other form of information relevant to the allegation. The University may take any action necessary to maintain the integrity of the evidence relevant to the allegation.~~

~~6.5 Following the preliminary review, the Vice-President (Research) or designate shall determine whether the University will investigate the allegation (see "Formal Investigation" below) or will decline to deal with the allegation further. The Complainant and Respondent, and where notice was given under 5.0, the Agency, will be notified of this decision in writing.~~

~~6.5.1 Should the Vice-President (Research) or designate decline to deal with the allegation further, no materials in relation to the allegation or Preliminary Review shall be placed in the University's official records related to the employment or student record of the Respondent.~~

~~6.5.2 If the Vice-President (Research) or designate decides that the complaint is "responsible" and there is sufficient evidence to indicate Research misconduct may have occurred, the allegation will proceed to a Formal Investigation.~~

~~6.6 If the Respondent admits to the alleged misconduct, a decision will be issued by the Vice-President (Research) or designate with copies to the Complainant and the Respondent. The file will be referred to the offices set out in Section 6.12. Discipline will be determined in accordance with the Disciplinary Policy applicable to the Respondent. The University will issue any required reports relating to the misconduct (see sections 6.13 and 6.14 below).~~

Formal Investigation

~~6.7 If the alleged misconduct involves collaborative Research conducted at multiple institutions or if the alleged breach is also being investigated at another institution, the following procedures may be modified to facilitate joint or parallel investigation processes.~~

~~6.8 At any point during an investigation, the Investigating Office may elect to offer the parties mediation services to enable the resolution of matters arising from the investigation. However, mediation cannot replace adjudication of a matter involving Agency funding.~~

~~6.9 The Investigation shall be facilitated by the Investigating Office, and shall be conducted by a single Investigator or by an Investigation Panel consisting of persons appointed by the Investigating Office who have the necessary expertise to ascertain the matter and who are without real or apparent conflict of interest. Where the misconduct involves Tri-Council Agency funds, an Investigation Panel is required and it must include at least one external member who has no current affiliation with the University.~~

~~6.10 The Investigator/Investigating Panel shall collect and review the evidence and interview witnesses, including the Respondent, to the degree necessary to make a decision as to whether or not a breach of this policy has occurred. The Investigator/Investigating Panel may determine its own process in conducting the investigation, providing it is consistent with relevant university policy and/or collective agreements, and the principles of natural justice.~~

~~6.11 The Investigator/Investigating Panel shall conduct the investigation in a timely manner. Where the Investigation cannot be completed within 30 business days of its being initiated, the Investigating Office shall notify the Vice-President (Research), the Respondent and Complainant of the reasons for delay and advise them of the expected completion date. Where the~~

~~Respondent has union or association representation, the union or association shall also be notified.~~

~~6.12 Investigative findings and the decision of the Investigator/Investigating Panel shall be reported by the Investigating Office to the Vice President (Research), the Respondent and the Complainant within ten (10) business days following receipt of the report of the Investigator/Investigating Panel. Should a breach of this policy be found, the Investigating Office shall also refer the file, as follows:~~

- ~~a) for faculty, librarians and archivist Respondents to the Office of Faculty Relations;~~
- ~~b) for staff and independent contractor Respondents to Staff Relations, Human Resources;~~
- ~~c) for graduate student and post-doctoral Respondents to the Vice-Provost (School of Graduate and Post-Doctoral Studies);~~
- ~~d) for undergraduate student Respondents to the Vice-Provost (Academic Programs and Students) and to the Dean of the student's Home Faculty.~~

~~6.2 Where a policy breach is found in relation to a funding application submitted to an Agency or to an activity funded by an Agency, the Investigating Office shall provide a report to the Agency as required by the University's agency agreement.~~

~~6.3 Where the policy breach is found in relation to misuse of research funds, a report shall be made to the University's Audit Committee, through the office of Internal Audit.~~

~~6.4 If an allegation is determined to be unfounded, every effort will be made by the University to protect or restore the reputation of those wrongly subjected to an allegation.~~

7.0 Discipline

~~Any disciplinary proceedings arising from a breach of this Policy shall be conducted in accordance with the provisions of the University collective agreement, employment agreement, personnel policy, or regulation that governs the Respondent.~~

8.0 Grievance/Appeal Proceedings

~~8.1 Appeals or Grievances in relation to findings of misconduct under this Policy or disciplinary actions assessed, are to be undertaken in accordance with the appeal or grievance procedures established under the applicable Disciplinary policy.~~

~~8.2 Should the Respondent not be subject to a Disciplinary Policy containing appeal or grievance procedures, the following appeal procedure shall apply:~~

- ~~a) Within ten (10) business days of receipt of the discipline decision, the Respondent may appeal either the investigative findings or the discipline.~~
- ~~a) Any such appeal is to be made in writing to the President and is to include a clear statement of the grounds for the appeal, and any evidence being relied upon in support of the appeal. The President may appoint a designate to hear an appeal.~~
- ~~b) At the request of the Respondent, the President or designate shall convene a meeting to hear oral submissions in respect of the appeal.~~
- ~~c) The appeal normally shall be heard within thirty business days (30 days) of receipt of the appeal and a decision shall be made as expeditiously as possible. The decision shall be communicated to the Complainant, Respondent, and where required, the funding Agency~~

9.0 Review

~~After a period not to exceed three years from the date that this Policy is initially approved, a review of~~

~~this Policy shall be conducted by the Vice-President (Research). Any review shall include consultation with University stakeholders who may be affected by its provisions.~~

POLICY 7.0 Related Procedures – Procedures for Addressing Policy Breach Allegations

Everyone in the University community plays an important role in the process for addressing an Allegation of a Breach of MAPP 7.0 (the Policy) and in helping to ensure that an Allegation is addressed appropriately and in a timely manner. This document outlines procedures to be followed for those making or involved in resolving an Allegation of a Breach of the Policy.

I. REPORTING AN ALLEGATION

- 1.1 Anyone who has reasonable grounds to suspect a Breach has occurred is expected to bring forward an Allegation promptly, in writing, as follows:

To the Vice-President (Research)

- for Respondents who are staff, faculty, librarians, archivist, graduate students, postdoctoral scholars, professors emeriti, visiting professors or other individual under contract to the University.

To the Dean of the Respondent's home faculty

- for Respondents who are undergraduate students.

- 1.2 Any member of the administration of the University or other member of the University community who receives an Allegation of a Breach must refer it as specified in 1.1 above.

- 1.3 Every Allegation should include:

- the name of the Complainant and their contact information;
- a summary of the nature of the alleged Breach(es);
- approximate date(s) of the alleged Breach(es);
- information about any related funding sources (if applicable);
- all available supporting documentation and information related to the alleged Breach(es);
- the name of the Respondent and their contact information, if available.

- 1.4 Anyone making an Allegation that is reckless, malicious or not in good faith maybe subject to discipline or other recourse.

- 1.5 Complainants, Respondents or third parties involved in an Initial Inquiry or Investigation under this Policy must follow the Policy and these Procedures.

- 1.6 Despite anything to the contrary herein, the Vice-President (Research) may decline to review or investigate an Allegation which has not been made in a timely manner on the grounds that such delay materially prejudices (i) the ability of the University to gather evidence relating to the Allegation; and/or (ii) the ability of the Respondent to respond to the Allegation.

- 1.7 The University may independently, or at an Agency's request, take immediate action to protect the health and safety of people or animals, property (including, but not limited to, intellectual property or reputation), or the administration of University or Agency funds.

1.8 Confidentiality

While an Allegation cannot be fully confidential, an Allegation and information arising from the review process will not be shared with persons who are not directly involved in the review and adjudication of the Allegation except as required by law, the Policy, a collective agreement, or an Agency agreement. Information must be given to those responsible for reviewing the matter and to the Respondent. Information may also be shared with the Complainant and with witnesses, as appropriate.

The Administrator will ensure the Complainant, the Respondent and any other third-party recipients of documents are informed of their responsibility to maintain strict confidentiality of all records, to honour the privacy of individuals and to protect the reputation of the parties involved in the application of the Policy.

1.9 Reprisal

Any person who has made an Allegation in good faith or provided information related to an Allegation in good faith will not be subject to reprisal. Anyone who engages in reprisal against such a person may be subject to discipline or other recourse.

1.10 Anonymous Allegations

An Allegation made anonymously will be considered only if accompanied by sufficient information or all relevant facts are publicly available to enable the assessment of the Allegation and credibility of the facts and evidence on which the Allegation is based without the need for further information from the Complainant.

If the University decides to proceed with an anonymous Allegation, the source of the Allegation will not be entitled to participate or receive information on the status of the Allegation or information concerning the outcome of any Initial Inquiry or Investigation conducted in respect of the Allegation.

1.11 Multiple Institutions

If the Allegation involves collaborative Research conducted at multiple institutions or if the Allegation is also being investigated at another institution, the procedures laid out in this document may be modified to facilitate joint or parallel review processes.

1.12 Mediation

At any point after receiving an Allegation and before completing an Investigation, the Vice-

President (Research) may elect to offer the parties mediation services to enable a resolution. Mediation cannot replace adjudication of a matter involving Agency funding.

II. RECEIVING AN ALLEGATION

2.1 Notifying the Administrator

Following the receipt of an Allegation, the Vice-President (Research) will forward the Allegation to the Administrator. Upon receipt of the Allegation, the Administrator will complete the following steps to begin the review process:

- a. Obtain additional information, as required.
- b. Determine if the Respondent is subject to the Policy.
 - If the Respondent is subject to the Policy, notify the Respondent and begin the Initial Inquiry process.
 - If the Respondent is not subject to the Policy, the Vice-President (Research) may forward the Allegation to a relevant unit of the University for review.
- b. Determine if other relevant parties are required to be involved in the process or conduct a parallel review.
- c. Begin communication with relevant parties to request the assistance or to obtain evidentiary or supporting documentation.
- d. Provide the Complainant with a copy of the Policy and explain the process for dealing with Allegations under the Policy.
- e. Ensure that relevant requirements of any policy or collective agreement in relation to the Respondent are met.

2.2 Notifying the Respondent

Within fifteen business days following the receipt of an Allegation, the Vice-President (Research) will notify the Respondent that an Allegation has been made by providing a full copy of the Allegation as received by the Vice-President (Research).

- The Respondent may submit a response to the Allegation within ten business days of this notification. The deadline for the Respondent's submissions may be extended by the Vice-President (Research) on the written request of the Respondent.
- Once notified of an Allegation, the Respondent shall not destroy, discard, or otherwise alter any potentially relevant data or other form of information relevant to the Allegation. The Respondent shall also not discuss the Allegation and matters under review with any potential witnesses. The University may take any action necessary to maintain the integrity of the evidence relevant to the Allegation.

2.3 Notifying other Relevant Parties

Subject to any applicable laws, including privacy laws, the following relevant parties shall be notified:

- Where the Respondent to the Allegation is a faculty member, librarian,

- archivist, the Office of Faculty Relations shall be notified.
- Where the Allegation involves financial misconduct, the University's Internal Audit office shall be notified.
- Where the Allegation involves human participants or animal Research, the applicable University Research Ethics Board chair and/or the Animal Care Committee chair and Director, Research Ethics and Compliance Office shall be notified.
- Where the Allegation involves hospital property or personnel, Lawson Health Research Institute, London Health Sciences Centre and/or St. Joseph's Health Care London shall be notified.
- Where the Allegation is related to activities funded by Tri-Council Agency funds and may involve significant financial, health and safety, or other risks, the Secretariat on Responsible Conduct of Research shall be notified.

III. INITIAL INQUIRY

- 3.1 Within ten business days of receipt of the response, the Vice-President (Research) may appoint up to three qualified individuals to each conduct an independent, parallel Initial Inquiry. It is not the purpose of the reviewers in the Initial Inquiry process to determine whether a Breach has occurred, rather it is an opportunity to gather and review information to assess whether the Allegation is a Responsible Allegation and whether an Investigation is warranted.

The reviewers conducting the Initial Inquiry:

- a. May include the Administrator and/or other individuals qualified to assess whether the Allegation is a Responsible Allegation;
 - b. May include individuals required to provide supporting information in a specific area of expertise (e.g., Human and/or Animal Ethics, Finance, etc.);
 - c. Must be without bias or conflict of interest, whether real, potential or perceived;
 - d. Where possible, represent a diversity of perspectives;
 - e. Must sign a privacy and confidentiality agreement prior to commencing the review to respect the confidentiality of the process, unless conducting inquiries is within the normal scope of their responsibilities.
- 3.2 At the conclusion of the Initial Inquiry, each reviewer should provide a summary of their review to the Vice-President (Research) which includes:
- The reviewer's name and credentials;
 - A declaration that as a reviewer they are not in a conflict of interest in relation to either the Respondent, Complainant, and/or any Agency related to the matter, if applicable;
 - A description of the process used to conduct the Initial Inquiry, including timelines, lists of individuals interviewed (if applicable) and documents reviewed;
 - A decision as to whether they consider the Allegation to be a Responsible Allegation requiring an Investigation and the evidentiary basis or rationale for this determination.

- 3.3 An Initial Inquiry should generally be concluded within two months from the receipt of Allegation by the Vice-President (Research).
- 3.4 The Vice-President (Research) makes the final determination as to whether the Allegation is a Responsible Allegation.
- a. If the Allegation is determined not to be a Responsible Allegation, the Allegation is dismissed and:
 - (i) no materials in relation to the Allegation or Initial Inquiry shall be placed in the University's official records related to the employment or student record of the Respondent; and
 - (ii) a decision will be issued by the Vice President (Research) with copies to the Complainant and the Respondent and to those where notice was given under 2.3 as required.
 - b. If the Allegation is determined to be a Responsible Allegation and the Respondent accepts responsibility, such that a further Investigation would not uncover any new information pertinent to the matter, the matter shall be referred to the offices set out in Article V of these Procedures. Discipline will be determined in accordance with the Disciplinary Policy applicable to the Respondent. The University will issue any required follow-up to those where notice was given under 2.3, and reports relating to the Breach in accordance with Section 3.5.
 - c. If the Allegation is determined to be a Responsible Allegation and the Respondent does not accept responsibility or if any other issues were identified through the Initial Inquiry that warrant an Investigation as determined by the Vice-President (Research), the matter shall proceed to an Investigation and:
 - (i) the Complainant, Respondent and where notice was given under Section 2.3, as required, will be notified of this decision in writing within ten business days of the decision; and
 - (ii) the Respondent will be notified that they cannot participate in a Tri-Agency review process. If they are currently participating in a Tri-Agency review they must temporarily withdraw themselves until the Investigation is complete and a determination is made by the Agency whether they can resume their participation; and
 - (iii) the Administrator will begin the Investigation process.

3.5 Agency Report following Initial Inquiry

For an Initial Inquiry related to activities funded by Tri-Council Agency funds, the Vice-President (Research) shall provide a report to the Agency at the conclusion of any Initial Inquiry regardless of the finding in which the Secretariat on Responsible Conduct of Research is aware of the allegation.

IV. INVESTIGATION

- 4.1 The Investigation shall be facilitated by the Administrator.
- 4.2 Within ten business days of the determination to proceed with an Investigation under Article III, section 3.4c, the Vice-President (Research) will appoint (i) an individual as an Investigator, or (ii) at minimum, three individuals to serve on an Investigation Committee, to conduct the Investigation.
- 4.3 The Investigator/Investigation Committee conducting the Investigation:
 - Must have the necessary expertise to ascertain the matter;
 - Must be without bias or conflict of interest, whether real, potential or perceived;
 - Where possible, represent a diversity of perspectives;
 - Where the Breach involves Tri-Council Agency funds, must include at least one external member who has no current affiliation with the University;
 - Where the alleged Breach involves a faculty member, librarian or archivist Respondent, the Investigation Committee shall be composed according to the faculty collective agreement;
 - Must sign a privacy and confidentiality agreement prior to commencing the review to respect the confidentiality of the process, unless conducting the review is within the normal scope of their responsibilities.
- 4.4 The Administrator will provide all information gathered during the Initial Inquiry to the Investigator/Investigation Committee.
- 4.5 The mandate of the Investigator/Investigation Committee is to collect and review the evidence gathered and interview witnesses, including the Complainant and Respondent and other relevant parties including subject matter experts, as necessary, to collect supporting information and decide whether a Breach has occurred based on the evidence. The Investigator/Investigation Committee may determine its own process in conducting the investigation, providing it is consistent with applicable university policies and/or collective agreements, and the principles of natural justice.
- 4.6 The Investigator/Investigation Committee shall conduct the Investigation in a timely manner. Where the Investigation cannot be completed within 30 business days of its being initiated, the Investigator/Investigation Committee shall notify the Vice-President (Research) and advise them of the reasons for delay and the expected completion date. The Vice-President (Research) shall notify the Respondent and Complainant of the delay and advise them of the expected completion date. Where the Respondent has union or association representation, the union or association shall also be notified.
- 4.7 At the conclusion of the Investigation, the Investigator/Investigation Committee should provide their investigative findings to the Vice-President (Research) as a report including:
 - (i) the name of the Investigator (or the names of those serving on the Investigating

- Committee) and their credentials;
- (ii) a statement declaring that the Investigator or members of the Investigating Committee members are not in a conflict of interest in relation to either the Respondent, Complainant, and/or any Agency related to the matter, if applicable;
- (iii) a summary of the finding(s) and reason(s) supporting the finding(s);
- (iv) a description of the process used to conduct the Investigation, including timelines;
- (v) a list of individuals who contributed evidentiary material to the Investigation or were interviewed as witnesses and a summary of relevant documents reviewed;
- (vi) a decision as to whether a Breach occurred and the rationale for this determination; and
- (vii) if a Breach has occurred,
 - an assessment of its extent and seriousness; and
 - recommendations on any remedial action to be taken to correct the scientific or scholarly record in the matter in question and/or recommendations of changes to procedures or practices to avoid similar situations in the future, provided however such recommendations should not be in respect to disciplinary actions.

4.8 Investigative findings, the decision and rationale for the decision, of the Investigator/Investigation Committee shall be reported by the Vice-President (Research) to the Respondent and the Complainant within twenty business days following receipt of the report of the Investigator/Investigation Committee. Should a Breach be found, the Vice-President (Research) shall also refer the matter for discipline under Article V, as follows:

- for faculty appointments, librarians and archivist Respondents to the Office of Faculty Relations;
- for staff and independent contractor Respondents to Staff Relations, Human Resources;
- for graduate student and postdoctoral scholar Respondents to the Vice-Provost (School of Graduate and Postdoctoral Services);
- for undergraduate student Respondents to the Vice-Provost (Academic Programs and Students) and to the Dean of the student's home faculty.

4.9 Should the Breach found be in relation to misuse of research funds, a notification shall be sent to the University's Internal Audit office.

4.10 Should the Breach found be in relation to human or animal ethics, a notification shall be sent to the applicable University Research Ethics Board chair and/or the Animal Care Committee chair and Director, Research Ethics and Compliance Office.

4.11 Should the Breach found be in relation to an affiliated hospital personnel or property, a notification shall be sent to Lawson Health Research Institute, London Health Sciences Centre and/or St. Joseph's Health Care London.

4.12 If an Allegation is determined to be unfounded, every effort will be made by the University to protect or restore the reputation of those wrongly subjected to an Allegation.

4.13 Agency Report following Investigation

For an investigation related to activities funded by Tri-Council Agency funds, the Vice-President (Research) shall provide a report to the Secretariat on Responsible Conduct of Research at the conclusion of any Investigation regardless of the finding.

V. DISCIPLINE

Any disciplinary proceedings arising from a Breach shall be conducted in accordance with the applicable provisions of the University collective agreement, employment agreement, personnel policy, or Disciplinary Policy applicable to the Respondent.

VI. GRIEVANCE/APPEAL PROCEEDINGS

- 6.1 Appeals or grievances in relation to findings of a Breach or disciplinary actions assessed, are to be undertaken in accordance with the appeal or grievance procedures established under the applicable Disciplinary Policy.
- 6.2 Should the Respondent not be subject to a Disciplinary Policy containing appeal or grievance procedures, the following appeal procedure shall apply:
 - Within ten business days of receipt of the discipline decision, the Respondent may appeal either the investigative findings or the discipline.
 - Any such appeal is to be made in writing to the University President and is to include a clear statement of the grounds for the appeal, and any evidence being relied upon in support of the appeal. The President may appoint a designate to hear an appeal.
 - At the request of the Respondent, the President or designate shall convene a meeting to hear oral submissions in respect of the appeal.
 - The appeal normally shall be heard within thirty business days of receipt of the appeal and a decision shall be made as expeditiously as possible. The decision shall be communicated to the Complainant, Respondent, and where required, the funding Agency.

VII. EDUCATION

To promote education on, and awareness of, the importance of the Responsible Conduct of Research, the University will:

- Include a reference to the Responsible Conduct of Research Policy (MAPP 7.0) and these Procedures on the University Secretariat web page.
- Promote awareness and appreciation of the principles of research and scholarly integrity prescribed by the Policy through information sessions, training, or other suitable means.

ITEM 5.4(c) - Report of the Academic Colleague

ACTION: ☐ APPROVAL ☒ INFORMATION ☐ DISCUSSION

The COU Academic Colleagues met on May 10 and 11, 2022. The meeting included a presentation on “decolonizing academia” by Western’s Prof. Candace Brunette-Debassige, in which it was emphasized that everyone at universities can participate in decolonization and changing colonial structures. Decolonization is related to but distinct from Indigenization, which involves incorporating Indigenous knowledge in addition to, not necessarily in place of, other knowledges.

The following additional items may be of interest to Senators:

College Degree-Granting Expansion

- On April 11, MCU announced a government decision on expansion of publicly assisted colleges' mandates to offer three-year applied bachelor degrees.
 - This means Humber, Seneca, Sheridan, and Conestoga now have a 20% cap on all degree-level program activity and all other colleges have a 10% degree cap limit (calculated as a proportion of programs).
 - Each proposed three-year degree, including conversions of advanced diplomas to degrees, must meet the Ontario Qualifications Framework, must undergo a PEQAB review, and be approved by the Minister.
 - Three-year degrees must be in an applied area of study, career-oriented, and distinct from university degrees.
 - There will be no additional funded spaces provided to colleges within existing funding corridors and no additional operating grant funding to support this expansion.
- The Minister’s memo did not grant colleges the authority to grant applied master’s degrees.
- The university sector currently has the opportunity to comment on new college degree applications that are submitted to PEQAB.

Teacher Spaces Advocacy

- The government has announced that it will be funding expansion of Wilfrid Laurier University's Bachelor of Education program at its Brantford campus (60 students this year, and another 60 in 2023-2024) and continues to examine the broader issue of teacher supply and enrolment caps.

Postsecondary announcements in the April 28 budget:

- **Tuition Framework:** The Budget re-announced the tuition freeze for 2022-23, originally announced in March 2022, for domestic student residents of Ontario. The tuition framework contains an allowable five per cent increase to tuition for domestic out-of-province students.
- **Research Investments:** announced \$55 million over three years to invest more in research and innovation to support productivity, economic growth, and address current and future pandemic preparedness, including additional funding to support Phase 1 of the Biosciences Research Infrastructure Fund.
 - The budget also included an announced investment of \$2 million in 2022–23 and \$3 million in 2023–24 to create a Critical Minerals Innovation Fund to support the mining industry, academia, startups and research and development firms to find innovative solutions for extraction and processing of critical minerals.
- **Health Care:** The previously-announced \$41.4 million to support clinical education for nurses will be for three years, for a total of \$124.2 million starting in 2022–23. This commitment of two additional years of funding is new in Budget 2022. Items previously announced:
 - Making it easier for foreign-credentialled health workers to begin practicing in Ontario by reducing barriers to registering with and being recognized by health regulatory colleges.
 - \$142 million for a new “Learn and Stay” grant to encourage workers to remain in underserved communities.
 - \$42.5 million over two years beginning 2023-24 to support expansion of undergraduate and postgraduate medical education training in the province.
- **Facilities Renewal:** The Budget reiterated Budget 2020 government commitments of \$1.3 billion over ten years to help “modernize classrooms by upgrading technology, carrying out critical repairs and improving environmental sustainability.” This includes the confirmed \$135 million in capital investments in 2022-23.
- **Intellectual Property:** The budget re-announced the creation of Intellectual Property Ontario, with investment of approximately \$58 million over three years.

ITEM 6.0 - Items Removed from the Consent Agenda

ACTION: ☐ APPROVAL ☐ INFORMATION ☐ DISCUSSION

EXECUTIVE SUMMARY:

This is a placeholder for any items removed from consent.
