Board of Governors Meeting - Open Meeting

Notice of Meeting

Thursday, November 19, 2026

10 a.m. to 11 a.m.

Toronto

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

Board of Governors Meeting (Public) - November 19, 2026

AGENDA

	1.0 Land Acknowledgement	
5 min	**2.0 Approval of Agendas and Minutes**	
	2.1 Adoption of Agenda - Open Session	Approval
	2.2 Approval of the Open Session Minutes of September 24, 2026	Approval
	2.3 Business Arising from the Minutes	No Report
15 min	**3.0 Report of the President**	Information
	4.0 Committee and Senate Reports	
	4.1 Report of the Property and Finance Committee	
20 min	4.1(a) Update on Capital Projects	Information
	4.2 Report of the Senior Policy and Operations Committee	
5 min	4.2(a) Revisions to MAPP 1.52 - Gender-Based and Sexual Violence	Approval
5 min	**5.0 Unanimous Consent Agenda**	Approval
	5.1 Items from the Property and Finance Committee	
	5.1(a) New Scholarships, Awards, Prizes	Information
	5.1(b) Semi-Annual Ratio Report on Non-Endowed Funds	Information
	5.1(c) Annual Report on Endowments (Underwater)	Information
	5.1(d) Report of the Investment Committee	Information
	5.1(e) Dancap Private Equity Chair in Change and Innovation	Information
	5.2 Item from the Governance and By-Laws Committee	
	5.2(a) Board of Governors Election Schedule for 2027	Information
	5.3 Report from Senate	
	5.3(a) Annual Report of the McIntosh Gallery	Information
	5.3(b) Honorary Degree Recipient - Autumn 2026	Information

5.3(c) Academic Administrative Appointments 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 the Closed Session

Board of Governors Meeting
Land Acknowledgement Volunteer Schedule 2026-2027

November 19 – Terry Rice
February 4 – Rob Brant
April 29 – Elizabeth Maccabe
June 17 – Stephen Poloz

Terry Rice will offer a land acknowledgement or reflection.

Executive Summary:

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 decolonization, 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

Visit: https://indigenous.uwo.ca/knowledge-building/land-acknowledgement.html

Western Land Acknowledgement:

We acknowledge that Western University is located on the traditional lands of the Anishinaabek, Haudenosaunee and the Lūnaapéewak, on lands connected with the Dish with One Spoon Covenant Wampum between the Anishinaabek and Haudenosaunee and the London Township and Sombra Treaties of 1796.

With this, we respect the longstanding relationships that Indigenous Nations have to this land, as they are the original caretakers. We acknowledge historical and ongoing injustices that Indigenous Peoples (First Nations, Métis and Inuit) endure in Canada, and we accept responsibility as a public institution to contribute toward revealing and correcting miseducation as well as renewing respectful relationships with Indigenous communities through our teaching, research and community service.

Adoption of Agenda – Open Session

Action: ☒ Approval ☐ Information ☐ Discussion

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

MINUTES OF THE MEETING OF THE BOARD OF GOVERNORS

SEPTEMBER 24, 2026 – OPEN SESSION

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

Present:	Marlene McGrath, Chair Amy Bryson, Secretary	
	Cameron Bailey Michelle Banik Robert Brant Karen Chan Cherin Chung Susan Clarke Ed Goehring Lee Greenberg Alison Hearn Lori Higgs (Vice Chair) Matthew Lebo	Elizabeth Maccabe Lesley Oliver Stephen Poloz Guy Pratte Terry Rice Alan Shepard John Simcoe David Simmonds Jane Toswell Noah Zabian
Regrets:	Ayesha Hassan, George McAuley, Kelly Meighen, Josh Morgan, Geoff Pollock	
By Invitation:	Karen Bertrand, Althea Blackburn-Evans, Paul Eluchok, Rachel Halaney, Lynn Logan, Penny Pexman, Nancy Stewart, Florentine Strzelczyk, Caroline Whippey	
Secretariat Resource:	Bonnie Brown	

Chair M. McGrath called the meeting to order at 9:00 a.m. and provided welcoming remarks.

1.0 Land Acknowledgement

M. Banik offered a land acknowledgement.

2.0 Approval of Agendas and Minutes

2.1 Adoption of Agenda – Open Session

Moved by E Maccabe, seconded by J. Simcoe:

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

CARRIED

2.2 **Approval of the Open Session Minutes of the Meeting of June 18, 2026**

Moved by S. Clarke, seconded by T. Rice:

That the open session minutes of the meeting of June 18, 2026 be approved, as circulated.

CARRIED

2.3 **Business Arising from the Minutes** – None.

3.0 Report of the President

A. Shepard, President & Vice-Chancellor, began his report by commenting on the success of last year and the positive start to the new academic year. He further described the opportunities for alumni engagement that have been planned for Homecoming weekend.

A. Shepard described the economic impact study that Western is initiating and described the value of being able to identify Western's economic impact in the region.

A. Shepard shared Western's rankings in this year's Times Higher Education Sustainability Impact Ratings and the Bloomberg Business School Rankings (Canada).

In concluding his report, A. Shepard, reported that fall Convocation is scheduled for October 21 and 22.

Administration addressed questions regarding the results of the recent Impact+ Chair Program competition and addressed concerns regarding the recent power outages on campus.

4.0 COMMITTEE AND SENATE REPORTS

4.1 REPORT OF THE AUDIT COMMITTEE

4.1(a) Audited Financial Statements for the Year Ended April 30, 2026

E. Maccabe, Chair of the Audit Committee, presented for approval the draft audited financial statements for the year ended April 30, 2026.

E. Maccabe reported on the process used by the Audit Chair and members of the Audit Committee to review the audited financial statements, the due diligence completed, and the role of the external auditors.

E. Maccabe advised there were no adjustments required by the external auditors and there were no audit findings. She reported the external auditors are prepared to sign an unqualified audit opinion on the approval of the draft audited financial statements by the Board of Governors.

Administration responded to questions of clarification.

Moved by E. Maccabe:

> That, on recommendation of the Audit Committee, the Board of Governors approve the draft audited combined financial statements for the University for the fiscal year ended April 30, 2026.

CARRIED

4.2 REPORT OF THE PROPERTY AND FINANCE COMMITTEE

4.2(a) Purchase of an MRI Scanner

R. Brant, Chair of the Property and Finance Committee, presented for approval the purchase of an MRI scanner to be used for medical research.

Moved by R. Brant:

> That, on the recommendation of the Property and Finance Committee, the Board of Governors approve the purchase of a Siemens 7T MAGNETOM Terra.X MRI scanner with a Head Coil 7T Clinic package and a 10-year extended service package at an estimated cost of $17.822 million.

CARRIED

4.3 REPORT OF THE GOVERNANCE AND BY-LAWS COMMITTEE

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

L. Higgs, Vice-Chair of the Governance and By-Laws Committee, presented for approval several housekeeping revisions to the Resolution re: Presentations to Retiring Members of the Board of Governors and Commemorating Service of Chancellor, Chair of the Board and President.

Moved by L. Higgs:

> 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 of the Board of Governors and Commemorating Service of Chancellor, Chair of the Board and President*.

CARRIED

5.0 UNANIMOUS CONSENT AGENDA

Moved by M. McGrath, seconded by L. Higgs:

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

CARRIED

5.1 ITEMS FROM THE PROPERTY AND FINANCE COMMITTEE

5.1(a) New Scholarships, Awards, and Prizes

A report on the terms of reference approved by the Property and Finance Committee for the new donor-funded scholarships, awards, and prizes was received for information.

5.1(b) Investment Committee Membership

A report on the approved reappointment of Greg Dick to the Investment Committee was received for information.

5.1(c) Pugliese-Zorzi Visiting Professorship in Italian Canadian Studies

A report on the approved establishment of the Pugliese-Zorzi Visiting Professorship in Italian Canadian Studies was received for information.

5.1(d) Administrative Revision to MAPP 7.16 – Intellectual Property

A report on an administrative revision to MAPP 7.16 - Intellectual Property was received for information.

5.2 ITEMS FROM THE SENIOR POLICY AND OPERATIONS COMMITTEE

5.2(a) University Discipline Appeal Committee (UDAC) Membership

On the recommendation of the Senior Policy and Operations Committee, the Board of Governors acclaimed the following appointments to UDAC:

Jasmine Antonelli and Thomas Liang (undergraduate students) for the term July 1, 2026 to June 30, 2027; and John Tolentino (graduate student) for the term July 1, 2026 to June 30, 2027.

5.2(b) Audit Committee Membership

A report on the appointment of David Thomson to the Audit Committee was received for information.

5.3 ITEMS REFERRED BY SENATE

5.3(a) Administrative Appointments

A report on academic administrative appointments was received for information.

5.3(b) Report of the Academic Colleague

The report from the August 2026 meetings of the COU Academic Colleague was received for information.

5.4 BOARD E-VOTE APPROVALS

A report on the following actions was received for information:

The department name change from the Department of Languages and Cultures to the Department of Languages, Cultures, and Linguistics was approved by the Board of Governors through an e-vote on July 15, 2026.

The $20,000 annual tuition fee for the new Master of Physician Assistant Studies (MPAS) Program and a $500 non-refundable tuition deposit was approved through an e-vote on August 21, 2026.

6.0 ITEMS REMOVED FROM THE CONSENT AGENDA

None.

7.0 QUESTIONS FROM MEMBERS FOR THE OPEN SESSION

None.

8.0 OTHER BUSINESS

None.

9.0 ADJOURNMENT TO CLOSED SESSION

On motion, the meeting adjourned at 9:30 a.m.

_____	_____
M. McGrath	A. Bryson
Chair	University Secretary

Business Arising from the Minutes

Action: ☐ Approval ☐ Information ☐ Discussion

Executive Summary:

There is no business arising from the minutes of the previous meeting.

Report of the President

Action: ☐ Approval ☒ Information ☐ Discussion

Executive Summary:

In addition to the written report provided, A. Shepard, President & Vice-Chancellor, will provide a verbal report.

Documentation Provided:

Report of the President

Report of the President

To: Board of Governors

From: Alan Shepard

Date: November 12, 2026

Re: Report for November 2026

Dear Members of the Board,

Following are some of the noteworthy developments since my last report for the Board meeting of September 24, 2026.

Provincial funding announcement: on Friday, November 6, the Ministry of Colleges, Universities, Research Excellence and Security announced funding to support 5,013 new student spaces at Western over the next three years in selected programs. This is part of the Ministry's province-wide investment announced in February, 2026, and includes competitive Priority Growth Fund allocations and some funding previously announced in the Spring.

Grant to create Indigenous Community Research Circle: a Western team has received the Robbins-Ollivier Award for Excellence in Equity, a $100,000 federal grant to improve equity and break down systemic barriers in post-secondary research. The project aims to create a new framework guiding how Western engages with the priorities of Indigenous communities.

Western has launched an Autonomous and Intelligent Systems Hub, bringing researchers together from the Faculties of Engineering and Science to develop and test new technologies in artificial intelligence (AI), robotics, sensing, communications, and cybersecurity through shared facilities, testing environments and research platforms.

All in Campaign updates: as of November 1, 2026, Western has raised $643 million against our $1 billion+ goal. Recent significant gift announcements include:

- **$1M** Graeme Gibson Chair in Avian Biology supported by Margaret Atwood.
- **$5M** from Richard Ivey to establish the Richard W. Ivey Family Chair for AI in Business, along with a Research and Outreach Fund, teaching scholar, postdoctoral fellows and AI Enhanced Learning Innovation Fund.
- **$2.5M** from Rosamond Ivey to support a Chair in Leader Character within the Ian O. Ihnatowycz Institute for Leadership at Ivey, and **$500,000** to the Western Fund.

- **$4M** donated from the Shah Family Foundation and the Gloria Baylis Foundation to establish the Dr. George J. Klein Shah-Baylis Chair to advance arrhythmia research.

Fall Preview Day: Western welcomed 14,000 guests to campus on Sunday, November 8. Future students and families had the opportunity to meet professors, participate in campus and residence tours, visit faculties, and experience the warm hospitality of our campus community. Thank you to our student, faculty, and staff volunteers who played a key role the day's success – helping to engage and recruit the next class. I'm grateful for their support.

25-year Service Awards: On October 26, we recognized 106 Western staff and faculty members who reached their 25-year service milestone in 2026. We thank them for their dedication.

Ivey Business Leader Dinner: the 34th annual Ivey Business Leader Award Dinner was held October 28, raising a record $1.4 million to support student bursaries. This year's event honoured **Darryl White** (HBA '94, LLD '23), CEO, BMO Financial Group.

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

- **Fred Possmayer** (Schulich) named a 2027 inductee to the Canadian Medical Hall of Fame.

- **Elizabeth Gillies** (Science) won the 2026 NSERC John C. Polanyi Award in recognition of her pioneering work in polymer science.

- **Amanda Grzyb** (Information & Media Studies) and the team responsible for *Surviving Memory in Postwar El Salvador* named a finalist for SSHRC 2026 Impact Awards.

- Western Research Awards of Excellence recipients:
  - **Hellmuth Prizes for Achievement in Research: Marlys Koschinsky** (Schulich), **Nadine Wathen** (Health Sciences)
  - **Outstanding Scholars: adam patrick bell** (Music), **Jamie Noël** (Science)
  - **Emerging Scholars: Yalda Mohsenzadeh** (Science), **Danielle Sirek** (Education)

- **Abdel-Rahman Lawendy** (Schulich) appointed Chair of the Province of Ontario's new Emergency Department Action Team.

- **Laurence Rouleau** (Schulich) awarded the 2026 ALS Canada–Brain Canada Clinical Research Fellowship.

- **Abbas Jessani** (Schulich) named to Canada's Top 40 Under 40 List for 2026.

- Recent Western PhD graduates **Deanne Wah** (Social Science), **Gezheng Xu** (Science), and **Julia Yates** (Health Sciences) received 2026 Governor General's Gold Medals for academic excellence.

- **Cara Davidson** (Health Sciences) named one of two 2026 Ontario Women's Health Scholars at the postdoctoral level by Ontario Ministry of Health and Long-Term Care.

- **2026 Global Undergraduate Award recipients:**
    - **Michelle-Lynn Vandyke Balderston** (Information & Media Studies), Global Winner, Category of Global Communications
    - Regional Winners:
        - **Sarah Torres Escandon** (Schulich), Category of Medical Sciences
        - **Claire DiLosa** (Science), Category of Life Sciences
        - **Katrin Agakishiev (**Health Sciences/Social Science), Category of Nursing, Midwifery & Allied Health Care
    - 9 other students were recognized as Highly Commended or top 10% in their field

- **Recent Mustangs Awards and Accolades:**
    - Mustangs **Men's Tennis** team won the OUA championship.
    - **Kennedy Johnstone** named OUA Player of the Year for Women's Rugby.
    - **Ella Delichte** of Women's Field Hockey named OUA Champion of EDI.
    - **Oliver Baker** named OUA Men's Athlete of the Year in Rowing.
    - **Liam Drover-Mattinen** was named OUA MVP for the 2026-27 season, and **Luke Adrian** was named OUA Rookie of the Year for men's tennis.
    - Co-head coaches **Maciek Gebczynski** and **Chantal Forristal** named 2026 OUA Coach of the Year for women's tennis.
    - Men's hockey head coach **Clarke Singer** celebrated his 500th career win.
    - **Women's Rowing** took third place in the 2026 Canadian University Championship hosted by Western.
    - **Mustangs Football** won the OUA semi-final and will play Queen's in the Yates Cup November 14.

- Appointed to the London Symphonia Fellowship with Western University for the orchestra's 2026-27 artistic season:
    - **Erin Van Dyke**, violin
    - **Cian Diamond**, viola
    - **Tasman Tantasawat**, viola
    - **Deverson Correia**, cello

    - **Abi Greenland**, cello

- **Laura Lenz** (HBA'99) appointed Managing Director and Head of OMERS Ventures.
- **Jeff Glass** (BA'84, LLB '88, HBA'89) has been appointed Vice-Chair of the Canadian Olympic Foundation Board of Directors.
- **Greg Dick** (BSc '93) appointed Deputy Commissioner of the Canadian Football League.
- **Kofi Campbell** (PhD'05) appointed President & Vice-Chancellor of Algoma University.
- **Bill Morneau** (BA '86) named the next Chair of CIBC Board of Directors, effective January 1, 2027.
- **Angel Abraham** (BMOS'25) received the Rising Star Award from the Northern Lights Aero Foundation, as part of its annual Elsie MacGill Awards program.

Leadership updates:

- **François Carrier** appointed Executive Director, Global Engagement.
- **Sophie Roland** appointed Dean, Don Wright Faculty of Music, for a five-year term, effective ending June 30, 2031.
- **John Doerksen** appointed Acting Registrar, **Eric Mallory** appointed Acting Deputy Registrar, **Ryan Palmer** appointed Acting Associate Vice-President, Financial Services.
- **Graham Sogawa** appointed as Director, Toronto Programs & Partnerships.
- **Chris van den Berg** appointed Special Advisor to the Vice-President (Research) on National Security and Defence, effective October 1, 2026.
- Active leadership review/selection committees are underway for the Vice-Provost (Academic Programs) and Dean of Information & Media Studies.

Update on Capital Projects

Action: ☐ Approval ☒ Information ☐ Discussion

Executive Summary:

L. Logan, Vice-President (Operations & Finance), will provide an update on Western's capital projects.

Documentation Provided:

Capital Projects (Slide Deck)

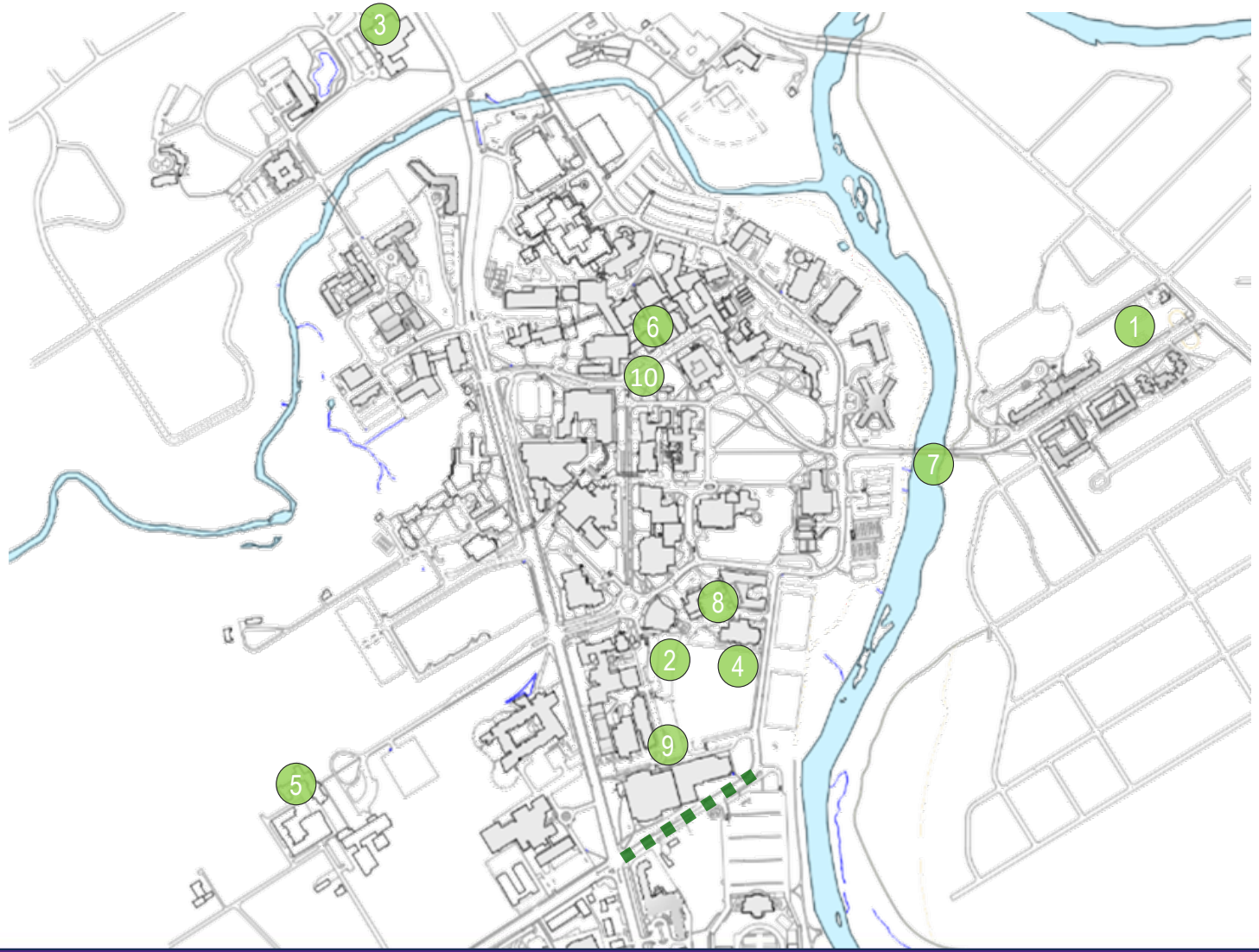


Western
UNIVERSITY · CANADA

Board of Governors

Thursday, November 19, 2026

Capital Projects – 2026+

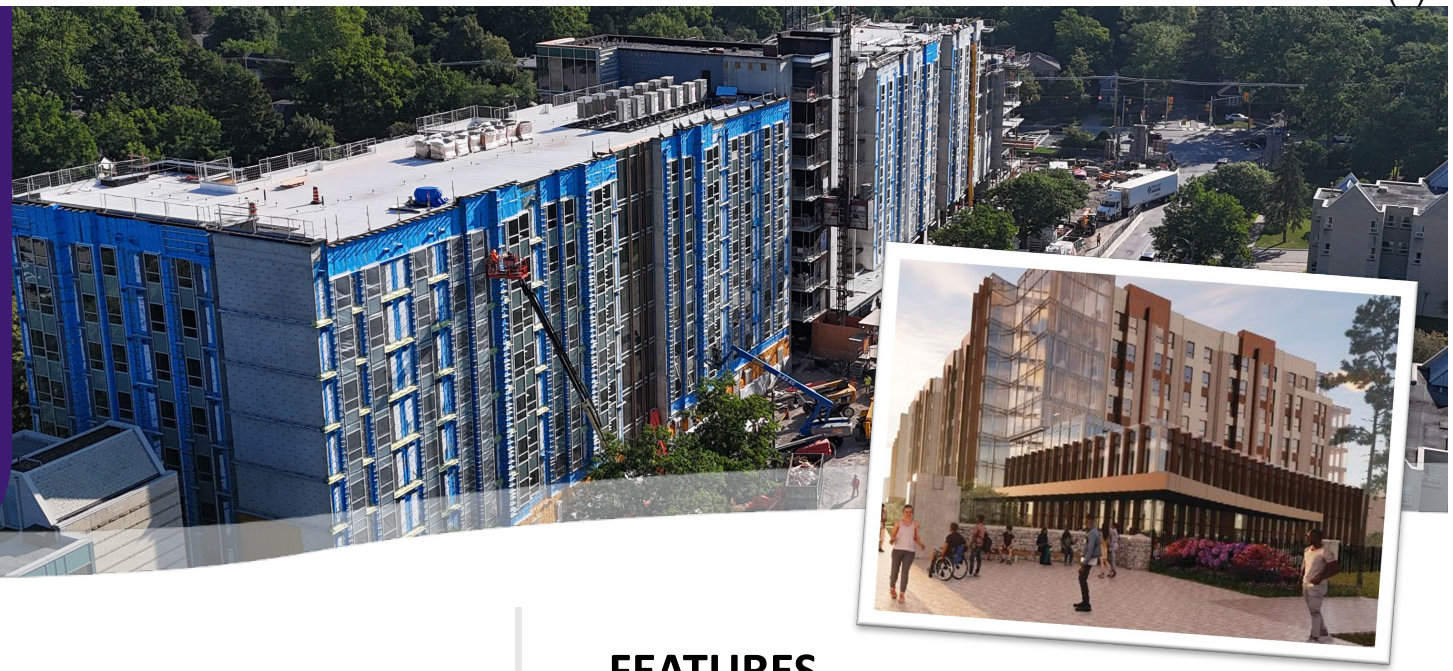


1. University Drive Residence
2. New Engineering Building
3. Pathogen Research Centre
4. Faculty of Health Sciences Building
5. Ursuline Hall Renovations
6. Bioconvergence Centre
7. University Drive Bridge
8. New Electric Boiler & Power Plant Addition
9. Loop 4 Infrastructure
10. Enabling Works – Medical & Science

UNIVERSITY DRIVE RESIDENCE

317,000
SQ. FT.

2027
Completion



ABOUT THE PROJECT

The University Drive Student Residence will be a welcoming and vibrant addition to Western University, located at the east entrance of campus. Set across eight storeys, the building will offer a range of facilities to support community and wellbeing – from study lounges and fitness areas to social spaces.

FEATURES

- 271 student suites (792 beds)
- Large dining hall
- Fitness and wellness spaces
- Multiple study and music rooms
- Targeting LEED Gold

NEW ENGINEERING BUILDING

100,000
SQ. FT.

2027
Completion

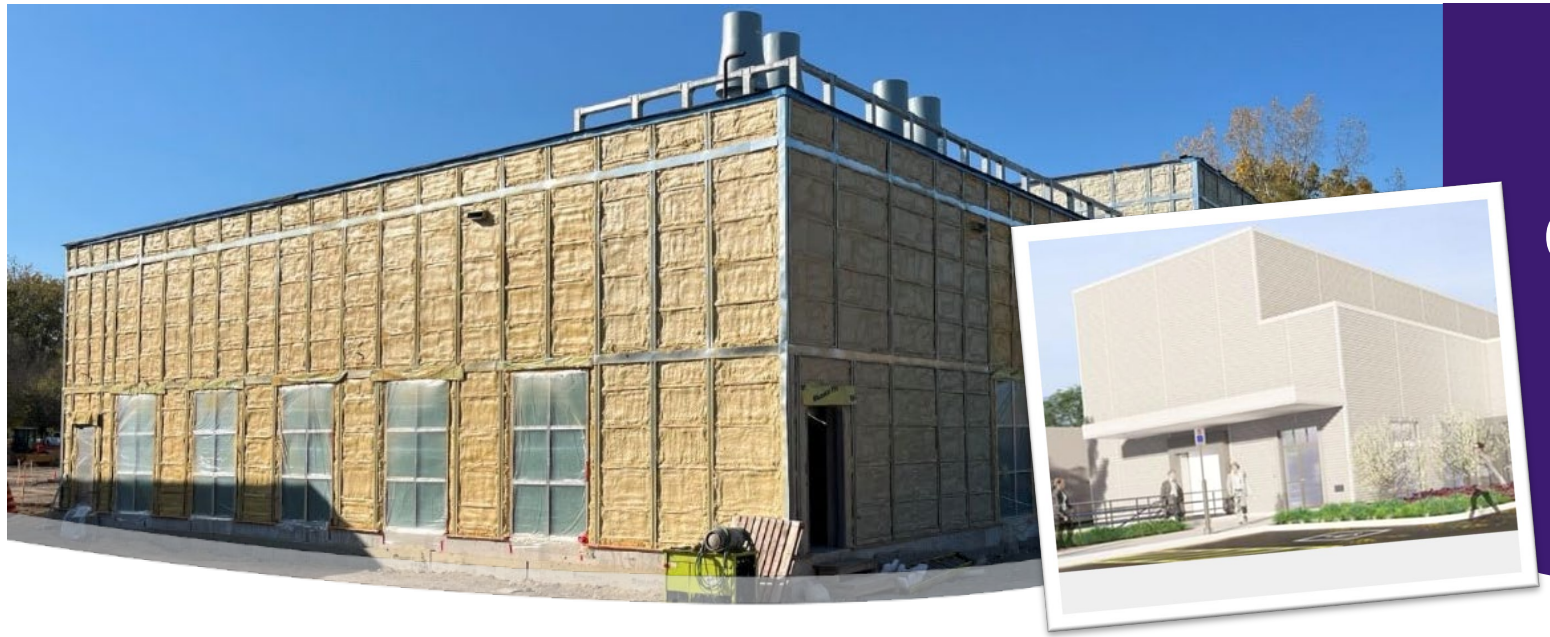


ABOUT THE PROJECT

Western is developing a new 100,000 sq. ft., 5 story facility to support the rapidly expanding Faculty of Engineering. The building is targeting LEED Gold Certification and will house the growing fields of artificial intelligence, storm research, electrical and computer engineering.

FEATURES

- Open-loop geothermal wells
- Triple pane windows
- High-performance envelope
- Barrier free access between lower and upper campus
- Mega build bays & dry labs



PATHOGEN RESEARCH CENTRE (PaRC)

20,000 SQ. FT.

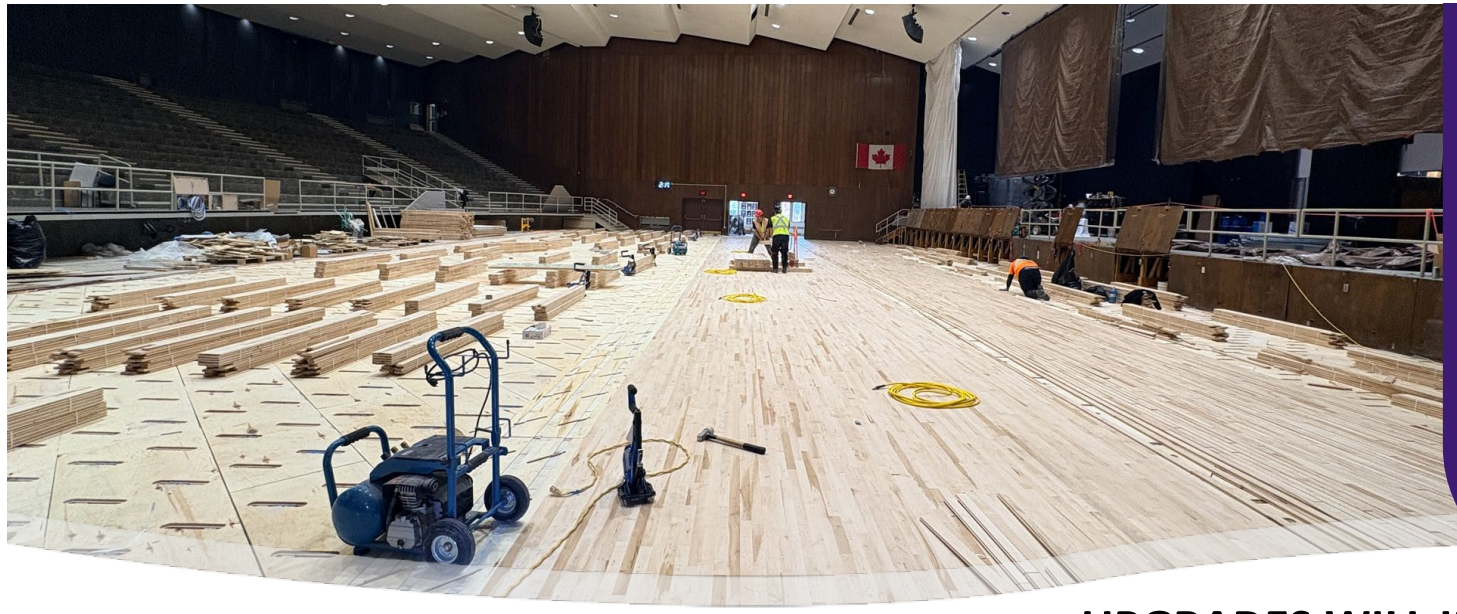
Spring 2027 Completion

ABOUT THE PROJECT

Western is developing a new 20,000 sq. ft. research facility. The Centre is part of Schulich School of Medicine & Dentistry and will include facilities of ImPaKT, Microbial Transmission, and GMP (Vaccines).

FEATURES

- CL2+ & CL3 Laboratories
- Barrier-Enclosed Imaging Equipment
- Integrated Research and Imaging Infrastructure



ALUMNI HALL

Scheduled Completion December 2026

ABOUT THE PROJECT

Begun in May 2026, Alumni Hall renovations will modernize and improve the space for future student-athlete and university use. This includes using Alumni Hall as a temporary classroom until the Bioconvergence Centre project is complete.

UPGRADES WILL INCLUDE:

- New gym flooring for games and events
- Improved accessibility to mezzanine level
- Improved seating for students and guests
- Modernized mechanical system – new air handling units (AHUs)
- New technology such as video boards
- Improved public washroom facilities on first floor

FACULTY OF HEALTH SCIENCES BUILDING

85,000 SQ. FT.

2027 Construction Start



ABOUT THE PROJECT

The new Faculty of Health Sciences building will be located south of the existing Labatt Health Sciences Building, within the South Valley parking lot. It has excellent visibility along Huron Drive, views towards the Thames River, and direct access to the existing Labatt Health Sciences Building, including the FIMS/Nursing Building.

FEATURES

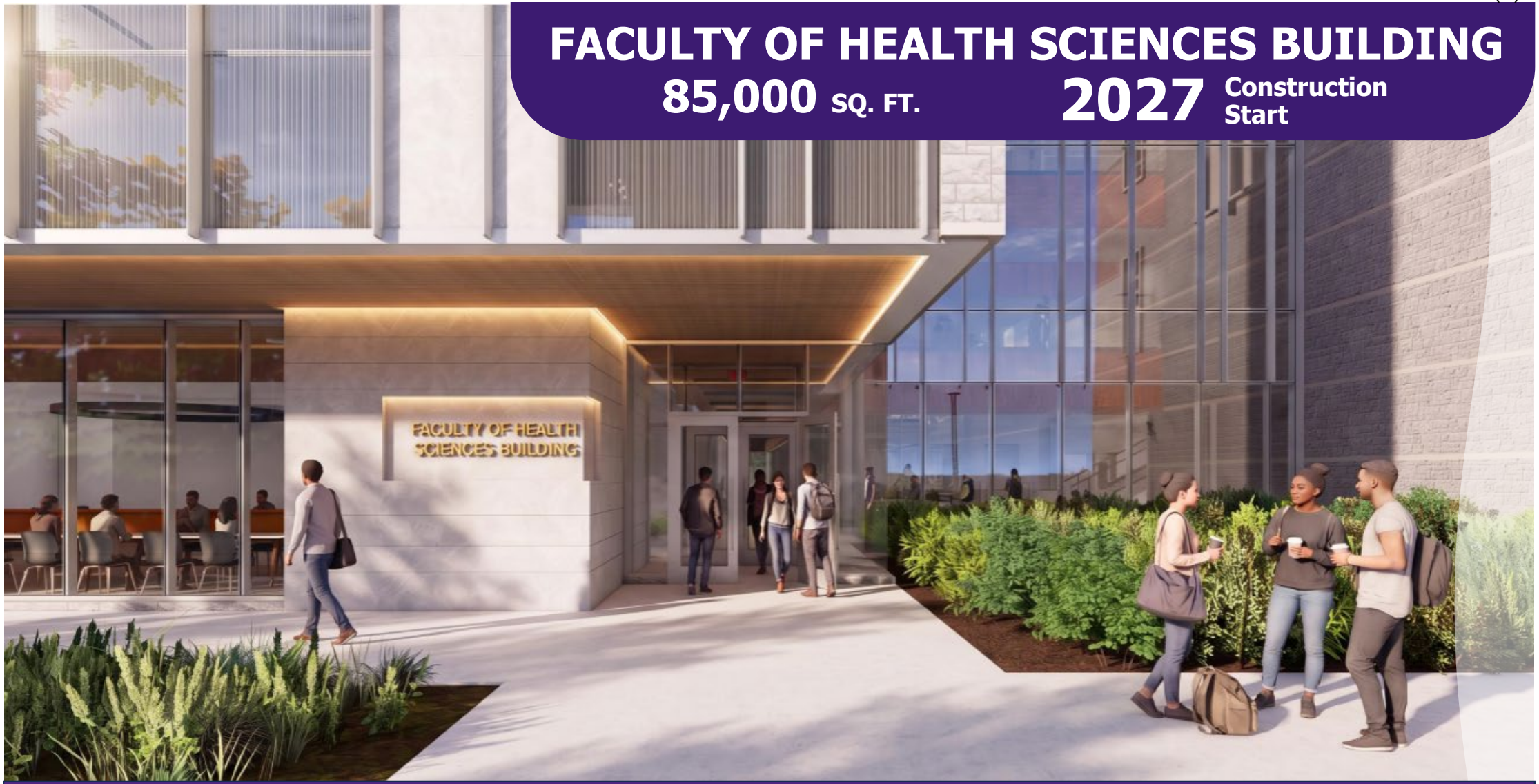
- Four storey new construction
- Large shared-use classrooms
- Physio Labs and break out spaces
- Collaborative research commons

Western

Facilities Management

FACULTY OF HEALTH SCIENCES BUILDING

85,000 SQ. FT. **2027 Construction Start**



Western

Facilities Management



URSULINE HALL RENOVATIONS
Concept Design

ABOUT THE PROJECT

The transformation of Ursuline Hall represents a pivotal opportunity for Western to house Ursuline Museum & Brescia Archives. The McIntosh Gallery relocation is being explored as part of the concept design options.

FEATURES

- Chapel to become Ursuline Museum
- South wing - Brescia & Ursuline archives
- North wing - McIntosh Gallery
- Lower level - Support spaces for McIntosh
- New accessible entrance & loading dock

BIOCONVERGENCE CENTRE

383,000
SQ. FT.

2027
Construction start



ABOUT THE PROJECT

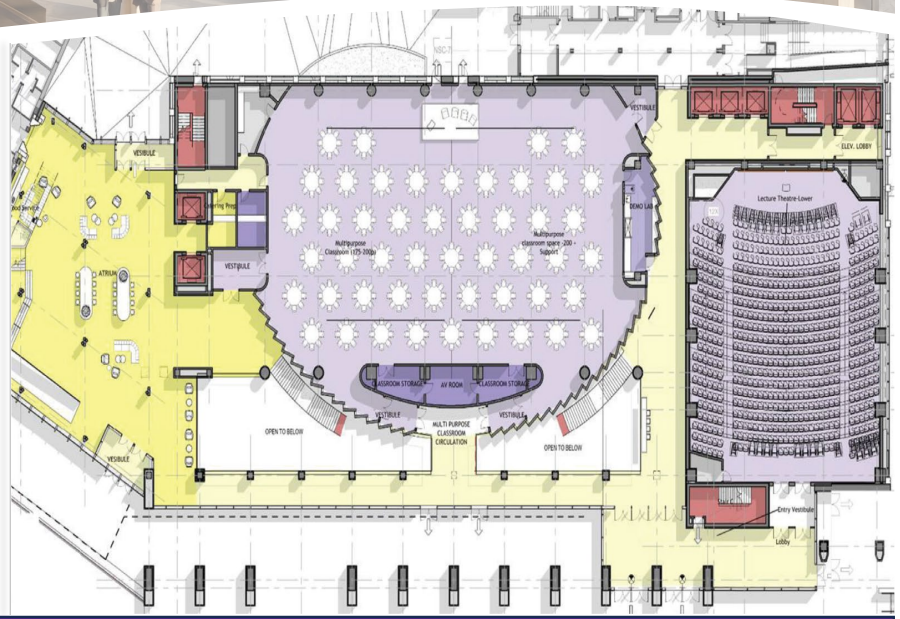
The Bioconvergence Centre will unite experts from medicine, science, engineering, and health sciences to advance medical education and biomedical research. It will drive innovation in diagnostics, biotherapeutics, and wearable health technologies. The Centre will establish the university as a national leader in health innovation.

BIOCONVERGENCE CENTRE

383,000
SQ. FT.

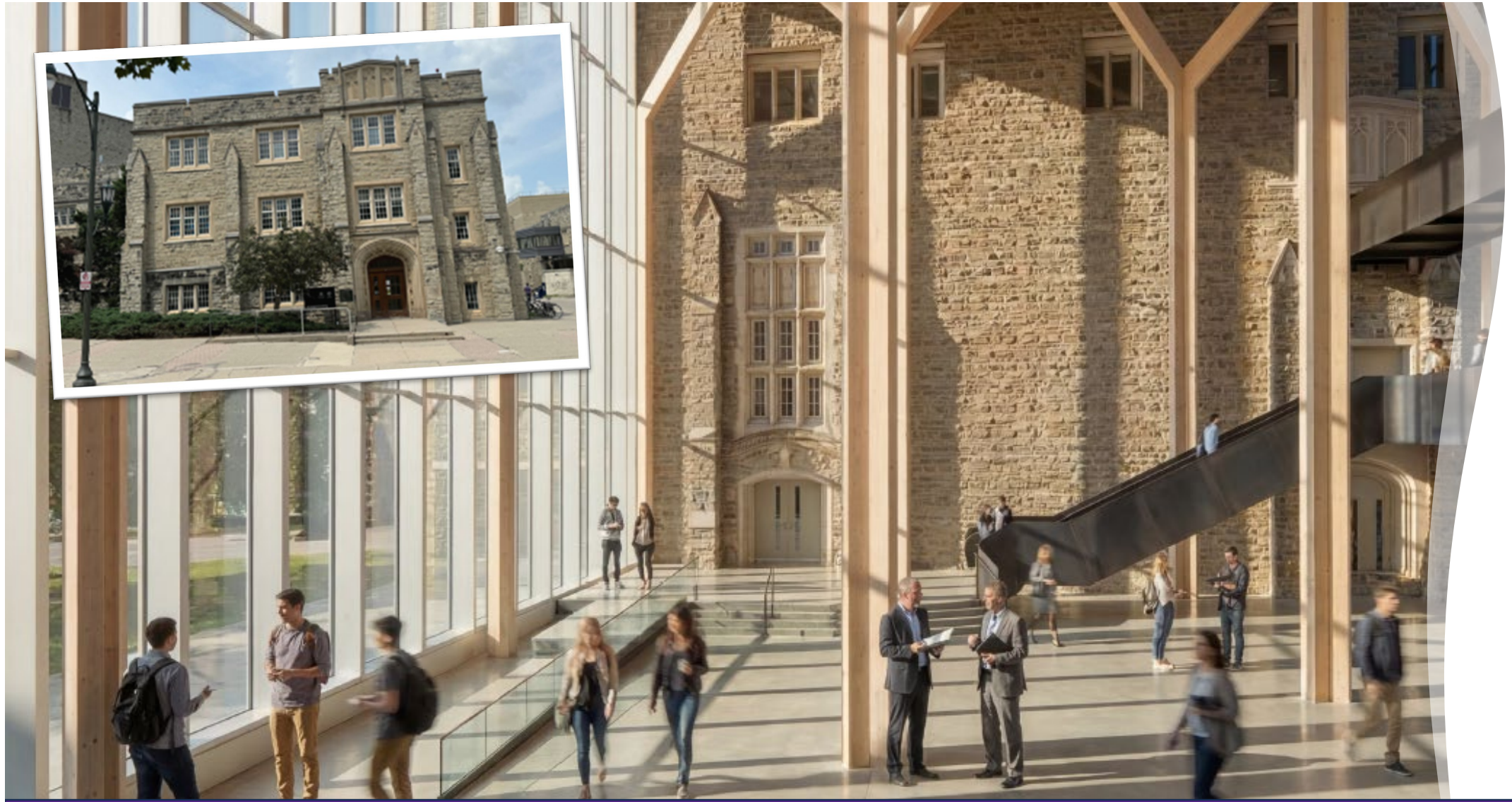
2027
Construction start





FEATURES

- Adaptable “super-core” hub
- State-of-the-art technologies
- Collaboration with thematic research focus
- Inspiring research and teaching spaces
- Sustainable design to support emissions targets



Western

Facilities Management

UNIVERSITY DRIVE BRIDGE

New twin lane span

2027
Construction start



ABOUT THE PROJECT

A new vehicular only bridge is proposed to be constructed south of the existing 100-year-old landmark bridge which will be converted to an active transportation bridge with areas to rest and engage the river.

FEATURES

- New bridge arch complements the historic bridge
- Existing bridge will be updated for A/T
- Environmental studies completed and regulatory agencies have approved
- PIC2 completed May 13th, 2026



ELECTRIC BOILER & POWER PLANT ADDITION

7,700
SQ. FT.

Winter 2026
Completion

ABOUT THE PROJECT

Western is adding 7,700 sq. ft. to the existing Power Plant to accommodate two new electric boilers. The enhancement project is supported with federal funding and is a key step toward Western's carbon reduction goals.

FEATURES

- **Decarbonization**: Electric capacity will reduce GHG emissions by 20-30%.
- **Growing Resilience**: Additional boilers increases reliability of steam supply to core buildings and University Hospital.



LOOP 4 – INFRASTRUCTURE
2026 - 2027

ABOUT THE PROJECT

Western is adding a new infrastructure tunnel consolidating building systems that serve the engineering precinct. The infrastructure renewal project improves campus resilience and supports Western's carbon reduction goals.

FEATURES

- Energy Efficiency: New infrastructure will be upgraded to the latest technology and standards.
- Growing Resilience: Renewal of infrastructure will serve the growing campus for the long term.

ENABLING WORKS – MEDICAL & SCIENCE PRECINCT Fall 2026



ABOUT THE PROJECT

This infrastructure upgrade project will renew essential electrical, cooling, and drainage infrastructure, improving reliability, supporting future growth, and strengthening service to nearby research facilities.

FEATURES

- Modernized electrical infrastructure
- Expanded chilled water capacity and redundancy
- Upgraded sanitary services and future growth capacity



INFRASTRUCTURE & ASSET RENEWAL PROGRAM

ABOUT THE PROGRAM

FM continues to strengthen campus infrastructure resilience through long-term renewal, targeted reliability upgrades, and enhanced emergency preparedness.

INFRASTRUCTURE RENEWAL IS GUIDED BY

- Campus Development Strategy (2026)
- Long-Range Space Plan (annual)
- High Voltage System Growth Plan (2025)
- Utilities and Infrastructure Study (2017) with updates tbd for 2026-27


Western
All in.

Revisions to MAPP 1.52 – Gender-Based and Sexual Violence

Action: ☒ Approval ☐ Information ☐ Discussion

Recommended: That, on the recommendation of the Senior Policy and Operations Committee, the Board of Governors approve the revisions to MAPP 1.52 – Gender-Based and Sexual Violence, as shown.

Executive Summary:

A review of MAPP 1.52 – Gender-Based and Sexual Violence (the "Policy") is required every three years under the Ministry of Training, Colleges, and Universities Act. The current review proposes changes to the Policy and accompanying Procedure, which were last reviewed in 2023.

As in past review cycles, prevention and response staff across campus provided feedback on the Policy in alignment with best practices adopted by other institutions and recommended in Canadian case law, and based on information gathered through their roles during the past three years. This feedback was incorporated into proposed changes to the Policy and Procedure by drafting committee members K. Brown-Blake, Legal Advisor (Appeals & Policy); D. Foster, University Legal Counsel; and V. Yang, Senior Advisor (Gender-Based & Sexual Violence Response). Some changes include: adding language to reflect changes to technology as a mechanism for gender-based and sexual violence; adding a procedural step to the complaints process allowing both parties to review and make submissions on the investigation report before decision-making; and clarifying the appeals procedure. Many of these inclusions simply codified practices that had already been adopted by prevention and response staff.

These proposed changes were then reviewed by the Gender-Based and Sexual Violence Advisory Committee and a review committee appointed by the Vice-Provost (Students), both of which were comprised of representatives from across campus, including both graduate and undergraduate student leaders. Feedback on the proposed changes was gathered, considered, and incorporated where appropriate.

Documentation Provided:

MAPP 1.52 – Gender-Based and Sexual Violence

Procedure for Policy 1.52 - Gender-Based and Sexual Violence

Western UNIVERSITY · CANADA

POLICY 1.52 – Gender-Based and Sexual Violence

Policy Category:	General
Subject:	Gender-Based and Sexual Violence
Approving Authority:	Board of Governors
Responsible Officers:	Provost & Vice President (Academic) Vice-President (Operations & Finance)
Responsible Offices:	Human Rights Office Vice-Provost (Students)
Related Procedures:	Procedure for Policy 1.52 - Gender-Based and Sexual Violence
Related University Policies:	Policy 1.35 - Non-Discrimination/Harassment/ Sexual Misconduct; Policy 1.46 - Safe Campus Community; Code of Student Conduct
Effective Date:	November 19, 2026 ~~November 16, 2023~~
Supersedes:	November 16, 2023; May 1, 2020; January 1, 2017; September 23, 2014

A. PURPOSE AND SCOPE

1.00 The University is committed to providing and maintaining an environment in which Gender-Based and Sexual Violence is not tolerated. It takes seriously its responsibility to address Gender-Based and Sexual Violence that is pervasive in society through education, training, and response. This ~~p~~Policy and its related ~~p~~Procedure~~s~~ identify ways to recognize and prevent Gender-Based and Sexual Violence through policies, resources, education, and community support and provide members of the University community with information to help them respond effectively to incidents of Gender-Based and Sexual Violence.

2.00 The University recognizes that Gender-Based and Sexual Violence can have serious and lasting impacts on the physical, mental, and emotional welfare of

individuals who are affected by Gender-Based and Sexual Violence.

3.00 The Members of the University Community will treat Survivors with dignity and respect.

4.00 This ~~p~~Policy applies to all Members of the University Community in their interaction with other Members of the University Community.

B. DEFINITIONS

1.00 The following definitions shall apply to this ~~p~~Policy:

1.01 **Adjudicator**: A person or a panel of persons appointed by the ~~University's~~ Provost and Vice-President (Academic) to hear appeals under Part F of the Procedure~~s~~.

1.02 **Complaint**: The sharing of information concerning an act of Gender-Based and Sexual Violence by a Survivor with the intention of initiating a formal process identified in this ~~p~~Policy.

1.03 **Complainant**: A Member of the University Community who has filed a Complaint under this ~~p~~Policy.

1.04 **Consent**: The voluntary agreement of an individual to engage in an activity. Consent is direct, active, voluntary and a conscious choice. Consent can be revoked at any time. Consenting to one kind of activity does not mean that consent is given for another activity. Consent is not obtained where a person is Incapacitated; cannot be obtained under threat or coercion; cannot be given on behalf of another person; and may be compromised where individuals are in a position of power, trust or authority over the person whose Consent is required.

1.05 **Disclosee**: University employees, emeriti, visiting professors, volunteers, contractors, affiliated persons and Student Leaders who receive a Disclosure but not volunteers at the Legal Information for Sexual Assault group or healthcare providers, Health & Wellness employees, and members of the Student Emergency Response Team who receive a Disclosure in the provision of healthcare services to the Survivor.

1.06 **Disclosure**: The sharing of information by a Survivor with a Member of the University Community concerning an incident of Gender-Based and Sexual Violence. A Disclosure may or may not be for the purpose of accessing supports, services or accommodations.

1.07 **Human Rights Office:** A department of the University that provides support, education, and advice to students, staff, faculty, and academic and administrative leaders on the University's discrimination, harassment and sexual misconduct policies, as well as on human rights related issues.

1.08 **Gender-Based and Sexual Violence**: 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~~ technology-facilitated violence and sexual exploitation.

1.09 **Gender-Based and Sexual Violence Prevention Education Coordinator:** A staff member in Student Experience who advances education surrounding the spectrum of Gender-Based and Sexual Violence on campus and is responsible for developing, delivering and evaluating education programs and training aimed at preventing Gender-Based and Sexual Violence and fostering support for survivors.

1.10 **Incapacitated**: An inability to understand the nature of the activity or appreciate the option of declining to participate in the activity. Under this ~~p~~Policy, a person who is significantly impaired (and not merely disinhibited) by alcohol or drugs is deemed to be incapable of consenting, as is a person who is asleep, unconscious or otherwise unable to communicate.

1.11 **Members of the University Community**: Employees, emeriti, post-doctoral fellows/associates, students, visiting professors, visiting students, contractors, volunteers, and other affiliated persons.

1.12 **Normal Business Hours**: 9:00 am to 4:00 pm, Monday to Friday, excluding statutory holidays and other University closures.

1.13 **Residence**: A residential building operated by the University excepting University owned apartments (e.g., Platt's Lane Estates).

1.14 **Respondent**: A Member of the University Community against whom a Complaint has been filed ~~against~~ under this ~~p~~Policy.

1.15 **Responding Coordinator on Call**: Staff in the applicable Residence available to offer resources, support and accommodation in accordance with this ~~p~~Policy or the residence contract.

1.16 **Secretary**: The Secretary of the University or designate.

1.17 **Student Leaders**: Student orientation week volunteers.

1.18 **Survivor**: A ~~person~~ Member of the University Community who has experienced Gender-Based and Sexual Violence.[1]

1.19 **Survivor Support Case Manager**: A staff member of the University who provides support to undergraduate and graduate students at the University, or its affiliates, who have been subjected to Gender-Based and Sexual Violence at any time in their life.

1.20 **Unreasonable:** The decision on sanctions exceeds a reasonable expectation or refers to anything beyond what would be considered common sense for the average person based on the evidence provided or is not supported by the evidence provided to the Vice-Provost (Students). The Adjudicator will only intervene if the decision falls outside the range of possible acceptable outcomes that are defensible in respect of the facts and the Policy.

~~1.20~~ 1.21 **Vice-Provost (Students)**: The Vice-Provost (Students) or their designate.

C. PRINCIPLES

1.00 Gender-Based and Sexual Violence is prohibited.

2.00 Gender-Based and Sexual Violence is a serious societal problem. The University is committed to addressing Gender-Based and Sexual Violence through support, education, training and prevention programs and through the appropriate handling of Disclosures and Complaints.

3.00 The University understands that each individual's experience of Gender-Based and Sexual Violence, including the level of risk they face and how they access services and supports, is unique and can be based on, or influenced by, the dynamics of unequal power and the intersection of Gender-Based and Sexual Violence with discrimination and harassment including, but not limited to sex, ancestry, race, ethnicity, culture, language, disability, creed, age, socioeconomic status, sexual orientation, and gender expression. In particular, the University recognizes that Gender-Based and Sexual Violence often intersects with acts of racism, ableism, homophobia or transphobia. The University is committed to an intersectional approach reflective of and relevant to its diverse community.

[1] The University uses the term "Survivor" in this ~~p~~Policy but acknowledges that individuals may prefer other terms to define themselves in relation to their experience such as "victim" or "thrivor".

4.00 Any Member of the University Community who commits an act of Gender-Based and Sexual Violence against another Member of the University Community will be held accountable in a manner that recognizes the dignity and needs of the Survivor, the health and safety of Members of the University Community and the educational mission of the University.

D. REVIEW

The University will conduct a review of this ~~p~~Policy every three years. Every time the ~~p~~Policy is reviewed or amended, the University shall ensure student input is considered in accordance with any legislative or regulatory requirements.

Last Reviewed: *

Western UNIVERSITY · CANADA

Manual of Administrative Policies and Procedures

PROCEDURE FOR POLICY 1.52 – Gender-Based and Sexual Violence

Governing Policy: Policy 1.52 – Gender-Based and Sexual Violence

Sections: General; Confidentiality; Disclosures; Support and Accommodations; Complaints; Process for Resolving Complaints against Student Respondents; Anonymous Complaints or Complaints made by Someone other than the Survivor; Retaliation; Education and Training; Gender-Based and Sexual Violence Review Team

Responsible Officers: Provost & Vice-President (Academic)
Vice-President (Operations & Finance)

Responsible Offices: Human Rights Office
Vice-Provost (Students)

Effective Date: November 19, 2026 ~~November 16, 2023~~

Supersedes: November 16, 2023

A. General

1.00 In ~~these~~ this Procedure~~s~~, reference to "the Policy" shall mean ~~the~~ MAPP Policy 1.52 – ~~on~~ Gender-Based and Sexual Violence.

2.00 Defined terms in the Policy shall have the same meaning in this Procedure.

~~2.00~~ 3.00 The~~se~~ following ~~p~~Procedure~~s~~ ~~apply~~ applies to all matters relating to Gender-Based and Sexual Violence.

B. Confidentiality

1.0 The University will treat Disclosures and Complaints of incidents of Gender-Based and Sexual Violence in a confidential manner and in accordance with the provisions of the *Freedom of Information and Protection of Privacy Act* and *Personal Health Information Protection Act*.

2.00 The University will limit sharing of information to those within the University who have a need to know the information for the purposes of implementing the Policy, including providing support, accommodation, emergency and interim measures, and the investigation and decision-making processes.

3.00 Confidentiality cannot be maintained where information needs to be disclosed in order to address a risk to the health and safety of a Member or Members of the University Community, or where required by law.

4.00 Where a Complainant files a Complaint against a Respondent, the name of the Complainant, if known, and the material allegations being made will be disclosed to the Respondent.

C. Disclosures

1.00 A Disclosure can be made to any Member of the University Community. A Disclosure by a Survivor may involve a perpetrator who is or is not a Member of the University Community. A Disclosure does not initiate a formal Complaint process.

2.00 If personal security is an immediate concern, staff at Western Campus Safety and Emergency Services (CSES) are available on a 24/7 basis and can provide guidance, support, and response.

3.00 A Disclosure does not result in a Complaint being made and does not initiate a process to address the act of Gender-Based and Sexual Violence. The decision to make a Disclosure and the decision to file a Complaint are separate decisions to be made by a Survivor. A Survivor who has made a Disclosure is not required to file a Complaint and is not required to request or participate in an investigation by the University.

4.00 The University recognizes that some individuals may be hesitant to make a Disclosure or Complaint or participate in an investigation process in cases where they have been drinking while under-age, or were using drugs at the time the Gender-Based and Sexual Violence took place. A Survivor or witness acting in good faith who makes a Disclosure or Complaint or participates in an investigation process will not be subject to sanctions for violations of the University's policies related to drug and alcohol use at the time that the Gender-Based and Sexual Violence took place. Furthermore, Survivors who disclose their experience of Gender-Based and Sexual Violence through disclosing an incident of, making a complaint about, or accessing supports and services for Gender-Based and Sexual Violence, will not be asked irrelevant questions by the University's staff or investigators, including irrelevant questions relating to the Survivor's sexual expression or past sexual history.

5.00 Any Member of the University Community who receives a Disclosure should listen to the Survivor, inform the Survivor of the Policy, and refer the Survivor to the Survivor Support Case Manager and other available supports. For a list of supports, refer to Schedule A of ~~these~~ this ~~p~~Procedure~~s~~.

6.00 Members of the University Community who receive a Disclosure should refrain from judging and taking steps to address the alleged act of Gender-Based and Sexual Violence on their own initiative and outside of formal processes. Unless trained in providing counselling to those who have experienced Gender-Based and Sexual Violence, Members of the University Community who receive a Disclosure should refrain from providing counselling.

7.00 ~~Except for healthcare providers, Health & Wellness employees, and members of the Student Emergency Response Team who receive a Disclosure in the provision of healthcare services to the Survivor, University employees, emeriti, visiting professors, contractors, affiliated persons and Student Leaders who receive a Disclosure (hereinafter called a "Disclosee")~~ Disclosees who receive a disclosure from a student shall follow the following steps:

How to Respond to a Disclosure Generally
(For Disclosures in Residences outside Normal Business Hours, see below)

Step 1: The Disclosee should ask the Survivor if they are feeling safe in the current moment and address any immediate danger, including proximity of perpetrator or thoughts of self-harm or suicide. If the Survivor is concerned for their physical safety, the Disclosee should offer to call Western CSES at 519.661.3300. All Survivors should be offered a referral to medical care, especially if they are injured, express thoughts of self-harm or suicide, or are interested in evidence collection for criminal investigation. The Disclosee should ~~offer to call, or should~~ refer ~~to~~ the Survivor~~,~~ to one or more of the supports and resources listed in Schedule A.

Step 2: The Disclosee shall explain the limits of confidentiality to the Survivor. In particular,

- Emphasize that you are here to help; part of that help means connecting them with the ~~Resource and~~ Survivor Support Case Manager ~~Adviser~~ on campus who can provide professional support and advice on options moving forward.~~;~~
- Explain that you will be filling out an online referral to the University's Survivor Support Case Manager for the sole purpose of ensuring the Survivor has all of the information they need to make an informed decision; emphasize that the Survivor will get to choose what happens next.
- Emphasize that an online referral is confidential and that it does not mean a Complaint is filed. Your role is just make sure they have the information to inform their choices.
- Explain that if the Survivor makes statements disclosing plans to self-harm,

harm another person, or end their own life, that you may involve emergency services.

Step 3: The Disclosee shall inform the Survivor that:

- They will receive an automated email from the Survivor Support Case Manager ~~will be contacting them with an outreach email the next business day to offer~~ outlining support and resources; and it will be up to the Survivor to decide whether they wish to access supports/resources, schedule a meeting, and/or ~~to~~ submit a Complaint.

Step 4: The Disclosee shall ask for the Survivor's email address or telephone number and shall collect the email address or telephone number of preference. The Survivor does not necessarily need to provide their University email address or telephone number. For example, the Survivor may choose to provide a non-identifying e-mail address from an external provider. The Survivor does not need to provide any identifying information for the purposes of completing the disclosure form.

Step 5: After receiving the Disclosure, the Disclosee shall complete and submit the online disclosure form to allow the Survivor Support Case Manager to provide outreach and support to the Survivor. ~~[Click here to access the online referral form].~~

Step 6: Upon submitting the form:

- ~~t~~The Survivor will receive an automated email from the Survivor Support Case Manager outlining support options in the moment, if the Survivor's email was provided; and
- ~~t~~The Disclosee will receive an automated email from the Survivor Support Case Manager ~~offering to schedule a meeting to debrief the Disclosure and~~ outlining supports available to them.
- Neither the Survivor nor the Disclosee is required to respond to the automated e-mail from the Survivor Support Case Manager, nor will they receive further contact should they choose not to respond to the e-mail.

How to Respond to a Disclosure Outside Normal Business Hours in Residences

Step 1: Upon receipt of a disclosure from a student residing in a Western University Residence Building, ~~T~~the Disclosee should ask the Survivor if they are feeling safe in the current moment and address any immediate danger, including proximity of perpetrator or thoughts of self-harm or suicide. If the Survivor is concerned for their physical safety, the Disclosee should offer to call Western CSES at 519.661.3300. All Survivors should be offered a referral to medical care, especially if they are injured, express thoughts of self-harm or suicide, or are interested in evidence collection for criminal investigation. The Disclosee should ~~offer to call, or should~~ refer

~~to~~ the Survivor to, and offer to call, one or more of the supports and resources listed in Schedule A.

Step 2: The Disclosee shall explain the limits of confidentiality to the Survivor. In particular,

- Emphasize that you are here to help; part of that help means connecting the Survivor with people and resources on campus that can provide professional support and advice on options moving forward.
- Explain that the only reason you will tell somebody is to make sure they have all of the information they need to make an informed decision; emphasize that the Survivor will get to choose what happens next. Your role is just to make sure the Survivor has the information to inform their choices. In the case of a recent incident (something that occurred within the previous two weeks), let the Survivor know you will notify the Responding Coordinator on Call after your conversation with the Survivor so they can connect them with valuable supports and accommodations, which may include a different residence room.

Step 3A: If the incident occurred within the previous two (2) weeks:

(i) The Disclosee shall inform the Survivor that they will receive an automated outreach email from the Survivor Support Case Manager ~~will be contacting them with an outreach email the next business day to offer~~ overviewing supports and resources and that it will be up to the Survivor to decide whether they wish to access supports/resources or to submit a Complaint.

(ii) The Disclosee shall ask the Survivor for their email address or telephone number and shall collect the email address or telephone number of preference. The Survivor does not necessarily need to provide their University email address or telephone number. For example, the Survivor may choose to provide a non-identifying e-mail address from an external provider. The Survivor does not need to provide any identifying information for the purposes of completing the disclosure form.

(iii) Once conversation with the Survivor has concluded, the Disclosee is to contact the Responding Coordinator on Call and let them know they have received a Disclosure. The Responding Coordinator on Call will debrief the call with the Disclosee and let them know if there are any additional steps to take. In some cases, the Responding Coordinator on Call may decide to speak to the Survivor directly.

(iv) The Responding Coordinator on Call shall determine whether an immediate response is necessary and complete the online disclosure form as soon as possible to allow the Survivor Support Case Manager to provide outreach and support to the Survivor ~~[Click here to access the~~

~~online referral form].~~

(v) Upon submitting the form the Survivor will receive an automated email from the Survivor Support Case Manager outlining support options in the moment, if the Survivor's email was provided; and the Disclosee will receive an automated email from the Survivor Support Case Manager ~~offering to schedule a meeting to debrief the Disclosure and~~ outlining supports available to them.

(vi) Neither the Survivor nor the Disclosee is required to respond to the automated email from the Survivor Support Case Manager, nor will they receive further contact should they choose not to respond to the e-mail.

Step 3B: If the incident occurred more than two weeks ago:

(i) The Disclosee shall ~~i~~inform the Survivor that they will receive an automated outreach email from the Survivor Support Case Manager ~~will be contacting them with an outreach email the next business day to offer~~ overviewing supports and resources and that it will be up to the Survivor to decide whether they wish to access supports/resources or to submit a Complaint ~~report~~.

(ii) If the Survivor does not want to wait until the next business day, the Disclosee should offer to contact or refer the Survivor to the Responding Coordinator on Call or one or more of the supports or resources in Schedule A.

(iii) The Disclosee shall ask the Survivor for their email address or telephone number and shall collect the email address or telephone number of preference. The Survivor does not necessarily need to provide their University email address or telephone number. For example, the Survivor may choose to provide a non-identifying e-mail address from an external provider. The Survivor does not need to provide any identifying information for the purposes of completing the disclosure form.

(iv) The Disclosee shall complete and submit the online referral form to allow the Survivor Support Case Manager to provide outreach and support to the Survivor.

(v) Upon submitting the form, the Survivor will receive an automated email from the Survivor Support Case Manager outlining support options in the moment, if the Survivor's email was provided; and the Disclosee will receive an automated email from the Survivor Support Case Manager offering to schedule a meeting to debrief the Disclosure and outlining supports available to them.

(vi) Neither the Survivor nor the Disclosee is required to respond to the automated email from the Survivor Support Case Manager, nor will they receive further contact should they choose not to respond to the e-mail.

8.00 In accordance with their professional obligations, University healthcare providers shall convey any Disclosure to CSES, the police, or another person as they deem necessary for the purpose of eliminating or reducing significant risk of bodily harm to the Survivor or others, in accordance with the healthcare providers' applicable statutory and professional obligations and restrictions.

9.00 CSES shall notify the Survivor Support Case Manager of all Disclosures received by CSES.

10.00 Any Members of the University Community who receive a Disclosure may contact the Gender-Based and Sexual Violence Prevention Education Coordinator and/or the Human Rights Office to receive further information.

D. Support and Accommodations

1.00 Supports, services and/or accommodations are available to any Member of the University Community who makes a Disclosure or Complaint regardless of when or where the Gender-Based and Sexual Violence took place and whether or not a Complaint is made. Support services are available to Survivors, witnesses of Gender-Based and Sexual Violence, support persons, and Respondents.

2.00 In the case of a Survivor who is a student, they are encouraged to contact the Survivor Support Case Manager or a member of Residence staff if living in Residence.

3.00 In the case of a Survivor who is an employee (i.e., staff or faculty member), they are encouraged to contact the Human Rights Office.

4.00 Respondents may access support, resources and information through the Student Support Case Manager (Student Experience), the Human Rights Office, the Office of the University Ombudsperson, Community Legal Services, the Responding Coordinator on Call and/or as directed during any Complaint proceeding. Schedule A outlines details and contact information for the various on-campus and community support services available.

5.00 Witnesses to an incident of Gender-Based and Sexual Violence and/or those who are supporting a Survivor or a Respondent may contact either the Gender-Based and Sexual Violence Prevention Education Coordinator or the Human Rights Office for support.

6.00 If needed by a Survivor, the Survivor Support Case Manager will provide support (including safety planning), resources and referrals, assistance with accommodation, information about Complaint options, reporting to the police, and assistance with preparing a Complaint.

7.00 Applicable faculties, units, and/or departments shall ensure that accommodations are properly implemented. Accommodations for a Survivor or a Respondent who is a student may include, but are not limited to, permission for late submissions of assignments, permission to write a make-up exam or test, waiver of attendance or participation requirements, late withdrawal from a course without penalty, a leave of absence, moving to a different room or Residence building, moving to a different office, and removal from the student directory. Accommodations for a Survivor who is an employee may include, but are not limited to, permission to work remotely, a leave of absence, adjustments to work schedule, moving to a different office, removal from staff directory, and assignment of a new telephone number/extension or new email address.

E. Complaints

Jurisdiction

1.00 The processes available to the University to address Complaints only apply to Complaints where:

(i) ~~t~~The Complainant was a Member of the University Community at the time of the alleged incident;
(ii) ~~t~~The Respondent was a Member of the University Community at the time of the alleged incident;
(iii) ~~t~~The Respondent is a Member of the University Community when the Complaint is filed; and
(iv) ~~t~~The subject matter of the Complaint has not been previously investigated and determined under the Code of Student Conduct or ~~the~~ Policy 1.35 – Non-Discrimination/ ~~and~~ Harassment/Sexual Misconduct ~~Policy~~.

2.00 If, at any time during the investigation or decision-making process, the Respondent's relationship with the University ends, the University may:

(i) Suspend the process, with the option of reinstating it if the Respondent rejoins the University; or
(ii) Continue with the process to conclusion, whether or not the Respondent chooses to participate.

3.00 A student who is also an employee who commits an act of Gender-Based and

Sexual Violence may be subject to sanctions both as a student and an employee in accordance with the relevant collective or employment agreement and policies.

Submitting a Complaint and Intake

4.00 Members of the University Community who experience Gender-Based and Sexual Violence are not required to make a Complaint under this Policy and are not required to request a University investigation in order to receive the Supports and Accommodations outlined in Part D of ~~these~~ this ~~p~~Procedure~~s~~.

5.00 Gender-Based and Sexual Violence Complaints must be made in writing and submitted using this online reporting form or submitted directly to the Senior Advisor, Gender-Based and Sexual Violence Response (Student Experience). Complaints must:

(i) ~~i~~Identify the Respondent;
(ii) ~~s~~Set out the relevant facts alleged to constitute Gender-Based and Sexual Violence; and
(iii) ~~i~~Include any documentation (e.g. text messages, social media posts, emails, letters, notes, etc.) upon which the Complainant relies.

6.00 As necessary, Student Experience or the Human Rights Office will provide support and reasonable accommodations to those Members of the University Community who are unable to submit complaints in writing without assistance.

7.00 If a Member of the University Community chooses to report an incident of Gender-Based and Sexual Violence to the police, it does not preclude them from making a Disclosure or submitting a Complaint under this Policy.

8.00 A Complaint against a student or visiting student Respondent shall be investigated and determined in accordance with the process in Part F of ~~these~~ this ~~p~~Procedure~~s~~. A Complaint against an employee, emeritus, post-doctoral fellow/associate, visiting professor, or contractor Respondent shall be investigated and determined in accordance with ~~Western's~~ Policy 1.35 – Non-Discrimination/Harassment/Sexual Misconduct ~~Policy (MAPP 1.35)~~ and the applicable collective agreement and/or employment agreement.

9.00 In the case of a Respondent who holds more than one role within the University community (for example a student who is also an employee) or whose role changes (e.g. student who becomes an employee), or in the case of multiple Respondents who hold different roles, the Provost & ~~and~~ Vice-President (Academic), in their sole discretion, will decide which process(es) will apply in the circumstances of the particular case. In the event the Respondent(s) holds more than one role within the University community, they may be subject to more than one process and sanction.

F. Process for Resolving Complaints against Student Respondents

Application

1.00 The following complaint process outlined in this Part F of ~~these~~ this ~~p~~Procedure~~s~~ only applies to a Complaint involving a Respondent who is a student or visiting student of the University or where the Provost and Vice-President (Academic) has determined that this process shall apply in accordance with their discretion pursuant to Part E, Section 9.00.

Procedural Rights

2.00 Procedural rights set out in the following complaint process (the "Complaint Process") apply in place of procedural rights set out in the Code of Student Conduct, ~~the~~ Policy 1.35 – Non-Discrimination/~~ and~~ Harassment/Sexual Misconduct ~~Policy~~ and all other University policies, including procedural rights related to notice, limitation periods, hearing entitlements and appeal.

Participation

3.00 No Complainant is required to participate in an investigation or the other aspects of the Complaint Process, including adjudication or appeal of a Complaint. However, Complainants should understand that a decision not to participate may prevent the University from investigating a Complaint and making a decision with respect to the same. The Vice-Provost (Students) may also discontinue the complaints process on a "without prejudice" basis in the event that a Complainant initiates a Complaint process and then withdraws their participation from the process.

4.00 No Respondent is required to participate in an investigation or the other aspects of the Complaint Process, including adjudication or appeal of a Complaint. However, a Respondent should understand that a decision not to participate will not be used against the Respondent, but may nevertheless be detrimental to the Respondent and will not deter the University from proceeding with an investigation or making a decision with respect to the Complaint.

5.00 The decision not to participate in an investigation does not result in the forfeiture of appeal rights under ~~these~~ this ~~p~~Procedure~~s~~.

Initial Review

6.00 The Vice-Provost (Students) may decline to refer a Complaint for investigation if the University does not have jurisdiction or if the allegations, if proven to be

true, would not constitute a violation of this Policy.

7.00 If the Vice-Provost (Students) determines that the Complaint should be referred for investigation, the Vice-Provost (Students) shall appoint an internal or external investigator.

8.00 If the Vice-Provost (Students) refers a Complaint for investigation, the referral decision is final and is not subject to review or appeal.

Emergency Measures

9.00 Upon receipt of a Disclosure related to a Survivor who lives in Residence, the Associate Vice-President (Housing & Ancillary Services) or designate(s) may impose one or more of the following emergency measures on a student living in residence alleged to have committed Gender-Based and Sexual Violence: (i) trespass from a Residence or all Residences; and/or (ii) required move to a different Residence or to an off-campus location. The purpose of the emergency measures is to allow the Survivor time and space to consider and file a Complaint and to protect the Residence community. Emergency measures shall automatically expire following ten (10) calendar days from the date the emergency measures were imposed, unless extended by the Vice-Provost (Students), where circumstances justify the extension. Emergency measures are not disciplinary and do not represent a finding of misconduct.

Interim Measures

10.00 Upon receipt of a Complaint, the Vice-Provost (Students) may impose interim measures that the Vice-Provost (Students) deems to be appropriate pending completion of the Complaint Process. Such interim measures shall take into account the interests of the Complainant and the Respondent, the integrity of the ongoing investigation and the Complaint Process and the health and safety of the Members of the University Community. Interim measures are not disciplinary and do not represent a finding of misconduct.

11.00 Interim measures may include but are not limited to one or more of the following: removing a Respondent from class or residence; imposing a no-contact directive; a prohibition from attending campus or other University-owned property; suspending campus or work-related privileges; changing a lab schedule, moving an office to another location and/or providing an escort to the Complainant.

12.00 A Respondent who is subject to interim measures can ask the Vice-Provost (Students) to reconsider whether they are appropriate, in consideration of the factors in Section 10.00. The Vice-Provost (Students) shall advise the Respondent of the reconsideration decision in writing ordinarily within three business days of the Respondent's request for reconsideration. There is no

other right of reconsideration or appeal of the decision with respect to interim measures.

13.00 Violations of emergency measures or interim measures shall be considered a violation of this Policy and are sanctionable under this Policy, regardless of whether the Complaint is substantiated. A violation interim measures may also lead to the imposition of stricter measures by the Vice-Provost (Students).

Notice to the Respondent

14.00 The Respondent will be notified in writing of the investigation by the Vice-Provost (Students). The notice will:

(i) ~~i~~Include a summary of all of the allegations;
(ii) ~~d~~Describe any interim measures and indicate how to seek reconsideration of such measures;
(iii) ~~a~~Append relevant documents submitted as part of the Complaint; and
(iv) ~~i~~Identify potential sources of support.

Investigation

15.00 The Investigator will then conduct the investigation. The Investigator will ordinarily:

(i) ~~i~~Interview the Complainant, the Respondent and relevant witnesses;
(ii) ~~p~~Produce a written summary of the interviews;
(iii) ~~g~~Gather additional relevant documents and other records; and
(iv) ~~p~~Produce a written investigation report.

16.00 Throughout the investigation, a Complainant and a Respondent may invite a support person or advisor (including legal counsel at their own expense, if applicable) to meetings with the Investigator. Such support persons and advisors are not to answer questions and are not to interfere with the conduct of the interview.

17.00 The University will consider reasonable requests for accommodation from either party in order to facilitate participation in the investigation process.

18.00 At the conclusion of the investigation, the Investigator shall prepare an investigation report in which the Investigator shall review the Complaint and determine whether the factual allegations in the Complaint have been established on a balance of probabilities. The investigation report shall not include a determination of whether Policy has been breached or a recommendation regarding any sanction(s).

19.00 The University is committed to the thorough and timely investigation of a

Complaint and to keeping both the Complainant and the Respondent apprised of the status of investigations.

Decision Regarding Gender-Based and Sexual Violence

20.00 The investigation report will be reviewed by the Vice-Provost (Students), who will determine whether, on the balance of probabilities, Gender-Based and Sexual Violence occurred and, if so, the appropriate sanction(s), having regard to the factors identified in Part F, Section 22.00 below. Prior to making a decision as to whether Gender-Based and Sexual Violence occurred, the Vice-Provost (Students) shall give the Complainant or the Respondent an opportunity to review the investigation report and provide written submissions no more than ten (10) pages in length (double spaced in 12-pt Arial font, with margins of at least 2.5 cm/1 inch) that addresses concerns about the investigation process and the findings. The Vice-Provost (Students) shall accept and adopt the investigator's findings unless the Complainant and/or Respondent establishes on the balance of probabilities one or more of the following defects:

(i) The investigator demonstrated bias;
(ii) The investigator did not provide full opportunity to know and to respond to the complaint;
(iii) The investigator committed a serious procedural error in the investigation.

If the Respondent and/or Complainant establishes a defect in the investigation, the Vice-Provost (Students) will either substitute a new conclusion, refer the matter back to the same investigator to review/reconsider an identifiable issue, or decide to direct the matter to a new investigator for re-investigation.

~~The Vice-Provost (Students) may choose to meet with the Complainant or the Respondent prior to making a decision.~~ The Vice-Provost (Students) will issue a written decision, with reasons, to the Respondent and the Complainant, providing the decision of the Vice-Provost (Students) regarding a finding of Gender-Based and Sexual Violence on the balance of probabilities ~~will be notified in writing of the decision and the reasons for the decision~~. The Complainant and the Respondent will also be notified of their right to appeal the decision regarding Gender-Based and Sexual Violence.

21.00 Prior to receiving access to the investigation report, the Complainant and the Respondent shall:

(i) Agree not to create a copy (e.g., photograph or photocopy) of the report;
(ii) Agree to only use its contents for the purposes of preparing

submissions pursuant to this section of the Procedure or considering and/or filing an appeal of the decision of the Vice-Provost (Students); and

(iii) Strictly follow any directions issued by the Vice-Provost (Students), including any requirement to sign a non-disclosure agreement, for the secure handling and disposal of the investigation report.

~~Prior to the Vice-Provost (Students) making a final decision with respect to the sanction(s) to be imposed on the Respondent, the Vice-Provost (Students) shall provide the Respondent with an opportunity to make submissions on sanction(s).~~

Decision Regarding Sanctions

22.00 If the Vice-Provost (Students) finds, on a balance of probabilities, that the Respondent committed an act of Gender-Based and Sexual Violence, before making a final decision with respect to the sanction(s) to be imposed on the Respondent, the Vice-Provost (Students) shall provide the Respondent and Complainant with an opportunity to make submissions on sanction(s). The Vice-Provost (Students) will review any submissions from the Respondent and Complainant, and having regard to the factors identified in Part F, Section 23.00 below, make a decision regarding the appropriate sanctions. The Vice-Provost (Students) may choose to meet with the Complainant and/or the Respondent prior to making a decision.

The Respondent and the Complainant will be notified in writing of the decision and the reasons for decision regarding sanctions. The Complainant and the Respondent will also be notified of their right to appeal the decision.

~~22.00~~ 23.00 When imposing sanction(s), the Vice-Provost (Students) will consider the following:

(i) ~~t~~The Complainant's and the Respondent's submissions on sanction(s), if ~~requested and~~ provided;
(ii) ~~t~~The principle of progressive discipline and the University's role as an educational institution;
(iii) ~~t~~The nature and the severity of the incident; and
(iv) ~~a~~Aggravating, mitigating and any other relevant factors.

~~23.00~~ 24.00 Sanction(s) may include, but are not limited to one or more of the following:

(i) ~~a~~ A written warning or reprimand;
(ii) ~~e~~Educational sanctions such as an apology, an educational program, an assignment or counselling;
(iii) ~~a~~ A behavioural contract;
(iv) ~~e~~Exclusion from a class or other area;
(v) ~~r~~Restriction or denial of University services or privileges;

(vi) ~~n~~No Contact Order;
(vii) ~~p~~Prohibition or limitation of employment and/or leadership roles**;**
(viii) ~~p~~Prohibition from entering onto campus;
(ix) ~~f~~Forfeiture of University awards of financial assistance;
(x) ~~p~~Probation;
(xi) ~~t~~Termination of the residence contract;
(xii) ~~s~~Suspension; and/or
(xiii) ~~e~~Expulsion.

~~24.00 Following the meeting(s) identified in Part F, Section 19.00 the Vice-Provost (Students) shall notify the Respondent and Complainant in writing of any sanction(s) imposed on the Respondent along with reasons for imposing the sanction(s).~~

25.00 Where required by a professional licensing body, the decision of the Vice-Provost (Students)~~/~~ or an Adjudicator in the event of an appeal as contemplated and sanction(s) imposed on the Respondent may be communicated to that professional licensing body following: (i) the lapse of any appeal period identified in Part F, Section 29.00 without filing of an appeal; or (ii) the conclusion of all appeal(s) filed prior to the lapse of any appeal period identified in Part F, Section 29.00

~~26.00 If requested by either the Complainant or the Respondent, the Vice-Provost (Students) shall provide access to the investigation report, including any witness statements/summaries supporting the report and any other evidence supporting the decision of the Vice-Provost (Students). Prior to receiving access, the Complainant or the Respondent, as the case may be, shall agree not to photocopy or photograph the report and shall agree to only use its contents for the purposes of considering and/or filing an appeal of the decision of the Vice-Provost (Students).~~

Transcripts and Registration

~~27.00~~ 26.00 The sanction of suspension and expulsion are recorded on the official transcript. The suspension notation will be removed when the student graduates or five years after the last registration. The expulsion notation is permanent unless the President grants a petition for its removal. Any such petition may be made no sooner than five years after the offence. Removal of the expulsion notation from the transcript does not overturn the expulsion decision; the expulsion remains in effect.

~~28.00~~ 27.00 While under investigation for serious alleged violations of the Policy that may result in suspension or expulsion, the student will not be issued transcripts directly, but, at the student's request, transcripts will be sent to institutions or potential employers. If the student is subsequently suspended or expelled, the recipients of the transcript will be issued a revised transcript with the updated

notation. This restriction also applies in situations where the student is no longer enrolled at the University during the investigation.

Appeal

28.00 Parties to an appeal are the Complainant or Respondent appealing the decision (the "Appellant") and the Vice-Provost (Students).

29.00 ~~In the event that~~ Either the Complainant or Respondent ~~wish to~~ may appeal the decision of the Vice-Provost (Students)~~,~~. The individual submitting an appeal must file an ~~appeal application (the "~~Appeal Application~~") must be filed by the Complainant or Respondent~~ with the Secretary within 30 days after the ~~decision with respect to the sanction(s)~~ Decision in Section 22.00 has been issued or, if the Policy is not found to have been breached, within 30 days after the decision in Section 20.00 has been issued. The Appeal Application must contain:

(i) A complete copy of the Appeal Application Form;
(ii) ~~a~~ A copy of the decision of the Vice-Provost (Students)~~, the~~
(iii) ~~g~~Grounds for the appeal~~, the~~
(iv) ~~o~~Outcome sought~~, and~~
(v) ~~a~~ A full statement supporting each ground for the appeal~~,~~ and
(vi) ~~all~~ Any evidence ~~relied upon by~~ that the Appellant wishes to use to ~~in~~ support ~~of~~ their Appeal Application.

An Appeal Application will not be accepted by the Secretary unless it is complete. An Appeal Application shall be concise and shall not exceed ~~30~~ 20 pages doubled spaced in 12-pt ~~Ariel~~ Arial font, with margins of at least 1.5 cm/1 inch.

30.00 An Appellant may submit a written request to extend the 20-page limit for the Appeal Application to a maximum of 30 pages prior to the expiration of the 30-day timeline to file a complete Appeal Application.

The request must be submitted to the Secretary in the form of a letter addressed to the Adjudicator, setting out the reasons for the request. The request will be submitted to the Vice-Provost (Students) for a written response.

The request and response will then be submitted to the Adjudicator for a ruling. A request to extend the 20-page limit will be granted or denied at the discretion of the Adjudicator. There is no right for reconsideration with respect to this decision.

If the request is granted, an Appellant may timely submit a complete Appeal Application, including no more than 30 pages for the Appeal Application. If the

request is denied, an Appellant may timely submit a complete Appeal Application, including no more than 20 pages for the Appeal Application.

31.00 Before the application deadline, an Appellant may submit a written request to extend the 30-day timeline to file an Appeal Application. The request must be submitted to the Secretary in the form of a letter addressed to the Adjudicator, setting out the reasons for the request and a requested new deadline. A request submitted after the application deadline will not be considered except for medical or compassionate circumstances. The request for extension will be submitted to the Vice-Provost (Students) for a written response.

The Appellant's request and the response will then be submitted to the Adjudicator for a ruling. A request from a party to extend the application deadline will be granted or denied at the discretion of the Adjudicator. There is no right for reconsideration with respect to this decision.

Filing a request for extension does not pause the filing deadline.

If the request is granted, the Appeal Application will be accepted no later than a date set out by the Adjudicator. If the request is denied, the Appeal Application will not be accepted after the original filing deadline has passed.

~~30.00~~ 32.00 Filing an Appeal Application will not stay the implementation of any sanction(s) imposed ~~except where the Adjudicator otherwise orders upon application of the Appellant~~.

~~31.00 Parties to an appeal are the Complainant or Respondent appealing the decision (the "Appellant") and the Vice-Provost (Students).~~

Grounds for Appeal

~~32.00~~ 33.00 An Appellant may only raise the following grounds for appeal:

~~(i) New evidence not available at the time of the earlier decision has been discovered, which casts doubt on the correctness of the decision;~~

(~~i~~ii) ~~There was~~ The Vice-Provost (Students) committed a serious procedural error(s) in the hearing of the complaint which was prejudicial to the Appellant; and

(~~i~~iii) The sanction imposed by the Vice-Provost (Students) was unreasonable ~~or unsupportable~~ on the evidence before them at the time of their decision.

Response and Reply

~~33.00~~ 34.00 Upon receipt of ~~the~~ a complete Appeal Application, the Secretary shall ~~determine whether the Appellant has identified the requisite grounds for an~~

~~appeal of the decision of the Vice-Provost (Students). If the Appellant has not identified the requisite grounds for appeal in their Appeal Application or if the Appeal Application has no reasonable prospect of success, the Appeal shall be dismissed by the Secretary and the Appellant shall be notified of the decision in writing.~~

~~34.00 In the event the Secretary determines that the Appeal Application identifies the grounds of appeal pursuant to Part F, Section 32.00 and the Appeal Application has a reasonable prospect for success, the Secretary shall~~ provide the Vice-Provost (Students) with a copy of the Appeal Application and attachments. The Vice-Provost (Students) shall file a concise written response to the Appeal Application not to exceed 20 pages double spaced in 12 pt ~~Ariel~~ Arial font, the investigation report, and any other documentation and evidence relied upon by the Vice-Provost (Students) in making their decision (the "Materials") with the Secretary within 20 days of receiving the Appeal Application from the Secretary.

A copy of the Materials shall be provided to the Appellant and the Appellant shall be given an opportunity to file a reply no longer than ~~10~~ 20 pages in 12-pt ~~Ariel~~ Arial font within ~~ten~~ twenty days of receipt of the response from the Vice- Provost (Students); the reply shall only respond to issues raised in the response filed by the Vice-Provost (Students). The Appellant shall only use the Materials for the purposes of the Appeal and shall strictly follow any directions issued by the Secretary, including any requirement to sign a non-disclosure agreement, for the secure handling and disposal of the Materials. This reply will be shared with the Vice-Provost (Students).

The Secretary shall also provide the Complainant and/or Respondent who is not the Appellant with notice that an Appeal was submitted, that they may be invited to attend an oral hearing to answer questions, and they will be advised of the outcome of an Appeal.

35.00 ~~The Appellant and the Vice-Provost (Students) shall file all documentary evidence with the Secretary together with the appeal application, response or reply, as applicable. No documentary evidence will be accepted separate from these submissions.~~ The Adjudicator may waive or vary ~~these~~ timelines and page restrictions under Part F, Section ~~44.00~~ 45.00 where reasonable and appropriate to do so.

Oral Hearing

36.00 ~~A hearing will be scheduled by~~ Upon receipt of a complete Appeal Application, Response, and Reply, the Secretary shall schedule a hearing during ~~at~~ which the Adjudicator will hear testimony put forth by the Appellant and the Vice-Provost (Students), and any witnesses permitted to testify ~~will be heard by the Adjudicator~~. The Secretary will give the Appellant and the Vice-

Provost (Students) at least 14 days' written notice of the hearing. The notice shall explain the purpose of the hearing~~,~~ and explain that the Appellant may be accompanied by legal counsel or another support person ~~and describe the potential consequences of a failure to attend~~.

37.00 The Complainant or the Respondent who is not an Appellant ~~will~~ may be invited to attend to answer any questions of the Adjudicator~~,~~ at the discretion of the Adjudicator. Should they be invited, they shall have the option to participate via video link (or similar technology) and they may be accompanied by legal counsel and/or a support person. They are not required to attend the hearing or otherwise participate in the adjudication of the Appeal.

38.00 If the Appellant chooses not to participate in or does not appear for the hearing, the appeal will be considered abandoned and will be dismissed by the Adjudicator. ~~The Adjudicator will not in the usual course hear from witnesses other than the Complainant and the Respondent. In the event the Adjudicator determines that they need to hear from witnesses other than the Complainant or the Respondent, the witnesses will only attend the hearing to give oral evidence. If either the Vice-Provost (Students) or the Appellant believes that one or more other witnesses should attend, they shall ask the Adjudicator to invite the witnesses to attend (in writing, explaining why the witness's attendance is necessary) at least ten days before the hearing. In the event the Adjudicator declines to invite the witness(es) to attend, the Adjudicator shall advise the parties of the decision prior to the commencement of the hearing.~~

Evidence for Oral Hearing

39.00 The Adjudicator will only consider that evidence that was before the Vice-Provost (Students) at the time the finding decision and sanction decision were issued.

Once an oral hearing date is set, the parties may submit documents or evidence that they intend to use during the hearing and a witness list to the Secretary by the date set out in the Notice of Hearing. The evidence submitted by the Appellant under this subsection must have been provided to the Vice-Provost (Students) prior to the issuance of their decision regarding the finding of Gender-Based and Sexual Violence or the sanctions imposed.

Evidence that was not before the Vice-Provost (Students) or given as testimony will not be considered.

Any documentation, or evidence provided to the Secretary or brought to the hearing after the deadline in the Notice of Hearing will not be permitted to be used or referenced during the hearing. Likewise, any witnesses requested after the deadline in the Notice of Hearing will not be permitted to testify.

Witnesses

40.00 The Adjudicator will not in the ordinary course hear from witnesses other than the Appellant and the Vice-Provost (Students).

If the parties wish for the Adjudicator to hear from witnesses, they must submit a request for witnesses to the Secretary no later than ten (10) days before the oral hearing, along with a written explanation as to what evidence will be provided by that witness, and why such testimony is relevant and significant. The Adjudicator will review these requests and determine which witnesses, if any, will be permitted to answer questions of the Adjudicator during the hearing. The final Adjudicator-approved list of witnesses will be provided to both parties no later than seven (7) days prior to the hearing. There is no right to request reconsideration for this decision.

Witnesses who are not the parties will only attend the hearing to give oral evidence. All oral evidence will be elicited through questioning by the Adjudicator.

The Adjudicator does not have the authority to compel a witness to attend and testify.

It is the parties' responsibility to notify their own witnesses of the time, date, and location of the hearing.

Questions List

41.00 No later than ten (10) days before the hearing, the Vice-Provost (Students) and the Appellant may provide questions to the Adjudicator that they would like the Adjudicator to ask any of the hearing participants and any witnesses.

The Secretary will provide copies of these questions to both parties at least seven (7) days prior to the hearing to allow them to review and/or object to the questions and provide additional questions for the opposing parties' witnesses.

Any objections and additional questions must be submitted to the Secretary no later than four (4) days prior to the hearing and will be provided to the parties for consideration at the outset of the hearing.

Oral Hearing Procedure

~~39.00~~ 42.00 The purpose of the hearing is to allow the Adjudicator to understand the basis for the Appeal and to decide whether to grant or deny the Appeal in accordance with Part F, Section 43.00 ~~42.00~~. The Adjudicator has discretion

to ~~control~~ determine how the hearing is conducted, but will ordinarily conduct the hearing as follows:

(i) ~~The~~ At the start of the hearing, the Vice-Provost (Students) and the Appellant will give a short (no longer than 10 minutes) opening statement to set out their positions.

~~(ii) The Adjudicator will question the hearing participants (Complainant, the Respondent, the Vice-Provost (Students) and/or any other witnesses who have been invited to attend).~~

(~~i~~ii) ~~The Vice-Provost (Students) and the Appellant may provide questions to the Adjudicator that they would like the Adjudicator to ask any of the hearing participants (Complainant, Respondent, Vice-Provost (Students), and any witnesses).All questions shall be provided to the Adjudicator no later than the outset of the hearing.~~ The Adjudicator shall ask all submitted questions that are proper and that seek to elicit relevant evidence that is not already before the Adjudicator. The Adjudicator may ask questions that they have of their own. There will be no direct examination, cross-examination, or re-examination by either party during the hearing.

(iii~~v~~) The Vice-Provost (Students) and the Appellant will give short (no longer than 20 minutes) closing statements to comment on what was said at the hearing and how what was said supports their positions on the grounds raised in the appeal.

~~40.00~~ If either the Vice-Provost (Students) or Appellant believe that the ordinary process should be modified or believe that any particular procedure is required, they may write to the Adjudicator, via the Secretary, no later than 14 days before ~~in advance of~~ the hearing with a request for modification. Such request shall be provided by the ~~Adjudicator~~ Secretary to the other party to the hearing who may object to the proposed modification. The Adjudicator shall consider the request and any objection to it and shall make a determination with ~~respect to~~ a view to ensuring procedural fairness. In addition, the Adjudicator may unilaterally modify the ordinary ~~the hearing~~ process ~~with a view to conducting a fair~~ of the hearing at any point if they deem necessary to ensure procedural fairness. There is no ~~other~~ right ~~of~~ to request reconsideration ~~or appeal~~ of such procedural decisions ~~the Adjudicator's decision with respect to the hearing process~~.

~~41.00 Subject to the following, the Adjudicator will consider only that evidence that was before the Vice-Provost (Students) at the time of the decision made under these procedures. Evidence that was not before the Vice-Provost (Students) will not be considered unless the Adjudicator determines that it is relevant, significant and could not have been available at an earlier stage through reasonable efforts. If additional documentary evidence is submitted, it must be accompanied by a written explanation as to why the evidence is relevant and significant and why it was not previously available. Similarly, if~~

~~either party asks the Adjudicator to invite a witness whose evidence was not before the Vice-Provost (Students), the party must include in the written explanation to the Adjudicator required under Part F, Section 38.00 a description about why such evidence is relevant and significant and why it was not previously available.~~

~~42.00~~ 43.00 The Adjudicator may:

(i) Deny the appeal; or.
(ii) ~~In the case of an appeal under Part F, Sub-section 32.00 (i) and (ii), g~~Grant the appeal and remit the matter back with appropriate directions to the Vice-Provost (Students) and/or the Investigator.
~~(iii) In the case of an appeal under Part F, Sub-section 32.00 (iii), grant the appeal and quash or vary the sanctions.~~

~~43.00~~ 44.00 The Adjudicator's decision, with reasons, shall be filed with the Secretary and copies shall be sent to the parties. The Vice-Provost (Students) will notify relevant units/Faculties of the decision on a need-to-know basis. The decision of the Adjudicator is final and there is no further right of appeal at the University.

~~44.00~~ 45.00 The Adjudicator may waive or vary any time limits and page restrictions specified herein or adopted in any process established by the Adjudicator in a given proceeding.

~~45.00~~ 46.00 The parties to the appeal have the right to be represented by legal counsel. The Adjudicator also reserves the right to retain and be ~~represented~~ advised by counsel.

~~46.00~~ 47.00 The parties must bear all their own legal expenses, if any. The Adjudicator will not order the ~~University~~ parties to pay all or part of any other individual's or entity's legal expenses in this matter ~~the Appellant's costs nor will it order the Appellant to pay all or part of the University's costs~~.

~~47.00~~ 48.00 The Secretary shall provide administrative and legal support and procedural advice to the Adjudicator.

Informal Resolution

~~48.00~~ 49.00 The Vice-Provost (Students), in their discretion, may offer the Respondent and the Complainant the opportunity to participate in ~~the~~ an informal resolution process in an effort to resolve the matter by mutual agreement. Informal resolution may take place after the notice of a Complaint is issued to a Respondent, but before the Vice-Provost (Students) issues a decision. The informal resolution process shall be conducted by an intermediary appointed by the Vice-Provost (Students) (the "Intermediary").

~~49.00~~ 50.00 In determining whether an informal resolution of a Complaint is appropriate, the Vice-Provost (Students) shall consider the following:

(i) The informed and voluntarily choice of the Complainant after receiving information about the investigation process under Part F of ~~these~~ this ~~p~~Procedure~~s~~;
(ii) The safety of all parties and Members of the University Community; and
(iii) Power imbalances or dynamics in the relationship between the Complainant and the Respondent, if any.

~~50.00~~ 51.00 In order to engage in informal resolution, the Complainant and Respondent must ~~all~~ voluntarily agree to the process. As part of any resolution, they will be required to enter into a written agreement drafted by the Intermediary, which sets out the terms of the informal resolution. Information resolution processes are confidential and participants are required to maintain confidentiality of any such process.

~~51.00~~ 52.00 The University retains the discretion at any time throughout the informal resolution process to refer the Complaint to an investigation, even if one or both parties continues to be interested in resolving the Complaint informally. Information obtained during an informal resolution process where a Complaint is later referred to investigation, will not be shared with the Investigator in any subsequent investigation, and cannot be relied upon in the investigation unless independently obtained by the Investigator.

~~52.00~~ 53.00 Both the Complainant and the Respondent have the right to end the informal resolution process prior to entering into an agreement to resolve the matter. Any informal resolution must be acceptable to the Complainant, the Respondent, and the Vice-Provost (Students). Even if both the Respondent and Complainant agree to a resolution, the Vice- Provost (Students) must also agree with the resolution, acting reasonably, for it to be final.

~~53.00~~ 54.00 Informal resolution may include but is not limited to: a mediation or facilitated conversation between the Complainant and the Respondent, an apology, a statement of acknowledgment/recognition of harm, or an agreement to engage in or refrain from certain conduct (i.e. agreement to attend counselling or to refrain from contacting the other party). Each informal resolution process shall be designed with the Complainant and the Respondent, considering the context of the Complaint, and may incorporate principles of restorative justice.

~~54.00~~ 55.00 If a resolution is reached, the Complainant and the Respondent shall be notified in writing, and the Intermediary will confer with the Vice-Provost (Students) when creating a written agreement memorializing the agreed upon resolution and consequences for non-compliance. This agreement will be

confidentially retained by the University and will not be placed in official student or employment files except where necessary to enforce the terms of the resolution. Once the informal resolution is signed by the Complainant, the Respondent, and the Vice-Provost (Students), the Complaint shall be considered resolved with no finding under the Policy.

~~55.00~~ 56.00 If no agreement is reached within a reasonable time, the Vice-Provost (Students) may refer the Complaint to investigation by someone other than the Intermediary facilitating the informal resolution process. Information learned during and directly from the informal resolution process will not be disclosed to the investigator or the Vice-Provost (Students), nor shall it be considered by the Vice-Provost (Students) when making a decision or imposing sanctions.

G. Anonymous Complaints or Complaints made by Someone other than the Survivor

1.00 Although Complaints may be made anonymously or by someone other than the Survivor, the University's ability to respond may be limited by the information available or its ability to provide a fair process to the Respondent. In such cases, the University shall consider the information received.

H. Retaliation

1.00 The University will take appropriate steps to protect a person disclosing an incident of Gender-Based and Sexual Violence or making a Complaint from retaliation. This may include, but is not limited to: advising individuals in writing of their duty to refrain from committing or threatening an act of reprisal, sanctioning individuals under this Policy for a breach of that duty, enforcing ~~non-contact~~ no contact arrangements or excluding an individual from campus or other University-owned or controlled property. The University may also address the potential for reprisals by providing an accommodation appropriate in the circumstances. Threats of or acts of retaliation will be treated as incidents of Gender-Based and Sexual Violence.

2.00 The University may take such steps to protect a witness or other participant in an investigation. The Complainant and the Respondent are prohibited from interfering with a witness' participation in an investigation.

I. Education and Training

1.00 Through an intersectional and primary preventative lens, or preventing Gender-Based and Sexual Violence before it happens, the University will provide on-going education and awareness initiatives about Gender-Based and Sexual Violence, including, but not limited to, the exploration of body positivity/neutrality, healthy sexuality and relationship, gendered socialization and intersectionality, rape culture, consent and digital communication, impacts of violence, bystander intervention and disclosure training.

2.00 The University may, from time to time, mandate training for incoming and current Members of the University Community. Failure to complete mandatory training may restrict a student's ability to fully engage with the University community and its services. In enforcing mandatory training, the University will be mindful of the possible impact on Survivors and may exempt Survivors from participating in the training and provide alternative methods of engagement in training, where appropriate.

3.00 The University will build the capacity of the University community to address Gender-Based and Sexual Violence and play a role in ending Gender-Based and Sexual Violence in the community. As outlined in the Gender-based Violence Prevention Education Framework, the University and our campus partners will:

- Deliver evidence-informed programming;
- Commit to ongoing and rigorous assessment and research of programming to ensure continuous improvement; and
- Ensure well trained, professional staff deliver content.

4.00 The University will maintain a dedicated webpage on Gender-Based and Sexual Violence which will set out particulars of initiatives and programs related to Gender-Based and Sexual Violence that promote awareness of the support and services available to Members of the University Community.

5.00 The University will provide and make available to Members of the University Community, including students, Student Leaders, employees, and affiliated persons, education and awareness training on this Policy, on the prevention of Gender-Based and Sexual Violence, and responding to incidents of Gender-Based and Sexual Violence, with content tailored to the audience and relevant to their role and responsibility in preventing, responding to, and addressing Gender-Based and Sexual Violence.

6.00 The University will provide training on the Policy and the resolution of Gender-Based and Sexual Violence Complaints to the Vice-Provost (Students), the Adjudicator(s) and any internal investigators.

7.00 The University will provide ongoing training on the Policy to Members of the

University Community who are likely to receive Disclosures or Complaints to support Survivors with dignity and compassion and to inform them of their options in a safe and supportive manner.

8.00 When using external investigators, the University will only use external investigators who have knowledge, training and experience in Gender-Based and Sexual Violence investigations, trauma-informed investigation techniques, and related issues.

J. Gender-Based and Sexual Violence Review Team

1.00 The University recognizes that a coordinated and consistent approach is sometimes necessary to respond to Gender-Based and Sexual Violence incidents and to monitor the efficacy of the University's Policy and protocols with respect to Gender-Based and Sexual Violence.

2.00 The University will maintain a Gender-Based and Sexual Violence Review Team (SVRT) which will be responsible for the coordination of the University's response to incident(s) of Gender-Based and Sexual Violence, including:

(i) Determining the level of risk to the health or safety of the living, academic or employment environment for a member or members of the University Community arising out of an incident of Gender-Based and Sexual Violence and coordinating the University's response;
(ii) Coordinating the University's response where the incident(s) is complex and requires the coordination of two or more administrative units to best support the individual(s) involved or to address and respond to the matter of concern;
(iii) Providing advice and direction with respect to the University's policies and practices in responding to Gender-Based and Sexual Violence.

3.00 Membership of the SVRT shall consist of the following:

(i) Director, Human Rights
(ii) Director, Housing
(iii) Manager, Student Support & Case Management
(iv) Director, Western Campus Safety and Emergency Services
(v) Survivor Support Case Manager
(vi) Vice-Provost (Students)
(vii) University Legal Counsel

4.00 Additional persons with specific expertise or knowledge may be included in meetings on an ad hoc basis to deal with specific issues.

5.00 Members of the SVRT are expected to maintain all information received in the strictest of confidence and at all times respect the needs and wishes of the

Survivor(s), subject to the confidentiality provisions outlined in ~~section~~ Part B. of ~~these~~ ~~p~~Procedure~~s~~.

Last Reviewed:

SCHEDULE A

ON-CAMPUS SUPPORT SERVICES

https://www.uwo.ca/health/gbsv/index.html
~~www.uwo.ca/sexualviolence~~

Community Legal Services

Community Legal Services provides free legal advice and representation to students and members of the community.

519-661-3352
Faculty of Law Building, LB 126
clsinfo@uwo.ca

Employee Wellbeing

Employee Wellbeing promotes employee health and wellness. They can assist any Western employee with:

- Work accommodation and supportive Counselling Services
- Injury prevention programs
- Remain at work programs
- Return to work assessment and planning
- Implementation and evaluation of return to work programs
- Documentation on the accommodation process

Support Services Building, Room 4159
www.uwo.ca/hr/safety/ergo_rehab/

Gender-Based Violence Prevention Education Team (Student Experience)

Develops programs and strategies for the provision of Sexual Violence Education on campus. This includes:

- Offering student training sessions, workshops and awareness events to raise awareness of sexual violence in our campus community;

- Coordinating education programs and training for faculty and staff groups to enhance their ability to receive disclosures of sexual violence and refer student to appropriate campus resources; and
- Working with campus and community stakeholders, the GBVPEC supports the development and implementation of the Sexual Violence Prevention Education Strategy for Western University.

https://www.uwo.ca/health/gbsv/prevention/index.html
~~https://www.uwo.ca/health//wellness-equity-education/gbsv/gbsv-training.html~~
gbsv.edu@uwo.ca

Health & Wellness Services

Provides confidential physical, mental, and sexual health services.

To book an appointment call or visit:
519-661-3030
Thames Hall
www.uwo.ca/health

Human Rights Office

A resource for any staff, faculty or student on main campus. The Human Rights Office ~~HRO~~ can explain options under the Non-Discrimination/Harassment/ Sexual Misconduct Policy and assist with reporting of incidents of sexual harassment through this policy.

Helps individuals access accommodations and supports.

Will provide training and education for the campus community on matters relating to sexual harassment.

519-661-3334
Somerville House, Room 2319
~~hro/~~
humanrights@uwo.ca

Office of the Ombudsperson

Provides a confidential environment in which students can discuss a University-related problem or concern (academic or non-academic).

Works with students to help identify concerns and create strategies for resolving it.

Resource for staff, faculty or parents who want general information regarding the University's various procedures and rules as they apply to students.

ombuds@uwo.ca
519-661-3573
Western Student Services Building, Room 3135
http://www.uwo.ca/ombuds

Peer Support Centre

The Peer Support Centre is a safe space on campus that provides non-judgemental, non-professional, confidential support from trained peers. Through fostering openness and understanding, the Centre can provide a listening ear, resources of all kinds, or any wellness needs. The Peer Support Centre values an inclusive and accessible environment for all students to prioritize their wellbeing.

University Community Centre, Room 256
www.westernusc.ca/peersupport

~~Student Support Case Managers~~

~~Assist with the co-ordination of complex, multifaceted student issues, including Respondent support.~~

~~519-661-2111 ext 85985~~
~~Thames Hall, Suites 3122-3127~~
~~Student.case.manager@uwo.ca~~

Survivor Support Case Manager

A resource for any undergraduate and graduate student at Western, or its affiliates, who has been subjected to Gender-Based and Sexual Violence at any time in their life. The Case Manager can help someone:

- Identify their needs and think through options;
- Safety plan;
- Navigate campus and community processes;
- Understand reporting options (criminal and non-criminal);
- Arrange for academic, living and any other campus accommodations;
- Access referrals to campus or community counselling, advocacy and medical services; and
- Explore self-care resources.

519-661-3568
Thames Hall, Suites 3122-3127
support@uwo.ca

Western Campus Safety and Emergency Services

Criminal reporting (sometimes, non-criminal) of incidents of Gender-Based and Sexual Violence, safety planning, crisis intervention. CSES is obliged to contact London Police Services *in certain instances.* CSES assistance is available on a 24/7 basis.

911 (on campus phone)
519-661-3300 (non-emergency line)
Lawson Hall, Room 1257
https://www.uwo.ca/campussafety

OFF-CAMPUS RESOURCES

Anova

Offers a 24/7 helpline for survivors of all genders and sexualities, provides counselling and support groups, peer support groups, youth programming, public education, accompaniment to the hospital, police, lawyers, court or other appointments.

255 Horton Street E., 3rd Floor Phone: 519-642-3003
24-Hr Crisis and Support Line: 519-642-3000
www.anovafuture.org

Canadian Mental Health Association

Provides general and crisis mental health and addictions support for people of all ages and their families. CMHA offers 24/7 service through the Crisis Centre and Reach Out Crisis Line.

Crisis Centre: 648 Huron Street, London Reach Out
Phone: 519-433-2023
Toll Free: 1-866-933-2023
https://cmhamiddlesex.ca/

Carrefour des Femmes du Sud-Ouest de l'Ontario (C.F.S.O.O.)

A Francophone sexual assault centre located in London. They offer services to French-speaking women 16 years of age and older. C.F.S.O.O. provides support to all women regardless of their origin, race, religion, sexual orientation, and physical or social condition.

Phone: 519-858-0954
Toll Free: 1-888-858-0954
www.carrefourfemmes.on.ca

Good 2 Talk

Confidential helpline providing professional counselling and information and referrals for mental health, addictions and well-being to post- secondary students in Ontario

24-Hr Phone: 1-866-925-5454
Text Line: Text GOOD2TALKON to 686868
https://good2talk.ca/

LGBT Youthline

Confidential, non-judgmental, and informed peer support for Ontario LGBTTQQ2SI youth.

Available: Sunday to Friday @ 4:00PM-9:30PM
Hotline: 1-800-268-9688 | Text: 647-694-4275
Email: AskUs@YouthLine.ca
www.youthline.ca

London Abused Women's Centre

Service available to women and girls over the age of 12 who reside or work in London-Middlesex and who are or have ever been abused in an intimate partner relationship, sexually harassed, and/or prostituted or sex-trafficked. They assist with safety planning, counseling, referrals to other services and resources and access to support groups.

797 York Street - Unit 5
519-432-2204
www.lawc.on.ca

London Police Service

Criminal reporting of Gender-Based and Sexual Violence, VICLAS report (anonymous report for crime tracking), Sexual Assault Unit.

24-Hr Emergency: 911
Non-emergencies: 519-661-5670

In-person: 601 Dundas Street, London
www.londonpolice.ca

Ontario Coalition of Rape Crisis Centres

Connects survivors of Gender-Based and Sexual Violence and supporters with Sexual Assault Centres in any region across Ontario.

www.sexualassaultsupport.ca

Regional Sexual Assault & Domestic Violence Treatment Centre (SADVTP)

Provides care for women, children, and men experiencing sexual assault and/or domestic violence living in London, Oxford, Elgin, Huron-Perth and Middlesex counties.

Regional unit for all sexual assault and domestic violence services, sexual assault evidence kit, medical attention, STI and pregnancy testing & prevention, free counselling

St. Joseph's Hospital Room B0-644
268 Grosvenor Street, London

Call 519-646-6100, ext. 64224 to speak with a Sexual Assault Nurse Examiner. It is recommended to call prior to attending the SADVTP. If unable to call ahead, the SADVTP can be accessed through St. Joseph's Hospital Urgent Care Centre. Signage outside of Urgent Care provides direction on accessing the program after-hours.

~~Phone: 519-646-6100~~
~~Monday to Friday between 8 a.m. to 4 p.m. use extension "64224" to be directly connected~~
~~After hours press "0" and ask switchboard to page the nurse-on-call for sexual assault and domestic violence~~

Victim Services

Victim Services of Middlesex-London (VSML) provides assistance and emotional support to help victims of crime and/or tragic circumstances. Services include counselling and funding for emergency expenses.

601 Dundas Street, London Phone: 519-661-5636
https://vsmiddlesex.org/

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 present.

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.

New Scholarships, Awards, and Prizes

Action: ☐ Approval ☒ Information ☐ Discussion

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.

Executive Summary:

Scholarships, Awards, and Prizes are funded in two different ways: through donor funding and through operating funding (Western-funded).

The terms of reference for **donor-funded** scholarships, awards, and prizes are recommended by the Senate Committee on Academic Curriculum and Awards (ACA), on behalf of Senate, to the Board of Governors through the President & Vice-Chancellor. In accordance with the terms of reference for the Property and Finance Committee (PF), PF approves these on behalf of the Board.

The terms of reference for **Western-funded** scholarships, awards, and prizes are approved by the Senate Committee on Academic Curriculum and Awards (ACA), on behalf of Senate. There are none to report on for this meeting.

New Donor-Funded Scholarships, Awards and Prizes (for approval)

Athletics

Petrow Family Foundation Men's Hockey Award
Awarded to full-time undergraduate or graduate students at Western, including the Affiliated University Colleges, who are making a significant contribution as a member of the Men's Hockey Team. As per OUA and U SPORTS regulations, a non-entering student must have an in-course average of 70%. Candidates must be in compliance with current OUA and U SPORTS regulations. The Western Athletic Financial Awards Committee will select the recipients.

Value: 1 at $5,000 awarded annually
Effective Date: 2026-2027 to 2030-2031 academic years inclusive

This award was established with a generous gift from the Petrow Family Foundation to support Western students.

Faculty of Engineering

AGM Engineering Scholarship in Civil Engineering
Awarded to full-time undergraduate students in Year 3 Civil Engineering, Faculty of Engineering, based on academic achievement. The Faculty of Engineering will select the recipients.

Value: 1 at $6,000 awarded annually
Effective Date: 2026-2027 to 2030-2031 academic years inclusive

This scholarship was established with a generous gift from AGM Engineering to support Western students.

Schulich School of Medicine & Dentistry

Dr. Mark Cohen Ophthalmology Award
Awarded annually to a medical student graduating from the Doctor of Medicine (MD) program who is pursuing residency in ophthalmology at a Canadian university training program upon graduation, based on academic achievement. The recipient will be selected by the Department of Ophthalmology.

Value: 1 at $5,000 awarded annually
Effective Date: 2026-2027 to 2030-2031 academic years inclusive

This award is made possible by a generous donation from Vision Group.

Semi-Annual Ratio Report on Non-Endowed Funds

Action: ☐ Approval ☒ Information ☐ Discussion

Executive Summary:

The semi-annual ratio report on non-endowed funds 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 June 30, 2026 the ratio was 1.12 and exceeds the target ratio.

Starting for fiscal 2027, the ratio of investments to obligations has been revised to include the short-term and mid-term portfolios in addition to the operating & endowment portfolio in total investments. In addition, the obligations associated with those non-endowed portfolios have also been included. This adjustment provides a more complete view of total investments in relation to how they settle university obligations. Previously, investments only included the operating & endowment portfolio; as the size of the short-term and mid-term portfolios increased, it has become more relevant to include these portfolios as they also generate net returns to Western.

The impact of this adjustment was to decrease the ratio by about 15 basis points towards the target ratio; proving a more complete measure going forward. This adjustment did not affect any of the periods being outside the target ratio.

Documentation Provided:

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 2021/2022 to June 30, 2026. The balance in the Undistributed Investment Returns Account at June 30, 2026 was $241.4 million. At June 30, 2026, the 12-quarter moving average of non-endowed investments to the obligations of the portfolio was 1.12 (column 10) compared to the target ratio of 1.08. Columns 11 and 12 show the ratios under the previous reporting methodology.

- Net returns / (losses) (column 1) amounted to $51.7 million.
- Allocations to accounts (column 2), represents income distributed to the non-endowed fund balances. 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 at June 30, 2026, was 1.70%. In the case of Robarts, in accordance with the operating agreement, the long-term portion of their fund balance earns the rate of return generated by the Operating & Endowment portfolio.
- The allocation to the operating budget (column 3) was nil as approved by the Board.
- Other Allocations (column 4) were nil, for the period ending June 30, 2026.
- The non-endowed investments increased $117.8 million (column 6).
- The total market value of the non-endowed fund's portion of the externally managed portfolio at June 30, 2026 amounted to $2,068.4 million (column 7).
- The obligations of the portfolio amounted to $1,827.0 million at June 30, 2026 (column 8).
- The ratio of investments to obligations was 1.13 (column 9) at June 30, 2026.

Quarter	Net Returns (1)	To Accounts (2)	Allocations To Operating Budget (3)	To Other (4)	Change in Obligations (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)	Ratio of Investments to obligations before ratio change (11)	Ratio of Investments to obligations Average for 12 Quarters before ratio change (12)
2021/2022												
July 2021 Q1	48.9	(2.3)	0.0	0.0	765.7	812.3	1519.7	1335.5	1.14	1.37	*1.31*	*1.39*
October 2021 Q2	28.1	0.0	0.0	0.0	103.5	131.6	1651.3	1439.0	1.15	1.32	*1.36*	*1.34*
January 2022 Q3	3.4	(1.9)	0.0	0.0	52.7	54.2	1705.5	1491.7	1.14	1.25	*1.37*	*1.30*
April 2022 Q4	(27.6)	(3.1)	0.0	(47.3)	(49.1)	(127.1)	1578.4	1442.6	1.09	1.18	*1.22*	*1.24*
2022/2023												
July 2022 Q1	(0.9)	(0.3)	0.0	(1.7)	13.6	10.7	1589.1	1456.2	1.09	1.18	*1.20*	*1.24*
Oct 2022 Q2	(21.4)	(1.2)	0.0	(3.6)	76.6	50.4	1639.5	1532.8	1.07	1.17	*1.17*	*1.24*
Jan 2023 Q3	50.6	(2.5)	0.0	0.0	35.5	83.6	1723.1	1568.3	1.10	1.16	*1.25*	*1.25*
Apr 2023 Q4	30.2	(4.6)	0.0	(14.3)	(135.4)	(124.1)	1599.0	1432.9	1.12	1.15	*1.29*	*1.26*
2023/2024												
July 2023 Q1	19.9	(5.4)	0.0	(1.1)	20.8	34.2	1633.2	1453.7	1.12	1.15	*1.29*	*1.27*
Oct 2023 Q2	5.2	(6.5)	0.0	(1.2)	111.1	108.6	1741.8	1564.8	1.11	1.14	*1.29*	*1.28*
Jan 2024 Q3	60.0	(6.3)	0.0	(1.0)	41.4	94.1	1835.9	1606.2	1.14	1.13	*1.38*	*1.28*
Apr 2024 Q4	53.2	(11.1)	0.0	(169.4)	22.6	(104.7)	1731.2	1628.8	1.06	1.11	*1.15*	*1.27*
2024/2025												
July 2024 Q1	50.6	(7.3)	0.0	0.0	(23.4)	19.9	1751.1	1605.4	1.09	1.11	*1.20*	*1.26*
Oct 2024 Q2	38.3	(7.8)	0.0	0.0	106.3	136.8	1887.9	1711.7	1.10	1.10	*1.25*	*1.25*
Jan 2025 Q3	58.0	(7.2)	0.0	0.0	40.1	90.9	1978.8	1751.8	1.13	1.10	*1.32*	*1.25*
Apr 2025 Q4	(14.8)	(8.9)	0.0	(41.8)	(65.6)	(131.1)	1847.7	1686.2	1.10	1.10	*1.23*	*1.25*
2025/2026												
Jul 2025 Q1	56.2	(4.5)	0.0	0.0	47.0	98.7	1946.4	1733.2	1.12	1.11	*1.28*	*1.26*
Oct 2025 Q2	55.4	(4.5)	0.0	0.0	81.8	132.7	2079.1	1815.0	1.15	1.11	*1.35*	*1.27*
Jan 2026 Q3	10.2	(4.2)	0.0	(1.5)	24.7	29.2	2108.3	1839.7	1.15	1.12	*1.38*	*1.28*
Apr 2026 Q4	32.6	(7.6)	0.0	(61.8)	(120.9)	(157.7)	1950.6	1718.8	1.13	1.12	*1.32*	*1.29*
2026/2027												
June 2026 Q1	51.7	(42.1)	0.0	0.0	108.2	117.8	2068.4	1827.0	1.13	1.12		

General notes:

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 account fund balances and associated companies, except the Operating budget and Other allocations
(3) Allocations to the Operating budget.
(4) April 2026 includes allocation of investment income to MSOF (53.2) and Sinking Funds (6.4); debenture and RBC cost to carry (2.2)
(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.
(11) The previous ratio of column (7) to column (8) before updating the ratio to include the short-term and mid-term portfolio in the ratio.
(12) The previous average of this ratio over the previous 12 quarters, before including the short-term and mid-term portfolio in the ratio.

Annual Report on Endowments (Underwater)

Action: ☐ Approval ☒ Information ☐ Discussion

Executive Summary:

This annual report summarizes endowments where the market value is less than the original donated capital (termed ‘underwater’). The historical information is presented as at April 30 and is a risk management practice to monitor the long-term health of Western’s endowments.

During fiscal 2026, the number and value of underwater endowments decreased to 3 and $2.0M, respectively (2025 - 24 and $2.17M). Fiscal 2026 market returns were very strong, resulting in the decreased number of underwater endowments at year-end. Year-to-date returns for fiscal 2027 are 5.9%.

Documentation Provided:

Annual Report on Endowments (Underwater)

Annual Report on Endowments (Underwater)

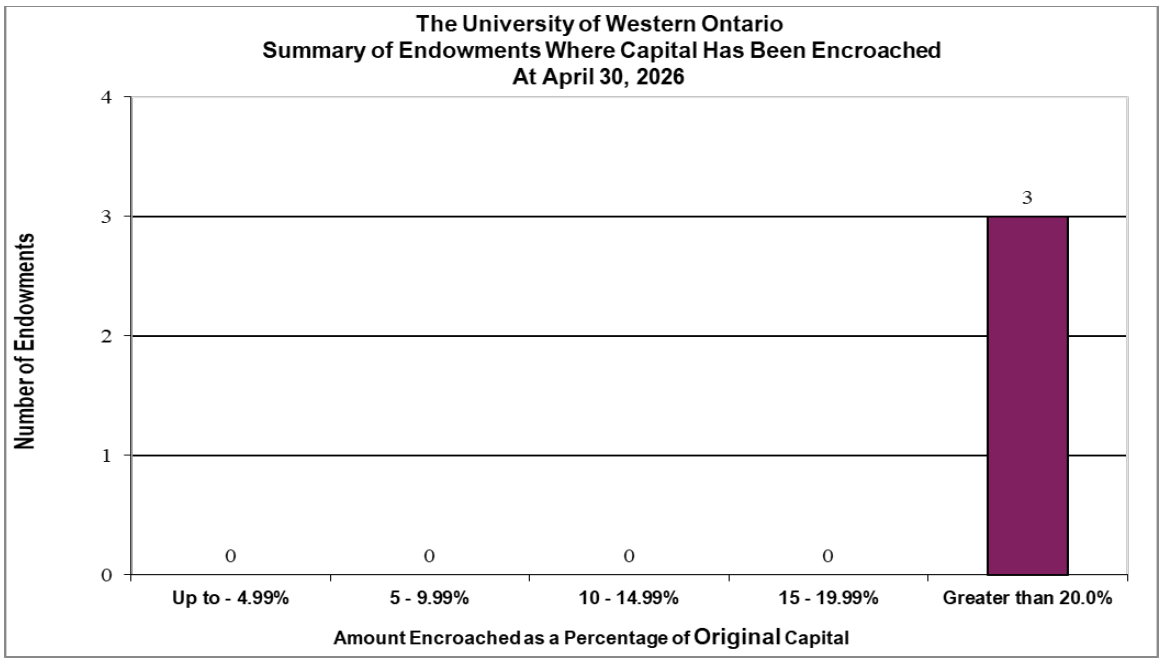
The University's policy with respect to the management of endowments allows a temporary draw down of endowment capital outlined in policy number 2.11, as follows:

> "In any particular year, should accumulated investment returns of any individual endowment be insufficient to fund the amount made available for spending, endowment capital will be used, with the expectation that such amounts will be recovered from future investment returns."

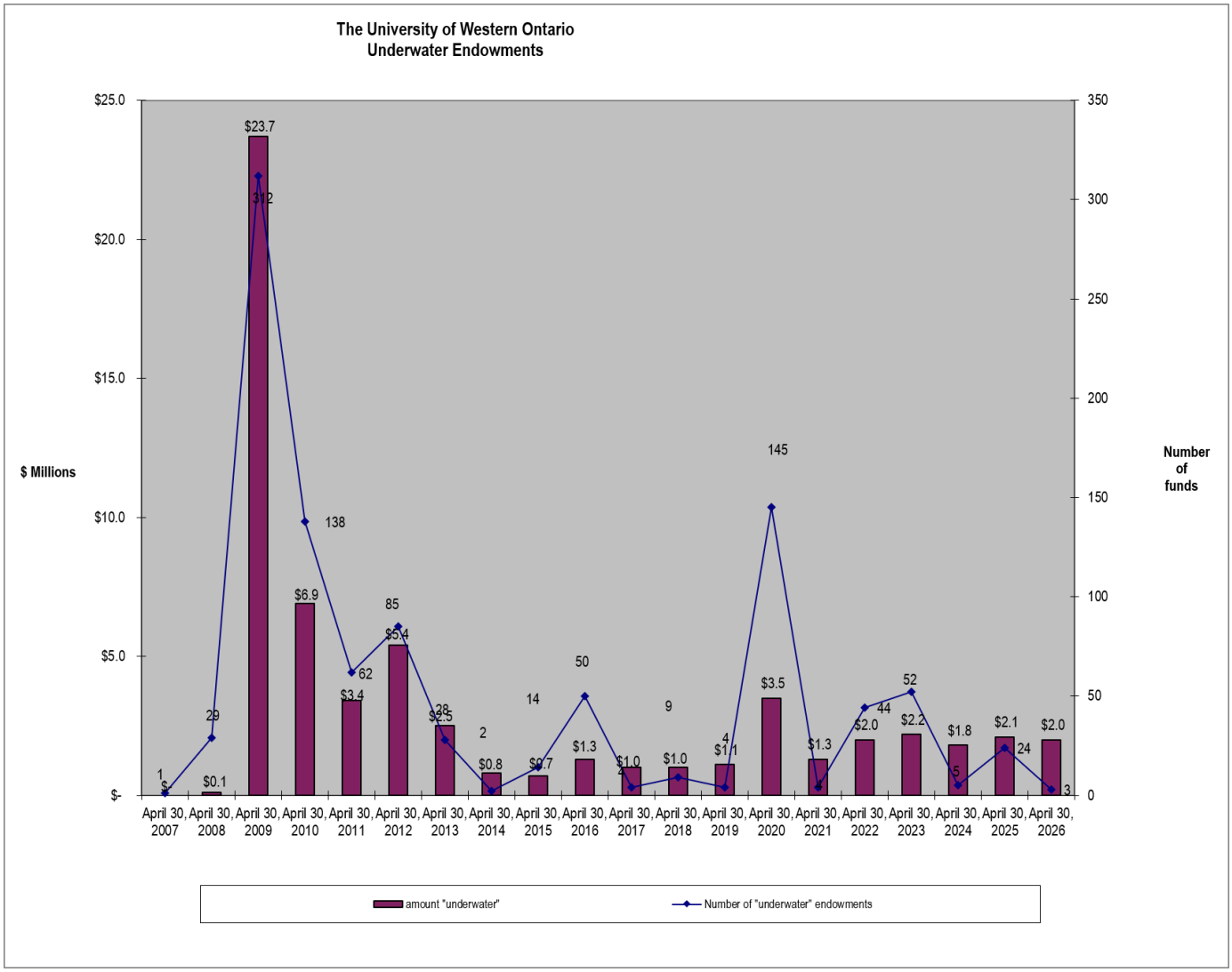
An endowment becomes underwater when the current market value of the fund is less than the original donated amount.

Western now administers 2,511 endowed accounts with a market value of $1.622 billion as of April 30, 2026 (2,507 and $1.418 billion at April 30, 2025, respectively). Of the 2,511 endowments, there are 3 that are underwater by a total of $2.0 million (0.12% of the endowed market value). All 3 of the endowments underwater are part of the Schulich group of endowments and are administered outside of the Investment Payout Policy (MAPP 2.11) in accordance with the original terms of the gift. These 3 endowments have encroachment exceeding 20% as shown in the chart below. The original terms agreed to with the donor leave these 3 endowments in a continuous state of being underwater.

The chart below provides a breakdown of the underwater endowments by the level of encroachment as a percentage of original capital.



The following chart shows the number and amount of underwater endowments for fiscal years 2007 – 2026, showing the volatility from period to period resulting from investment returns:



Periods of sustained positive investment returns will reduce the number and amount of underwater endowments, while periods of sustained negative investment returns will increase the number and amount of underwater endowments.

Fiscal 2027 is off to a strong start with the Operating & Endowment Fund earning 5.9% before fees as at August 31, 2026.

Report of the Investment Committee

Action: ☐ Approval ☒ Information ☐ Discussion

Executive Summary:

The Investment Committee is a subcommittee of the Property and 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 three times annually.

As at June 30, 2026, the University had $3.72 billion (2025 - $3.35 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 72.9% of the AUM.

The Fund is managed for long-term performance with 5, 10 and 20 year returns of 9.7%, 10.2% and 8.4%, respectively. The Fund has met its real return objectives in all periods and has met its value-added objectives over the 10- and 20-year periods. The Fund did not meet its value-added objective over the 5-year period, mostly due to manager selection in public equities and more specifically global equity managers.

Documentation Provided:

Report of the 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 (the 'Fund') are provided.

Total Investments:

The following chart summarizes the total market value of investments held at June 30, 2026:

Asset Portfolio	Market Value ($M)
Short-Term Portfolio	**758.2**
Mid-Term Portfolio	**248.0**
Operating Portfolio:	
Obligations	820.8
Surplus	241.4
Total Operating Portfolio	1,062.2
Endowment Portfolio	1,646.7
Total Operating & Endowment Fund	**2,708.9**
Jarislowsky Fraser Seg. Investment	**3.4**
Total Investments	**3,718.5**

Update on Investment Committee Activities:

- The newly created Investment Policy, Responsible Investing Policy were approved by the Board of Governors at its April 30, 2026 meeting.
- As part of the new Investment Policy, a new asset mix was approved. Key changes over the previous mix include the creation of a 7.5% allocation to private credit, the gradual elimination of a commercial mortgage allocation, the reduction of the allocation to Canadian equity and a small increase to the allocation to global equity.
- In April 2026, the University made a 20 million euros commitment to the Igneo European Diversified Infrastructure Fund IV, a mid-market European infrastructure fund focusing on core and core plus assets in the Energy, Transport, Waste & Water and Digital sectors.
- In June 2026, the University made its first private credit commitment, a US$40 million commitment to the Audax Direct Lending Solutions Fund III, a direct lending fund providing unitranche financing to sponsor-backed borrowers.
- The Investment Committee is currently reviewing the structure of its global equity portfolio, in light of a challenging environment for active equity managers.
- The Investment Team and its investment consultant, Marsh, are finalizing an analysis of the exposure to Artificial Intelligence of the Operating & Endowment Fund. Results will be discussed at the December 2026 Investment Committee meeting.

The following engagement, risk management, monitoring, and reporting activities have been completed or are underway in relation to our **Responsible Investing Strategy and Pathway**:

- Commitments to sustainable investment strategies have been over US$200 million to date. Total investments and uncalled commitments now represent approximately 14.3% of the O&E Fund, slightly below the revised 15% target allocation for sustainable opportunities as of June 30, 2026.
- Management completed the reporting process for the PRI for 2026 earlier this year. Detailed results are expected in late November 2026.
- Management sent the 2026 ESG Questionnaire to all Western external investment managers in August 2026. Key findings will be presented to the Investment Committee in 2027. A full review of the questionnaire is expected to be undertaken in 2027.
- Results of the measurement of the portfolios' carbon footprint for the year ending December 31, 2025 are expected to be released in December 2026.
- A review and analysis of the proxy voting decisions made by Western public equity managers will be conducted in the fall.

Financial Performance Metrics

Mid-Term Portfolio:

Performance

The performance related to the Mid-Term Portfolio at June 30, 2026 is as follows:

				% Rate of Return							
Account/Group	Ending Market Value CAD	Ending Weight	Policy Weight	One Month	Three Months	One Year	Three Years	Five Years	Ten Years	Inception to Date	Inception Date
University of Western Ontario	**248,010,312**	**100.00**		**1.14**	**2.86**	**6.65**	**7.51**	**4.92**	**-**	**5.22**	**08/08/2019**
Policy Index UWO				*0.80*	*4.75*	*10.96*	*10.38*	*5.84*	*-*	*6.31*	*08/08/2019*
Excess Return				*0.34*	*-1.89*	*-4.31*	*-2.86*	*-0.92*	*-*	*-1.09*	*08/08/2019*
FTSE 91-Day T-Bills + 300 bps				*0.46*	*1.35*	*5.55*	*6.91*	*6.18*	*-*	*5.53*	*08/08/2019*
Excess Return				*0.68*	*1.51*	*1.10*	*0.60*	*-1.26*	*-*	*-0.31*	*08/08/2019*

Source: Northern Trust Investment Hierarchy – Treasury Report

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 June 30, 2026 the Mid-Term portfolio met its objective over the 3 year period but not the 5 year period. The very strong equity and corporate bond returns of the past three years have enabled the portfolio to outperform its benchmark, despite most fixed income mandates not meeting the return objective. The portfolio fell short of the return objective over five years as equity and corporate bond returns were slightly lower.

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 June 2026	5 Year June 2026	Since Inception
Fixed Income	3.9%	4.8%	7.0%
Equities:			
Canadian	28.2%	14.0%	9.8%
US	18.9%	17.3%	11.4%
International	13.2%	10.8%	7.4%
Global	14.7%	8.7%	8.1%
Private Equity	19.7%	13.9%	18.9%
Real Estate	6.0%	8.9%	8.8%
Infrastructure	10.7%	12.0%	11.3%
Absolute Return	(0.7%)	2.4%	6.2%
Money Market & Cash	3.0%	2.8%	2.0%
Total Fund Return	13.2%	9.7%	8.9%
Benchmark Return	18.9%	11.0%	8.6%
Total Fund Real Return	10.4%	6.1%	6.8%

Source: Mercer – Western Endowment Investment Monitoring Review

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 3.6% per year for the five-year period.

For the five years ending June 30, 2026, the annualized real return was 6.1%, meeting the objective.

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 June 30, 2026, the actual annualized return for the Fund was 9.7% and the return generated by the market indices for the portfolio was 11% (benchmark return).

The Fund is managed for long-term performance with 5, 10 and 20 year returns of 9.7%, 10.2% and 8.4%, respectively, and has met its value added objectives over the 10 and 20 year periods. The underperformance of the O&E Fund over the five-year period ending June 30, 2026 is mostly due to manager selection in public equities, i.e. the underperformance of public equity managers, more specifically global equity managers. The performance of Canadian and International equity managers has also been a detractor.

Asset Mix

The table below provides the classification and market value of the assets held in the Operating & Endowment Fund at June 30, 2026:

	Market Value	Target Asset Mix			Actual Asset Mix
		Minimum	Target	Maximum	
Equities					
Domestic	*340,770,884*	*0.0%*	*7.5%*	*15.0%*	*12.6%*
Foreign	*1,023,967,527*	*30.0%*	*37.5%*	*45.0%*	*37.8%*
Private	*278,128,627*	*7.5%*	*12.5%*	*17.5%*	*10.3%*
Total Equities	**1,642,862,038**	**50.0%**	**57.5%**	**65.0%**	**60.7%**
Fixed Income					
Core Fixed Income	*169,150,472*	*0.0%*	*5.0%*	*10.0%*	*6.2%*
Commercial Mortgages	*117,941,280*	*0.0%*	*0.0%*	*10.0%*	*4.4%*
Private Credit	*-*	*0.0%*	*7.5%*	*12.5%*	*0.0%*
Multi-Asset Credit	*160,861,276*	*0.0%*	*5.0%*	*10.0%*	*5.9%*
Total Fixed Income	**447,953,028**	**10.0%**	**17.5%**	**22.5%**	**16.5%**
Real Assets					
Real Estate	*163,042,518*	*5.0%*	*10.0%*	*15.0%*	*6.0%*
Infrastructure	*270,378,201*	*5.0%*	*10.0%*	*15.0%*	*10.0%*
Total Real Assets	**433,420,719**	**12.5%**	**20.0%**	**27.5%**	**16.0%**
Diversifiers					
Cash & Money Market	*51,244,483*	*0.0%*	*0.0%*	*3.0%*	*1.9%*
Short-term Fixed Income	*58,002,713*	*0.0%*	*0.0%*	*7.0%*	*2.1%*
Absolute Return/Market Neutral Strategies	*75,376,390*	*0.0%*	*5.0%*	*10.0%*	*2.8%*
Total Diversifiers	**184,623,586**	**2.5%**	**5.0%**	**12.5%**	**6.8%**
Total Operating & Endowment Fund	***2,708,859,371***		**100.0%**		**100.0%**

Appendix 1

The tables below provide performance data on the Operating & Endowment Fund at June 30, 2026.

Total Fund Value Added - For Rolling Periods Ending June 30, 2026

	1 Yr (%)	2 Yrs (%)	3 Yrs (%)	4 Yrs (%)	5 Yrs (%)	6 Yrs (%)	7 Yrs (%)	8 Yrs (%)	9 Yrs (%)	10 Yrs (%)	20 Yrs (%)
Total Fund	13.2	12.9	13.3	12.4	9.7	12.1	10.6	9.9	9.8	10.2	8.4
Total Fund Benchmark	18.9	16.2	15.6	15.1	11.0	12.0	10.8	10.1	10.0	10.2	8.0
Excess Return	-5.7	-3.3	-2.3	-2.7	-1.3	0.1	-0.2	-0.2	-0.2	0.0	0.4

	2026 (%)	2025 (%)	2024 (%)	2023 (%)	2022 (%)	2021 (%)	2020 (%)	2019 (%)	2018 (%)	2017 (%)	2016 (%)
Total Fund	13.2	12.7	14.1	9.7	-0.3	24.8	1.6	5.0	9.2	14.1	2.1
Total Fund Benchmark	18.9	13.7	14.4	13.8	-4.3	17.5	3.7	5.5	8.9	11.9	1.0
Excess Return	-5.7	-1.0	-0.3	-4.1	4.0	7.3	-2.1	-0.5	0.3	2.2	1.1

Total Fund Real Returns - For Rolling Periods Ending June 30, 2026

	1 Yr (%)	2 Yrs (%)	3 Yrs (%)	4 Yrs (%)	5 Yrs (%)	6 Yrs (%)	7 Yrs (%)	8 Yrs (%)	9 Yrs (%)	10 Yrs (%)	20 Yrs (%)
Total Fund	13.2	12.9	13.3	12.4	9.7	12.1	10.6	9.9	9.8	10.2	8.4
CPI	2.8	2.3	2.4	2.5	3.6	3.5	3.1	3.0	2.9	2.7	2.2
Real Return	10.4	10.6	10.9	9.9	6.1	8.6	7.5	6.9	6.9	7.5	6.2

	2026 (%)	2025 (%)	2024 (%)	2023 (%)	2022 (%)	2021 (%)	2020 (%)	2019 (%)	2018 (%)	2017 (%)	2016 (%)
Total Fund	13.2	12.7	14.1	9.7	-0.3	24.8	1.6	5.0	9.2	14.1	2.1
CPI	2.8	1.9	2.7	2.8	8.1	3.1	0.7	2.0	2.5	1.0	1.5
Real Return	10.4	10.8	11.4	6.9	-8.4	21.7	0.9	3.0	6.7	13.1	0.6

Source: Mercer – Western Endowment Investment Monitoring Review

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Dancap Private Equity Chair in Change and Innovation

Action: ☐ Approval ☒ Information ☐ Discussion

On behalf of the Board of Governors, the Property and Finance Committee approved the establishment of the Dancap Private Equity Chair in Change and Innovation in the Faculty of Social Science.

Executive Summary:

Approval Process for the Terms of Reference/Establishment of this Academic Position
MAPP Policy 2.22 Appendix 2 provides both an open and a confidential process for the approval of academic positions. Western Advancement is utilizing the open process in respect of this Chair.

Under the open process, the proposal is submitted to the Property and Finance Committee for approval on behalf of the Board, on the recommendation of the President & Vice-Chancellor. It will be reported out at the public meeting of the Board.

Funding
In 2024, an endowment to support the Dancap Private Equity Fellowship in Change in Innovation was established through the merger of three endowments created through gifts from the Donor. This merger was possible as a result of an Amendment, approved by the Donor, to Agreements made between the Donor and the University in 2006 and 2017. When the Fellowship was established, it was agreed that should the endowment reach $1,500,000 it would progress to a Professorship and should the endowment reach $3,000,000, the Professorship would progress to a Chair.

As a result of strong investment returns, the endowment that supports the Dancap Private Equity Professorship in Change and Innovation has grown to more than $3,000,000 and the DAN Department of Management and Organizational Studies is now seeking to establish the Chair.

Effective Date
July 1, 2027

Purpose
The Dancap Private Equity Chair in Change and Innovation in the Faculty of Social Science will have a proven research record in innovation, encompassing the development, dissemination and/or adoption of new technologies or processes by businesses and their reconfiguration to cope with external challenges and/or internal technical or operational advances, and the impact of other actors in promoting innovation in the business. This will be the basis for the development and dissemination of work on innovation of both scholarly and applied relevance, and/or related research that may evolve in the future.

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

It is expected that the Chair will have the credentials to apply for and secure tri-council funding/grants. The success with tri-council funding will form one of the criteria for renewal of the chair.

Allowable Expenses
Funds available will be used to support salary and benefits and/or research expenditures that directly support the work of the Chair or their research program.

The Dean of the Faculty of Social Science, or their designates, will be responsible for allocating and spending.

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

Approval Process of the Name
MAPP Policy 1.44 – Namings establishes the process for the naming of university assets, including intangible assets such as academic positions.

The authority to name, change, or revoke a name rests with the Board or its delegate(s).

The Vice-President (Western Advancement) has delegated authority to approve a naming, change a name, or to revoke a name in recognition of gifts or grants of less than $1 million. The Fundraising and Donor Relations Committee has delegated authority to approve a naming, change a name, or to revoke a name in recognition of gifts or grants of $1 million or more but less than $10 million. The Board of Governors has the authority to approve a naming, change a name, or revoke a name in recognition of gifts or grants of $10 million or more.

As this gift is $1 million or more but less than $10 million, the Fundraising and Donor Relations Committee of the Board of Governors will approve the name of this Chair pending the approval of the establishment of this asset through the procedures set out through MAPP Policy 2.22 Appendix 2.

Board of Governors Election Schedule for 2027

Action: ☐ Approval ☒ Information ☐ Discussion

Executive Summary:

The Board Election Schedule for 2027 is provided for information. For 2027, the schedule applies to the following constituencies:

- Elected by Undergraduate Students (1 seat currently held by Noah Zabian until June 30, 2027)
- Faculty elected by Faculty (1 seat currently held by Ed Goehring until June 30, 2027)
- Administrative Staff elected by Administrative Staff (1 seat currently held by Terry Rice until June 30, 2027)

The term of the undergraduate representative will be two years (July 1, 2027 to June 30, 2029).

The term of the Faculty and Administrative Staff representatives will be four years (July 1, 2027 to June 30, 2031).

The elections for the undergraduate student constituencies have been set to run in conjunction with the University Students' Council (USC) election.

The Secretariat will host an online Election Information Session on Wednesday, January 6, 2027 from 12:30-2:00 pm. Western faculty, staff, and students interested in putting their name forward to fill a vacancy are invited to attend. Attendees must RSVP through the online form by 12:00 p.m., Tuesday, January 5.

Further information about elections can be found on the Secretariat website.

Documentation Provided:

Board of Governors Election Schedule for 2027

Western

BOARD OF GOVERNORS ELECTION SCHEDULE FOR 2027

Elections will be held for representatives of the faculty, administrative staff, and undergraduate student constituencies as outlined below.

The term of the faculty and administrative staff representatives will be four years (July 1, 2027 to June 30, 2031). The term of the undergraduate student representative will be two years (July 1, 2027 to June 30, 2029).

Faculty and Administrative Staff Constituency	
Election Information Session	12:30-2:00 p.m., Wednesday, January 6, 2027
Nominations Open	12:00 a.m., Monday, January 11, 2027
Nominations Close	11:59 p.m., Friday, January 22, 2027
Posting of Nominations	Tuesday, January 26, 2027
Campaign Period begins	12:00 a.m., Wednesday, January 27, 2027
Balloting – Polls Open	12:00 p.m., Tuesday, February 9, 2027
Campaign Period Ends	11:59 a.m., Thursday, February 11, 2027
Balloting – Polls Close	12:00 p.m., Thursday, February 11, 2027
Posting of Results	Friday, February 12, 2027

Undergraduate Student Constituency	
Election Information Session	12:30-2:00 p.m., Wednesday, January 6, 2027
Nominations Open	12:00 a.m., Monday, January 11, 2027
Nominations Close	11:59 p.m., Friday, January 15, 2027
Mandatory All Candidates Meeting *(organized by the USC)*	6:00 p.m., Thursday, January 14, 2027
Posting of Nominations	Tuesday, January 19, 2027
Campaign Period begins	12:00 a.m., Wednesday, January 20, 2027
Balloting – Polls Open	8:00 a.m., Monday, February 1, 2027
Campaign Period Ends	7:59 p.m., Wednesday, February 3, 2027
Balloting – Polls Close	8:00 p.m., Wednesday, February 3, 2027
Posting of Results	Thursday, February 4, 2027

Annual Report of the McIntosh Gallery

Action: ☐ Approval ☒ Information ☐ Discussion

Executive Summary:

The McIntosh Gallery Committee of the Board was dissolved in April 2024 with the understanding that the governance of the McIntosh Gallery would be overseen by the Provost along with an advisory committee.

There was a request that the Annual Report of the McIntosh Gallery continue to be shared with the Board. With the change in governance for the Gallery, the Annual Report is now received by Senate through the Senate Committee on University Planning. It is shared with the Board through Senate, for information.

Documentation Provided:

McIntosh Gallery Annual Report

Western
McIntoshGallery



Annual Report

2025-2026

Vision

To cultivate inclusive spaces where diverse voices, perspectives, and experiences are celebrated through transformative encounters with art, ideas, and one another.

Mission

Our mission is to unleash the power of art to transcend boundaries and ignite change. McIntosh Gallery is a catalyst for dialogue, discovery, and connection where contemporary and historical perspectives converge to inspire mutual care, cultural understanding, and a deeper appreciation of the world we share.

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Director's Report

As I reflect on 2025-2026, I'm filled with gratitude for our campus community, regional partners, donors, volunteers, and dedicated staff. This year marked a significant milestone as the work for our new strategic plan was completed, and will be ready for release in the coming months. Through conversations with artists, scholars, students, and thought leaders, we explored the evolving role of art and cultural institutions within our university and beyond. Together, these discussions helped shape a renewed sense of purpose and direction for McIntosh Gallery in support of Western's strategic priorities.

This year saw the launch and advancement of several exciting programs, projects, and exhibitions. Among them was *Art Thrive*, a creative wellness initiative presented at five locations across campus. Supported by the Office of Western Sustainability and Student Health & Wellness, the program combined video art and artist-led activities to foster creativity and help students address feelings of eco-distress.



Students participate in *Art Thrive: Water|Fluidity*.

Connecting to Collections, a multi-year initiative focused on collection review, student experiential learning opportunities, policy development, exhibitions, and public engagement, continued to advance on schedule. At its core is an exploration of what it means to be a collecting institution today. To date, the project has generated two exhibitions, three public lectures, student internships, and professional development opportunities through Western's co-curricular program.

Work continues to address the lengthy waitlist for inclusion in the ArtShare program. With over six hundred and seventy pieces from the collection installed around campus, the program is being reimaged to function as curated, satellite exhibition spaces bringing the collection to our campus community where they work and study.

We also strengthened connections between art and research through a partnership with the Canadian Severe Storms Laboratory in Western's Faculty of Engineering. Two exhibitions highlighted the intersection of artistic practice and climate science while encouraging cross-disciplinary collaboration. *Atmospheric Shifts* explored climate anxiety, resilience, and responsibility to the land, while Andrew Maize's interactive installation *(s)twerH* challenged audiences to consider uncertainty, chance, and our desire to control natural forces.

With the support of students, our Marketing and Outreach initiatives achieved significant growth and increased impact. Awareness of the gallery grew through campus engagement, conference participation, and the installation of a new outdoor billboard. Following its installation, daily foot traffic increased by 33 % compared to the same month the previous year. Social media engagement, visitor attendance, and class tours also continued to grow.



Billboard with *Art Thrive* program.

It was an energizing year filled with new ideas and initiatives, meaningful partnerships, and important groundwork for the future. Together, we advanced ambitious goals while strengthening our impact across campus and beyond. Thank you to everyone who contributed to this work. As we move forward with a bold sense of purpose, we remain committed to serving our communities through creativity, care, and meaningful social engagement.

Lisa Daniels
Director

Collection Report

Significant progress has been made this past year on the collection audit and review. This multi-year project began in January 2025 in response to several years of reduced gallery capacity due to challenges related to Covid-19 and staff turnover. This work advances the goal of positioning the collection as an accessible resource and cultural touchstone for students, faculty and the broader community.

Alongside the audit, a series of exhibitions, programs, and educational initiatives have been developed to strengthen engagement with the collection among students, faculty and the public. Work to address the ArtShare waitlist continues, as does the reimagination of the program. We anticipate the ArtShare waitlist to be completed in the next fiscal year.

A key component of the collection review is updating the collection's valuation. A certified Art Appraiser was engaged to conduct an updated appraisal of the collection. Following an initial collection-wide assessment to identify priority works, a second phase began this spring focusing on detailed market research and updated valuations for our high-priority objects. Completion of the appraisal process is anticipated in the 2027-2028 fiscal year.

The audit has also helped identify conservation priorities. While no major concerns were identified, a conservator inspected select artworks to ensure that they were not actively deteriorating or causing harm to other pieces in storage, and to ensure works were in good condition for inclusion in exhibitions or to go out on loan.

Four works by Greg Curnoe were loaned to the Kitchener Waterloo Art Gallery for a group exhibition entitled *Auto-Biography: Vehicles of Identity, Community, and Globalization* which ran from September 20, 2025 – January 4, 2026. Several research requests were handled for both works in the collection and for resources held in the Curatorial Study Centre.

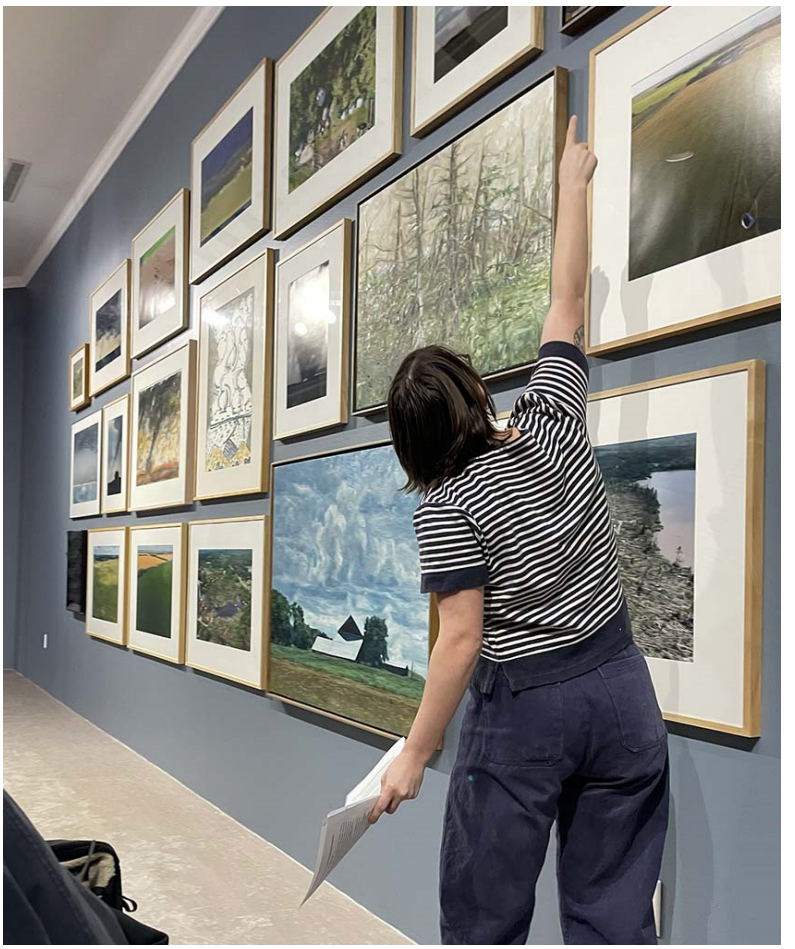


Collections Assistant Emily, and Collections Volunteer Kath work in the vault.

Except for significant works, acquisitions remain on pause during the audit and review. This year, there were two additions to the collection: *Amauti* (2018), a photograph by Katherine Takpannie donated by Shelli Cassidy-McIntosh and Mike McIntosh, and *Aeternum* (2025), by David Spriggs which was created for the exhibition *Atmospheric Shifts* and donated by the artist.

Over the coming year, the collection audit, the internal and external collection reviews, and the second phase of the appraisal process will near completion. Work will also advance on the *Portraits of Record* project, engaging student interns and volunteers in the curatorial process of online exhibition development. Preliminary content development will be conducted by a team of student interns and volunteers beginning this fall and will be integrated into coursework as part of the Master of Public History course, HIST9808B: Digital Public History, in the winter term. During this term, the gallery will host a new three-part workshop series to support collection-focused professional development opportunities for students from across the university.

Rachel Deiterding
Curator, Collections & Special Projects



Curator of Collections Rachel Deiterding discusses work from the collection as part of the *Let's Talk Collections* lecture series.

Acquisitions



Katherine Takpannie
***Amauti*, 2018**
Archival pigment print
91.5 cm x 137.2 cm
Gift of Shelli Cassidy-McIntosh & Mike McIntosh



David Spriggs
***Aeternum*, 2025**
Acrylic, acrylic paint on layered acrylic sheets, LED light box
101.6 cm x 101.6 cm x 27.4 cm
Gift of the Artist

Exhibitions



Opening reception for *Atmospheric Shifts*, Wally Dion, Lisa Hirmer, and David Spriggs, 2026, McIntosh Gallery.

The 2025-2026 exhibition program focused on animating a key strategic direction to support and contribute to education, research, and knowledge creation. In addition to presenting two student thesis exhibitions, four exhibitions were mounted that provided creative opportunities for students and faculties to engage with the gallery, the art, and the artists in different ways.

Building on last year's focus on environmental stewardship and the importance of ecological research and care, we strengthened our commitment to substantive collaborations with other departments and faculties across campus. Of note were *Atmospheric Shifts* and **(s)twerH*, the winter exhibitions developed in collaboration with Western Engineering's Canadian Severe Storms Laboratory and the WindEEE Dome Research Facility.

Through this collaboration, we were able to offer a five-week artist residency during the winter term, as well as to provide financial support to three of the participating artists to develop new work for the exhibition, one of which has been donated to the university. In February, Western Engineering hosted the Great Northern Concrete Toboggan Race, which brought Engineering students from approximately twenty different universities to campus. Over three hundred Engineering students toured the exhibitions over the course of the day.

To animate the collection audit and review, two collection-focused exhibitions were designed to make the process transparent. The exhibitions were accompanied by the *Let's Talk Collections* lecture series, as well a series of three collections management workshops offered through the Western Co-Curricular Record program. Forty students participated in the workshop series, providing an opportunity for hands-on collections management experience.

Helen Gregory
Curator



Documentation from Wally Dion, wind dancers, WindEEE Dome, 2025.

Student Thesis Exhibitions

Providing opportunities for the next generation of artists and curators to acquire knowledge and develop skills, two student thesis exhibitions were mounted. Working with professional curators, preparators, and marketing staff, selected graduating students were provided with an exceptional experiential learning opportunity where they gained first-hand knowledge working with a professional public art gallery towards mounting their thesis exhibition.



June 12 - July 11, 2025
Aryen Hoekstra: In Storage

Researching from the perspective of an academic, an artist, and a gallerist, Aryen Hoekstra's thesis exhibition examined the way that art objects are handled and traded. *In storage* delved into the under-examined logistics of the art business, the storage and shipping of artworks, their care and circulation.

July 28 - September 5, 2025
Tia Bates: Through and From the Looking Apparatus

With *Through and From the Looking Apparatus*, the Gallery became a vivarium where the substance of filmic light inhabits space—an environment where the viewer is invited to wander and discover cinematic curiosities.

Referencing the cinematic experience as a sensorial interaction with light, *Through and From the Looking Apparatus* was both an installation of light and body and a habitat that cultivates human encounters with cinematic light.



April 5 - July 11, 2025

Holding Patterns: the short view—recent acquisitions from the McIntosh Collection

The first in a pair of exhibitions illustrating the collection audit and review process, *Holding Patterns: the short view* began by looking to the recent past, focusing on a selection of artworks collected since 2020 to understand recent collecting priorities. Audiences were invited to consider collecting across institutional and personal contexts, and to question assumptions of permanence that underpin museum collections.

The exhibition was accompanied by the first lecture in the *Let's Talk Collection*'s series. *What's Up with the McIntosh Gallery Collection*? was hosted in collaboration with the Art Dealers Association of Canada's *Canadian Art Hop* event. It presented the story of collecting at Western University and McIntosh Gallery since the 1920s and reflected on how this history has informed recent acquisitions.

September 25 - December 6, 2025

Holding Patterns: the long view—a look inside the McIntosh Collection

Holding Patterns: the long view examined the McIntosh Gallery collection through the lens of collection data—the information that is recorded to describe, organize, and preserve knowledge about each artwork. Through a curatorial approach that centred data, the selected artworks presented a proportionally accurate overview of the 4,350 artworks in the gallery's care. They made visible trends in collecting activity, artistic approaches, and how information has been categorized to offer insights into the collection's purpose and evolving priorities.

Among the many stories the data tells is a century-long history of collecting, the who, what, when of the collection since its inception in the 1920s. Yet data is not neutral. Equally present are the stories that are missing from the data, the gaps and inconsistencies that leave us with more questions than answers and inform what we ask next.
Reflecting on decades of collecting, the exhibition situated data as both a historical and a future-oriented tool, highlighting how its insights and omissions shape the questions we ask about the collection and how we imagine its future.



The second lecture in the *Let's Talk Collection*'s series, *Where Art and Data Intersect*, was presented to a full house in October. Throughout the Fall term, the three-part professional development workshop series offered through the Western Co-Curricular Record program, *Into the Vault: Building Collections Management Skills*, was oversubscribed. A second series of workshops was added to accommodate most of the waitlist.



Natalie Scola demonstrates object handling as part of *Into the Vault: Building Collections Management Skills.*

January 15-May 16, 2026
**(s)twerH*

**(s)twerH*, an interactive kinetic installation took the form of a laboratory/studio where Maize worked as artist-in-residence for five weeks as he further developed a body of work that considered the fundamental nature of indeterminacy. Inspired by the work of climate scientists on the complexity of turbulence and the increased prevalence of severe storms, **(s)twerH* challenged the scientific impulse to understand and control chaotic forces associated with weather systems and questioned what we might learn by embracing indeterminacy and chance.



Andrew Maize and engineers from the Canadian Severe Storms Lab.

While Maize was on site, he engaged in conversation and art making with over nine hundred students and faculty. A free mobile workshop for the general public was held in downtown London at TAP Centre for Creativity. Thirteen participants, including Western staff, faculty, students, and the general public explored the work of Alexander Calder, the history of mobiles and kinetic sculpture, and discussed the physics of mobiles.

In a collaborative performative event, *a space of cloud/not cloud*, Maize and artist Lisa Hirmer brought together kites, wind catchers, and smoke bombs to conduct experiments documenting transitory and ephemeral moments with(in) local wind and weather conditions on Western's University College Hill.



A space of cloud/not cloud with Andrew Maize and Lisa Hirmer on UC Hill.

January 15-May 16, 2026

Atmospheric Shifts: Wally Dion, Lisa Hirmer, David Spriggs



Atmospheric Shifts considered the role of climate change in increasing severe storm events through an exploration of climate anxiety, vulnerability, resilience, and responsibility to the land. The exhibition was presented in collaboration with the Canadian Severe Storms Laboratory, a research group in Western's Faculty of Engineering and the WindEEE Dome. The partnership supported the production of new work and programs that encouraged interdisciplinary research and collaboration both financially and creatively. These new works were placed in conversation with art from McIntosh Gallery's permanent collection, public and corporate collections, and material culture derived from research conducted by the Northern Tornadoes Project, the Northern Hail Project, and the Northern Mesonet Project in Western University's Faculty of Engineering.

Artists participated in a thought-provoking panel discussion in partnership with the Department of Visual Art's *Art Now! Speakers Series* with support from the Faculty of Arts & Humanities. A second panel discussion, *The Reciprocal Benefits of Interdisciplinary Collaboration*, featured some of Western's most creative, boundary-pushing thinkers from across disciplines ranging from the Institute for Earth and Space Exploration to the Faculty of Music.



Installation images from *Atmospheric Shifts*, with Emily Hiemstra's quartet performing *Didsbury.*

Essays & Publications



Art Thrive: Elemental Forces

Curated by: Imogen Clendinning

Programmed by: Tia Bates

Printed brochure with curatorial essays to accompany *Art Thrive: Elemental Forces*, a series of programs pairing curated video art screenings with thematically related art-making activities.

Holding Patterns: the long view – A Look Inside the McIntosh Gallery Collection

By Rachel Deiterding

Essay accompanying *Holding Patterns: the long view*; published on McIntosh Gallery website.

Holding Patterns: the short view – Recent Acquisitions from the McIntosh Gallery Collection

By Rachel Deiterding

Essay accompanying *Holding Patterns: the short view*; published on McIntosh Gallery website.

Boundary Layers and Boundary Objects
*Atmospheric Shifts & *(s)twerH*

By Helen Gregory

Essay accompanying *Atmospheric Shifts* and **(s)twerH*; published on McIntosh Gallery website.

Around Campus



Art Thrive: Fire | Futures with work by Rah Eleh pictured, and lantern painting activity.

September 11 - December 10, 2025
Art Thrive: Elemental Forces

Art Thrive: Elemental Forces was an interactive art series that combined moving image screenings and art-making sessions to reflect on the animacy of water, earth, wind, and fire. The project supported developing coping strategies to help combat eco-distress.

Developed and delivered in partnership with Student Health & Wellness and the Western Student Recreation Center, and supported by an internal grant from the Office of Western Sustainability, seven sessions were held in five social spaces across campus from September to December 2025. A total of four hundred and fifty nine students, staff, faculty and members of the community took part. A publication was produced documenting the project.

February 25 - May 1, 2026
Art of Creation

Art of Creation is an innovative interdisciplinary arts-based research program and education initiative where complex biological science has been woven together with arts-based communication and public educational programming. It is an arts-based knowledge translation program that was designed to convey the biology of early life development to the public. A collaborative research and communication initiative between McMaster University and the Art Gallery of Hamilton, McIntosh Gallery worked with the Schulich School of Medicine & Dentistry to present the *Art of Creation* at Western. The project included an art exhibition and a series of presentations and workshops delivered to Western students.



Art of Creation exhibition in Weldon Library.

Impact & Outreach

McIntosh continued our commitment to deepen our presence across campus. In 2025-2026 we developed, partnered, and participated in over twenty-two events and initiatives from *Art & Green Walking Tours* that explored public art on campus, to offering engaging tours to children through Western Engineering's Discovery Western summer camps, to participating in the Ontario Art Teachers Conference in April. In addition, the McIntosh had a presence at four University Outreach events including: the Health & Wellness Fair, Volunteer Fair, Move your Mood Wellness Fair, and Ontario Art Educators Association Conference.

Through these initiatives, the groundwork to expand our student volunteer and internship program was strengthened and diversified, and new connections began to emerge with a wider range of faculties across campus.

Encouraged by the level of interest and engagement from students, we posted four volunteer positions through the Western Peer Leader Program for the 2026-2027 academic year, attracting thirty-one student applications from across faculties (with a further fifteen students on a waitlist). Two applications for student internships were received for the 2025-2026 school year and increased to six applications for 2026-2027. New co-curricular programs are in development in response to student interest and feedback.



Art & Green campus tour with McIntosh Gallery and Western Sustainability.

Programs & Events

a space of cloud/not cloud

Art & Green Walks

ArtHop

Artist In Residence: Andrew Maize

Art Share

Art of the Mobile Workshop

McIntosh Gallery and Art Now! presents: Atmospheric Shifts and Turbulent Times

Art Thrive: Elemental Forces

Art & Travel Committee Trips and Lectures

Curious by Nature: Riverfest

Digital Humanities Day – Holding Patterns: the long view

Exhibition Tours

Health & Wellness Fair (World Mental Health Day)

Into the Vault: Building Collections Management Skills

Let's Talk Collections Lecture Series

Mindful Mondays

Move Your Mood Wellness Fair

Ontario Art Education Association Conference: Make it Matter

The Reciprocal Benefits of Interdisciplinary Collaboration Panel

Student Internships

Student Volunteers

Summer Camp Tours





Left: World Mental Health Day Fair. Right: Mindful Mondays in *Holding Patterns—the long view*.

Marketing & Communications

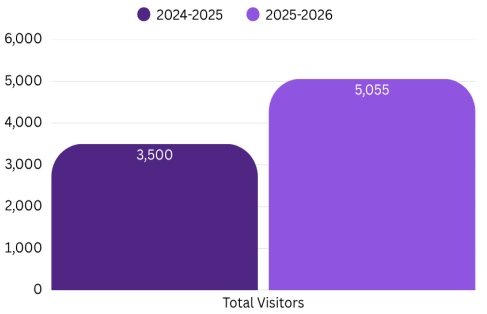
2025-2026 marked a significant change in our communications strategy, with renewed attention being paid to community outreach, better signage, and more frequent content presented in different formats to engage a variety of audience interests. We took the first steps towards our goal of developing a comprehensive and dynamic marketing and communication strategy, starting with the promotions plan for the *Art Thrive* program. We have begun to collect more data about our audiences: who they are, how they hear about us, and why they are coming to the gallery and our events. The result of which has helped lead us to our current multi-channel strategy.

The *Art Thrive* communications plan was developed with input from Wellness and Well-being, and the Office of Indigenous Initiatives - designed to reach a range of students as our primary audience. We ended up presenting a successful outreach program to help reach students at a variety of campus locations. Many students participated in more than one *Art Thrive* event, and it became a program that future gallery visitors mentioned as something they enjoyed engaging in.

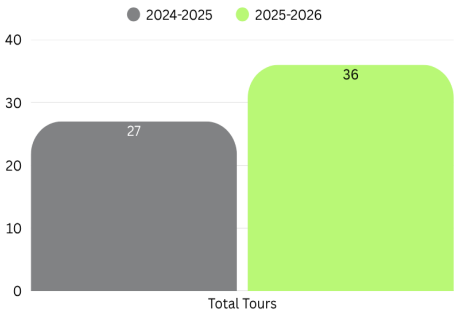


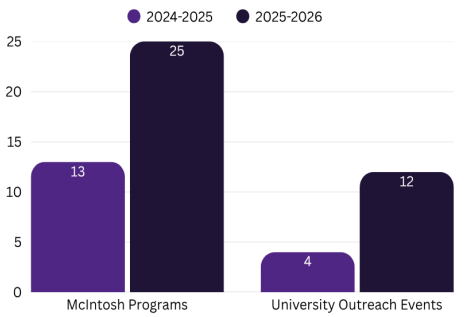
Events and Communications volunteers Humay and Niloofar make buttons and distribute catalogues at the Ontario Art Educators Association Conference.

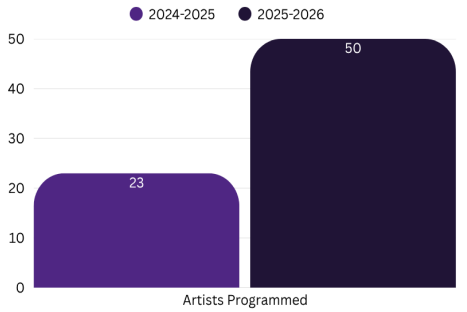
Overall, the increase we have seen in engagement can be attributed to an exhibition program that connects with other campus departments, an increase in tours and events, direct outreach to people and groups, and an increase in visibility on campus.



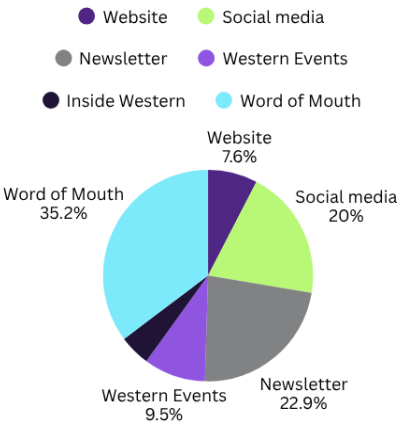
In 2025-2026, we increased our exhibition attendance by 31%, our tours by 25%, and our events by 54%.



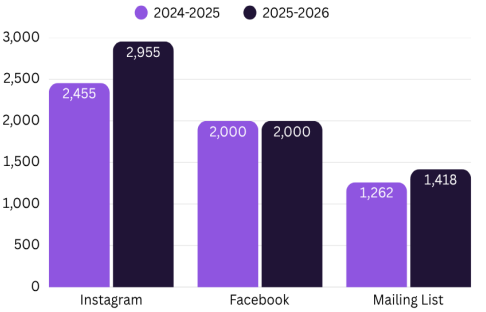




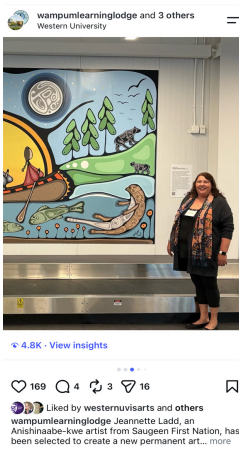
We engaged a large number of artists this year, through exhibitions, and programming, including forty artists being highlighted in the *Art Thrive* video series.

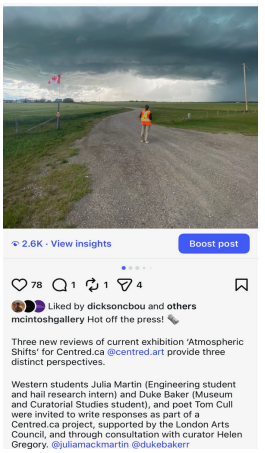


Our events visitors are hearing about us from a variety of sources which highlights the need to continue to promote through a multi-channel approach. Both our enews subscribers, and Instagram followers have grown this past year.



We have grown our Instagram audience significantly, and with help from monthly social media strategy meetings, we have stayed in the loop with significant changes to the algorithm, testing out content with a range of formats and designs, and the creation of a number of high-performing posts in the past year. Other units have had success with student ambassadors, and while we did have occasional event volunteers who helped with content in 2025-2026, we are very excited to be engaging student social media ambassadors for 2026-2027 through the Western Peer Leader program to start creating content for us to better appeal to student audiences.





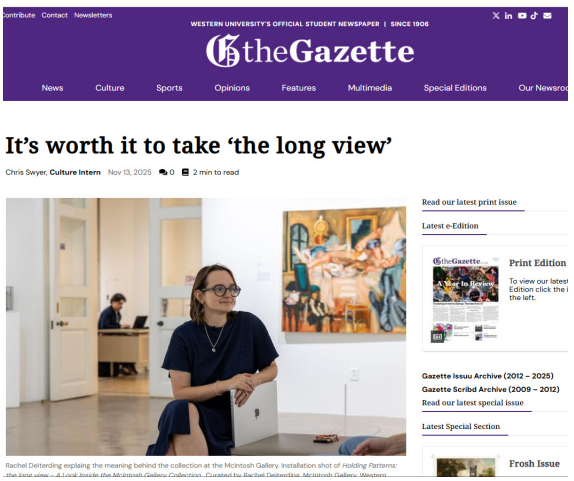
We have developed an understanding of Western's connection to the media, and the process of pitching, and have built connections with staff at Western Media since January 2026, who are helping us promote across Western and to local media.

McIntosh Gallery was in the following media in 2025-2026:

"Laura Moore: Memories of the Future", Autumn 2025, Matthew Ryan Smith, ESPACE Art Actuel.

"It's worth it to take the long view", November 13, 2025, Chris Sawyer, Western Gazette.

"Learning Behind the Scenes", April 30, 2026, Duke Baker, Centred.ca



McIntosh Art & Travel Committee

Supported by Alumni Affairs, the Art & Travel Committee is an enthusiastic group of volunteers that organizes Art Trips to various locations. All proceeds from the trips are donated to the Gallery to acquire new work.

This past year the committee organized two trips. One to Windsor that included a visit to Willistead Manor, the Coach House, Paul Martin Gardens, and Art Windsor-Essex. And another to Toronto to take in *Joyce Wieland: Heart On* at the AGO, and *Saints, Sinners, Lovers and Fools: 300 Years of Flemish Masterworks* at the ROM, with a stop at the Distillery Winter Village.

Stefan Andrejicka
Kathleen Brown
Mary Lake Collins
Susan Henderson
Catherine Littlejohn
Sandra March
Mary Redekop
Louise Sabourin
Sophie Skaith
Gabriella Sterescu
Wilda Thomas
Viola Weil
Nancy Wright

2025-2026 Donors

In 2025-2026 McIntosh gratefully accepted $70,784.94 in donations from monthly and annual donors. These donations are essential to our operations and support our exhibitions, programs, collection work, and cross-disciplinary student experiential learning opportunities.

Thank you to our 2025-2026 donors.

Lydia Abbott
Anonymous (x 6)
Mrs Daphne Bice and Mr Kevin Bice
Mr. John Cernik
Ms. Di Coates
Mrs. Mary Lake Collins & Mr. Robert Collins
Catherine Elliot Shaw
Dr. Joel Faflak
Ms. Joyce Garnett
Prof. Sheila Macfie
Mr. Douglas McAndless
Professor Jan Shepherd
McKee & Reverend Keith McKee
Dr. Linda Miller & Dr. Chris Lee
Mr. John Murphy
Mrs Heather Peterson
Dr. Nancy Geddes Poole
The Schulich Foundation
Mr. David Spriggs
Dr. Florentine Strzelczyk
Ms. Wilda Thomas
Mr. Ian Tripp
Mrs. Viola Weil
Dr. Rod Willis & Mrs Faye Willis

Gallery Advisory Committee

Linda Miller, Faculty, Past Chair
Catherine Elliot Shaw, Past Curator/Acting Director, McIntosh Gallery
Joel Faflak, Faculty Arts & Humanities (on sabbatical)
Lindsay Bell, Faculty Associate Professor, Sociocultural Anthropology
Lyn Purdy, Faculty Ivey Business
Ruth Skinner, Staff SASAH
Geoffrey Little, Vice Provost & Chief Librarian
Shelli Cassidy-McIntosh, Alumna; Co-Owner/Director Olga Korper Gallery
Richard Nixon, Alumni; Partner DLA Piper Law Firm; Art Collector
Karam Kaur Bhuee, Student, Arts & Humanities/SASAH
Rawan El Moghrabi, Student, Engineering Computer Science
Patrick Mahon, Artist

Ex-Officio

Florentine Strzelczyk, Provost & Vice President
Christy Bressette, Vice-Provost & AVP Indigenous Initiatives
Alena Robin, Chair Department of Visual Arts
Lisa Daniels, McIntosh Gallery Director
Heather Carey, Recording Secretary

McIntosh Team

Staff

Lisa Daniels, Director
Heather Carey, Gallery Operations Officer (Administration & Engagement)
Helen Gregory, Curator
Rachel Deiterding, Curator Collections & Special Projects
Aaron Guravich, Gallery Operations Specialist (Collections, Exhibitions, Facility)
Emily Henry, Administration Assistant, Collections (YCW Building Careers in Heritage, One Year)
Dickson Bou, Preparator (Casual)

Work Study Students

Kaltoum Al Karout
Karam Bhuee
Momin Khan
Nyanasoundari Lourdsamy
Shayma Masaud-Wahaishi
Sara Papasodaro
Angela Ryoo
Fatima Saeed
Melanie Van Schaick

Volunteers & Interns

Duke Baker
Araminta Neog Bharali
Eric Alan Cameron
Niloofar Ejraei
Kath Goodhue
Shebora Kamara
Peter MacDonald
Humay Majid
Arisia Qarri
Densika Ravindiralingam
Xue Sha

Thank you for your support

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Ontario

Western Arts&Humanities

Ontario Arts Foundation | fondation des arts de l'Ontario

CSSL
Canadian Severe Storms Laboratory

windEW

Honorary Degree Recipient - Autumn 2026

Action: ☐ Approval ☒ Information ☐ Discussion

Executive Summary:

The Honorary Degree recipient and the Autumn 2026 Convocation ceremony at which the individual was awarded is provided below for information.

Mitch Frazer (October 21, 2026 – 3:00 p.m.)

Mitch Frazer is a distinguished Canadian lawyer, educator, and philanthropist whose leadership has shaped law, higher education, and public service. As Managing Partner of Mintz LLP and Chancellor of Ontario Tech University, he has advanced innovation, student success, and institutional excellence. A published author and active community leader, his mentorship, advocacy, and philanthropy have strengthened organizations and expanded opportunities across Canada.

Academic Administrative Appointments

Action: ☐ Approval ☒ Information ☐ Discussion

Executive Summary:

Faculty Relations advised of the following academic administrative appointments:

Start Date	End Date	Name	Department	Admin Appointment
2026-08-15	2031-08-14	Buchanan, Brett	Arts - Office of the Dean	Dean
2026-09-01	2029-08-31	Qumosani, Karim	Schulich - Office of the Dean	Associate Dean
2026-09-01	2031-08-31	Urbach, David	Surgery	Clinical Department Chair
2026-09-01	2026-11-30	Carlisle, Emily	WL-User Experience Student Eng	Acting Library Director
2026-09-01	2026-12-31	Rudman, Debbie	Occupational Therapy	Acting School Director
2026-09-01	2027-08-31	Burke, Shauna	School of Health Studies	Acting School Director
2026-09-01	2031-08-31	Christie, Anita	Kinesiology - General	School Director
2026-09-21	2027-03-07	Robinson, Jennifer	WL-Archives / Special Collect	Acting Library Head
2026-10-01	2028-06-30	Saadaldin, Selma	Schulich - Office of the Dean	Assistant Dean
2026-10-01	2031-06-30	Deweyert, Andrew	Schulich - Office of the Dean	Assistant Dean
2026-10-01	2031-09-30	Garg, Amit	Schulich - Office of the Dean	Associate Dean
2026-10-01	2031-09-30	Anderson, Kelly	Epidemiology and Biostatistics	Department Chair
2027-07-01	2028-04-30	Carson, Kimberley	Office of the Chief Librarian	Library Head, Teaching Learning

Items Removed from the Consent Agenda

Action: ☐ Approval ☐ Information ☐ Discussion

Executive Summary:

This is a placeholder for any items removed from consent.
