



The UNIVERSITY of WESTERN ONTARIO

MINUTES OF THE MEETING OF SENATE

OCTOBER 21, 2005

The meeting was held at 1:30 p.m. in Room 1R40, Richard Ivey School of Business.

SENATORS: 76

M. Bartlett	N. Heapy	C. Ross
F. Berruti	C. Herbert	A. Sells
D. Bhui	T. Hewitt	R. Semmens
I. Birrell	S. Hill	D. Shrubsole
L. Bowman	I. Holloway	P. Simpson
M. Broadfoot	W. Kennedy	P. Skidmore
C. Brown	G. Killan	S. Singh
S. Camiletti	D. Kneale	J-L. Suarez
M. Carroll	M. Kreiswirth	T. Sumsion
A. Clark	G. Kulczycki	A. Tarvit
N. Crowther	D. Laird	J. Tennant
P. Davenport	F. Longstaffe	B. Timney
P. Dean	R. Lumpkin	J. Toswell
F. Dolan	S. Majhanovich	S. Usprich
G. Donovan	K. McRae	T. Vandervoort
N. Dyer-Witthford	M. Milde	S. Watt
N. Ecclestone	L. Miller	J. Weese
C. Essex	B. Morrison	J. White
T. Garrard	S. Mulligan	M.A. Wilkinson
J. Green	S. Munshi	M. Wilson
R. Haines	K. Okruhlik	P. Woodford
R. Harris	A. Pearson	E. Yanful
S. Hatibovic-Kofman	N. Rhoden	B. Zener
	R. Robertson	J. Zhu

Observers: R. Dunn, L. Gribbon, G. Tigert, A. Weedon

S.05-156

Farewell to Senators

On behalf of Senate, Dr. Davenport thanked Senators whose terms on Senate end October 31st for their time and contributions to the work of Senate.

S.05-157 **Minutes of the Previous Meeting**

The minutes of the meeting of September 23, 2005 were approved with the inclusion of the following amendment to S.05-154 (*shown in italics*):

Page 11, second paragraph should read:

Professor Dyer-Witheford commented on the

S.05-158 **REPORT OF THE PRESIDENT**

The President reported on the Speech from the Throne, Homecoming, Hong Kong Convocation, and the Strategic Planning Task Force. Overhead slides used to highlight his presentation are attached as **Appendix 1**.

OPERATIONS/AGENDA COMMITTEE [Exhibit I]

S.05-159 **Senate Membership: Faculty Constituency**

On behalf of the Operations/Agenda Committee, it was moved by A. Pearson, seconded by L. Bowman,

That Brian Diemert (Dept. of English), elected representative of Brescia University College, be granted a leave of absence while he is on sabbatical, and,

That Patricia Skidmore (Dept. of Social Science) be elected to serve as his alternate (term to June 30, 2006).

CARRIED

S.05-160 **Constitution of the Schulich School of Medicine & Dentistry**

It was moved by A. Pearson, seconded by B. Zener,

That the Constitution of the Faculty of Medicine & Dentistry be revised to change all references to the "Faculty" of Medicine & Dentistry to read the "Schulich School" of Medicine & Dentistry, and to delete reference to the "Schulich School of Medicine" as shown in **Appendix 1A**, and,

To change the membership of the Council to include both BMSc and Graduate Students, and,

That any such reference in other faculty constitutions also be revised, effective October 15, 2005.

CARRIED

S.05-161 **Composition of the Subcommittee on New Undergraduate Programs**

It was moved by A. Pearson, seconded by J. Tennant,

That the composition of SUNUP be revised as follows:

Composition:

~~Three~~ **Two** members of SCAPA elected by SCAPA, of whom one must be an undergraduate student ~~and one an academic dean of an Affiliated University College~~

Two members of the Provost's Undergraduate Program Review Committee, elected by the PRC

Ex officio:

Chair of SCAPA, who shall be Chair
Vice-Provost (Academic Programs and Students)
University Librarian
Academic Dean of an Affiliated University College, appointed on a rotational basis (two year cycles)

Dean of Graduate Studies (non-voting)
Director of the Teaching Support Centre (non-voting)
Secretary of Senate (non-voting)

CARRIED

S.05-162 **Candidates for Degrees and Diplomas - Autumn Convocation 2005**

On behalf of the Senate the Provost approves the list of Candidates for Degrees upon the recommendation of the Registrar [S.96-124]. The list of Candidates approved by the Provost will be appended to the Official Minutes of the October 21, 2005 meeting of Senate.

S.05-163 **Disposition of Notices of Motion from September Senate Meeting**

The Operations/Agenda Committee discussed and provides the following advice regarding the two notices of motion received at the September Senate meeting.

S.05-163a **Review of mechanisms for approval of amendments to graduate programs**

Notice of Motion:

That Senate ask SCAPA to discuss the feasibility of requiring that modifications to existing programs of the Faculty of Graduate Studies be scrutinized by Senate, SCAPA and/or DAP in the way that modifications to undergraduate programs are now scrutinized by Senate, SCAPA and/or DAP, and,

That SCAPA report back to Senate with recommendations on this issue on or before the Senate meeting in February.

At the Senate meeting, the Vice-President (Academic) and the Dean of Graduate Studies each indicated that they had no objection to SCAPA's undertaking such a review and, in fact, the matter

has been discussed by SCAPA and agreement reached on a resolution. SCAPA will bring forward a formal motion to the November Senate meeting.

S.05-163b Letter of Understanding regarding the formation of a Department of Women's Studies and Feminist Research

Notice of Motion:

That Senators be provided with personal copies of the Letter of Understanding negotiated with UWOFA so that that document, and commentary on that document, can allow Senate to make an informed decision on the motion (whatever it is) that is brought forward with respect to the creation of the new Department of Women's Studies and Feminist Research.

Normally, departmental constitutions are within the authority of Faculty Council. However, Senate was promised that it would be provided with the proposed constitution and governing structure of the new department once the proposal was ready to come forward and the administration indicated at the last Senate meeting that they would meet this commitment. As the President noted at the meeting, it is important that Senate distinguish between its right to debate and decide on academic matters and the rights of the Faculty Association and the administration to negotiate matters within the purview of the collective agreement. The Letter of Understanding is not under Senate's jurisdiction. Nonetheless, as pointed out by Vice-Provost Weedon at the Senate meeting, the Letter of Understanding will be a matter of public record as it will be appended to the collective agreement with UWOFA and posted online. The Operations/Agenda Committee determined, therefore, that there is no need for the notice of motion to be placed on the October Senate agenda.

ACADEMIC POLICY AND AWARDS [Exhibit II]

S.05-164 **Records Check and Vulnerable Sector Screening**

Prior to Senate considering the recommendation regarding Records Check and Vulnerable Sector Screening, Professor Tennant asked that the second paragraph, second line be revised by deleting the word "other".

On behalf of SCAPA, it was moved by J. Tennant, seconded by S. Hatibovic-Kofman,

That the policy on Records Check and Vulnerable Sector Screening be revised as highlighted in Exhibit II, item 1.

CARRIED

S.05-165 **Revisions to the Doctor of Medicine (MD) Program**

It was moved by J. Tennant, seconded by C. Herbert,

That the Doctor of Medicine (MD) program be revised, as detailed in Exhibit II, item 2, with regard to the following items: 1) attendance, 2) progression, 3) length of time student has to prepare an appeal.

CARRIED

S.05-166 **Policy on Course Numbering**

It was moved by J. Tennant, seconded by B. Zener,

That effective December 2006, the new system of course numbering, detailed in Exhibit II, item 3, be introduced for all Faculties, Schools, Affiliated University Colleges, and the Western Centre for Continuing Studies, and,

That between December 2005 and December 2006, all Faculties, Schools, Affiliated University Colleges and the WCCS prepare lists by subject showing the current and revised numbers which are to be forwarded to SCAPA and Senate for information, and,

That the new system of course numbering be implemented for May 2008.

Asked why Western decided to implement a new system of course numbering, Professor Tennant explained that a number of programs are running out of numbers.

Responding to Ms. Zener's question about "100-level course numbers", Professor Tennant explained that SCAPA decided not to prescribe a particular range of course numbers for current 100-level (general) courses but suggested that if the Department or Faculty decided to do so, it could reserve the 2000 - 2199 range of numbers for courses that currently are 100-level courses.

Professor Watt asked if there is more value in reserving the 5000 range for professional programs or in specifically designating those few Combined program courses in the 5000 range. He proposed striking the 5th year Combined programs as part of 5000 range until needed. Senate accepted this friendly amendment with the understanding that SCAPA can re-introduce 5th year Combined programs as part of the 5000 range if needed.

Addressing Professor Watt's concern about course numbering for graduate studies, Dean Kreisiwirth stated that the Faculty of Graduate Studies found there will be room to accommodate the numbering of graduate courses for 25 years under the new system.

Ms. Zener asked how the course numbering change will be reflected on transcripts. Professor Tennant explained that the Registrar's Office will implement a system that will allow the transcripts to be clear vis-a-vis the course numbering change.

With respect to the regulation that students complete the essay courses requirement at Western, Professor Wilkinson voiced concern from the perspective of the Faculty of Law given that it is typical for students in the LL.B. program to be on Letters of Permission elsewhere or on exchange. Professor Tennant noted that the Graduation Guidelines include the Breadth Requirement policy that stipulates that a number of essay courses must be taken at Western in order to graduate. He agreed that SCAPA will review the wording of the relevant section to clarify the relationship to the Breadth Requirement policy.

The question was called and CARRIED.

S.05-167 **Brescia University College: Specialization in Family Studies (Interdisciplinary)**

It was moved by J. Tennant, seconded by L. Bowman,

That a Specialization in Family Studies (Interdisciplinary), detailed in Exhibit II, item 4, be introduced at Brescia University College, effective September 1, 2005.

CARRIED

S.05-168 **New Scholarships and Awards**

SCAPA has approved on behalf of the Senate the following Terms of Reference for new scholarships, awards and bursaries, for recommendation to the Board of Governors through the Vice-Chancellor:

Dean's Entrance Scholarships - PhD in Media Studies (Faculty of Graduate Studies, Media Studies)
Dean's Entrance Scholarships - PhD in Library and Information Science (Faculty of Graduate Studies, Library and Information Science)
Dean's Entrance Scholarship – Master of Arts in Journalism (Faculty of Graduate Studies, Journalism)
Dean's Entrance Scholarship – Master of Arts in Journalism #2 (Faculty of Graduate Studies, Journalism)
Centre for Inclusive Education Research Awards (Faculty of Graduate Studies, Education)
David Vienneau CanWest Journalism Scholarship (Faculty of Graduate Studies, Journalism)
E. Jean Kunz Continuing Awards (Faculty of Health Sciences, Nursing)
125th Anniversary Alumni Award in History (Faculty of Social Science, Department of History)
Caroline Brohman Memorial Award (Richard Ivey School of Business)
John R. Currie Award in Entrepreneurship (Richard Ivey School of Business)
James Hall Norton Memorial Award (Faculty of Science)
Rhea A. McRae Whitty and Prof. John R. McRae Continuing Entrance Award (Faculty of Health Sciences, Nursing)

S.05-169 **Upgrading to a Second Degree (Excluding Professional Degrees)**

At the request of the Associate Dean of the Faculty of Science, calendar copy for the policy on Upgrading Degrees (p. 27 of the 2005 academic calendar) is revised as shown in Exhibit II, information item 2. The Faculty has found that the current calendar copy is open to misinterpretation. The changes shown are revisions to the wording, not to the intent of the policy.

UNIVERSITY PLANNING [Exhibit III]

S.05-170 **Designated Chairs and Professorships: Chairs Approved by SCUP for Senate**

At the last meeting of Senate, SCUP presented a report for information on approved designated chairs, professorships and faculty fellowships. These were positions which SCUP had approved on behalf of Senate. A note in the report indicates that:

On direction of the Provost, SCUP is asked to approve on behalf of Senate only those chairs, professorships, and faculty fellowships where their premature announcement at a meeting of Senate (which is public) would pre-empt a public announcement by the donor(s) and Faculty concerned.

Professor Dyer-Witford had asked what this note meant and expressed concern that it could be used inappropriately to approve controversial recommendations without Senate's scrutiny.

Authority to approve designated positions was delegated to SCUP by Senate in 1999 in response to anticipated donor support for a large number of such positions arising out of the 125th Anniversary Campaign. Senate approved the proposal without comment.

The reason for the delegation was to allow approval of such positions while recognizing that, in some cases, it would be preferred to maintain confidentiality for a period of time. Delegation to SCUP allowed a level of Senate oversight of the proposals in a closed session environment. The alternative was to take such proposals to Senate in closed session. This was not seen as desirable. In order to safeguard against any inappropriate use of this mechanism, the amendment to SCUP's terms of reference stipulated that proposals needed 2/3 majority support. The proposal to delegate also noted that, in any case where a proposal for approval was not in accordance with University policy, the proposal would need to be taken to the full Senate.

Professor Dyer-Witheford asked whose concerns were being met by this process. Dr. Longstaffe replied that, in general, the mechanism is used when the University and the donor want to make a coordinated announcement of a gift at a particular time. Mr. Garrard concurred with this rationale. Professor Dyer-Witheford acknowledged that a corporate donor might have a preference for the timing of a press release and that Western might want to facilitate the event, but questioned whether such considerations should trump open debate by Senate around potentially problematic arrangements. If a corporate donor wishes to associate its name with Western, part of that should be respecting the open proceedings of Senate. He asked what would be the appropriate method of seeking a change to the policy. Dr. Davenport said reconsideration of the policy, if requested by Senate, would be through SCUP. Dr. Longstaffe noted that when Senate delegated the authority to SCUP in 1999, it addressed these same concerns with the stipulation that a proposal needs 2/3 majority support from SCUP.

S.05-171 **Vice-Provost's Annual Report on Faculty Recruitment and Retention**

The Vice-Provost (Academic Policy, Planning & Faculty) gave a report on Faculty Recruitment and Retention. Overhead slides used to highlight his presentation are provided in [Appendix 2](#). Senators asked that future reports contain data for part-time faculty with respect to gender, data on representation of women by department, Western's action plan to recruit women in departments where none are employed and data on FCEs taught by part-time and full-time faculty.

S.05-172 **Annual Progress Report on Strategic Research Plan**

Senate received for information the annual progress report on the Strategic Research Plan, detailed in Exhibit III, Appendix 2.

S.05-173 **Annual Report on Strategic Plan for Internationalization**

Senate received for information the annual progress report on the Strategic Plan for Internationalization, detailed in Exhibit III, Appendix 3.

S.05-174 **Average Grades in Upper Years**

Senate received for information, detailed in Exhibit III, Appendix 4, material about average grades in upper years.

Professor Carroll noted that Brescia students' grades are more improved over Western students relative to their high school entering average and wondered if the improvement was related to the smaller class size at Brescia or if there was possible grade inflation? Professor Bowman stated that the premise of grade inflation did not hold given the material provided covers the overall grades of Brescia students, including the courses taken on main campus.

Ms. Zener asked whether it would be possible to obtain data on the average grades of courses offered on the main campus compared to those offered at Affiliated University Colleges. Dr. Harris indicated

that it would be possible to bring data comparing the performance of students from the Affiliates and the Affiliate courses and those at the constituent university.

Professor Camiletti noted that a presentation to the Affiliated University Colleges had shown that the average grade drop after first year was 16.6% last year for students in the Faculty of Social Science. This called into question the accuracy of the entering grades. Dr. Davenport stated that Western conducted its first grade drop analysis several years ago. The results showed that students from some high schools experienced grade drops of 5-6% over three years while others experienced grade drops of over 25% with the average being 16%. The concern was that the grade drop was consistently higher at some high schools than at others. The Provost had written to those high schools involved and asked for comment. The high schools had welcomed the information and acknowledged that one day it might be taken into account during the admission process. It might be timely to repeat this exercise.

Professor Carroll stated that some of the differences among campuses might be because of different grading guidelines for first year courses. Dr. White noted that much time is spent discussing grading with new faculty and discussing grade drops with students. It is important to recognize that the experience students have at high school and at university are very different. Students adjust to university differently; some work harder, and there is differentiation in terms of preparation and training.

Professor Bowman remarked that Brescia places a lot of emphasis on the transitional first year. Because the entry classes are smaller and because students have access to their professors, the pedagogical experience is different than for students in a class of 800.

S.05-175 **ANNOUNCEMENTS & COMMUNICATIONS** [Exhibit IV]

Announcements & Communications detailed in Exhibit IV were received for information.

ENQUIRIES & NEW BUSINESS

S.05-176 **Ivey MBA Program Changes** [S.05-154]

Professor Carroll recalled that at its meeting in September, Senate had been informed that recent changes to the MBA program were deemed changes to the mode of delivery and thus did not require Senate approval. A broadsheet circulated by UWOFA suggests otherwise. The UWOFA circular claims that: the program changes had been developed without consultation within Ivey; that faculty had been presented the changes without being given the opportunity to question or critique; that the changes would reduce the numbers of foreign students in the School; that proposed changes to the HBA would double faculty workload; that academic freedom would be restricted in the School because of the development of four research foci; and that the Hong Kong and Executive MBA directors would have exclusive authority to appoint faculty within their programs.

Dr. Longstaffe stated that academic freedom has not been compromised. Western's Strategic Plan allows faculties to define areas of strength and areas of excellence and to build around those areas. While new resources will be directed to four research centres detailed in Ivey's academic plan and fundraising efforts will focus on those areas, there is no intimation whatsoever that existing resources available to scholars working in other areas will be withdrawn. Dr. Hewitt added that what is happening at Ivey with regard to the research centres is occurring within other faculties, i.e., determining research strengths and selectively applying resources to those areas. He noted that the

research centres would have to conform to Policy 7.9, Collaborative Research at Western, which had been approved by Senate.

Dr. Weedon reported that Dean Stephenson had written to all Ivey faculty to correct the errors and misunderstandings in the UWOFA broadsheet. The Dean's communication had made clear, among other things, that there would be an increase in the number of faculty in response to the increased HBA enrolment. The changes underway at Ivey are changes that arise out of a renewal of the academic plan. These changes will continue to evolve as the School's academic plan evolves, a matter that is the business of Ivey and not that of Senate.

Professor Toswell read several paragraphs from the Dean's communication to Ivey faculty. In her view the answers contained in the email were not convincing and it is a matter of concern that discussion of the changes had been held in faculty fora other than the Faculty Council.

Speaking as a member of the Ivey faculty, Professor Robertson stated he was not upset or concerned about the changes to the MBA program. However, he was concerned that the statements contained in the UWOFA broadsheet conflicted with the information provided about the changes to the MBA program at the September 15th presentation to the faculty. He noted that, as the MBA program director, he does not have an exclusive right to invite any faculty member to teach. He also noted that as the HBA program expands, faculty will be hired to meet the demand.

S.05-177

Release of Social Insurance Numbers by Faculty of Graduate Studies

Remarking on a recent story in the press about the University's release of some graduate students' SIN numbers on a Faculty of Graduate Studies website, Professor Carroll asked what steps would be taken to assist students who find themselves the victims of identity theft as a result. Dr. Longstaffe stated regret that the error occurred and assured Senate that the administration will review its processes to ensure that such an incident does not occur in the future. He explained that the administration had sent letters to the students involved providing advice to them. He noted that the University would provide further assistance to affected students on a case-by-case basis as needs arise.

ADJOURNMENT

The meeting adjourned at 3:35 p.m.

P. Davenport
Chair

I. Birrell
Secretary

President's Report to Senate

- **Speech from the Throne**
- **Homecoming**
- **Hong Kong Convocation**
- **Strategic Planning Task Force**

Quotes from the Ontario Throne Speech

October 12, 2005

"Students who continue to climb the ladder of opportunity deserve the best Ontario has to offer. That's why the Reaching Higher plan will invest \$6.2 billion more in postsecondary education and training over the next five years."

"It is one of the most ambitious economic initiatives ever in our province. And it is proof of Ontario's determination to strengthen our economic advantage by strengthening the education and skills of our people."

"It has three goals: higher quality, greater accessibility and more accountability."

Quotes from the Ontario Throne Speech

October 12, 2005

"Quality means improving the experience for students, increasing graduation rates and expanding research."

"Accessibility means ensuring no qualified student is denied a higher education because of his or her financial circumstances."

"Accountability means showing the public that new investments are achieving meaningful results."

Quotes from the Ontario Throne Speech

October 12, 2005

"This year, 32,000 first and second-year students are receiving grants, instead of loans - the first time this has happened in over a decade."

"Your government will establish the First Generation Plan, designed to help those students striving to become the first in their family to seek a postsecondary education."

"It will launch initiatives designed to improve access for people who have been underrepresented in higher learning, including Ontarians with disabilities, Aboriginal peoples and francophones."

Homecoming

- 70 class reunions this year for alumni graduating in years ending in 0 or 5
- Attendance at the Golden Anniversary dinner was strong, with 85 attendees
- Almost 11,000 fans attended the football game to see the Mustangs defeat the York Lions 62-10
- The longest and most entertaining homecoming parade in years

Hong Kong Convocation

- 285th Convocation in Hong Kong was Western's first multi-faculty full convocation in Hong Kong
- Chancellor Arthur Labatt presided over the Convocation
- Thirteen students from the Faculties of Social Science and Engineering together with Huron and King's graduated along with 50 students from the Ivey School of Business in Hong Kong

Hong Kong Convocation

- Robert Mackenzie, Canadian Consul General from Shanghai witnessed his daughter Alexandra graduate from Huron University College
- Western Alumnus Simon Leung, B.Sc. '78, Regional President of Motorola Asia-Pacific, was the Honorary Degree recipient
- A replica mace was donated by the Alumni Association to the Chancellor for use in Hong Kong convocation ceremonies

Strategic Planning Task Force Update on Activities

- Task Force has met twice since last Senate meeting: September 26th and October 17th
- Board of Governors annual retreat September 28-29th identified several issues for consideration by Task Force

Strategic Planning Task Force September 26th Meeting

- Presentation of Western's Research Performance and Objectives
- Presentation of Graduate Student Satisfaction Survey Results
- Discussion of the Role of FGS in Graduate Expansion

Strategic Planning Task Force October 17th Meeting

- Presentation by Staff Groups
- Presentation by Professional and Managerial Association
- Debriefing on Issues Identified at Board Retreat
- Presentation of NSSE results


Western

The University of Western Ontario

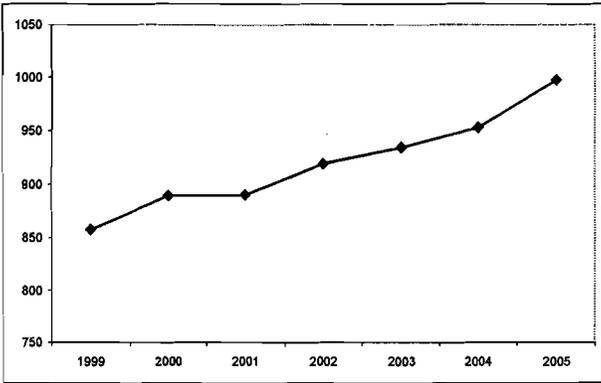
**Report to Senate
on Faculty Recruitment and Retention**

**Office of the Vice-Provost
(Academic Policy, Planning and Faculty)**

September 2005

The University of Western Ontario

**Probationary and Tenured Faculty
at Western, 1999 to 2005**



Year	Faculty Count
1999	855
2000	890
2001	890
2002	920
2003	935
2004	955
2005	1000

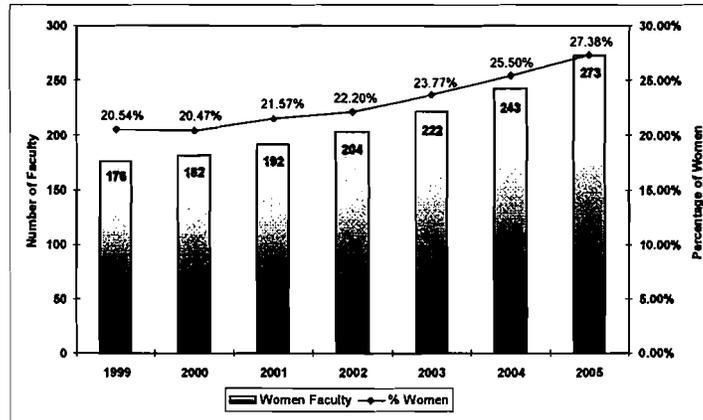
Source: Statistics Canada for 1999 – 2004 (October 1);
Western Information Systems for 2005 (August).

Faculty Recruitment and Retention September 2005


Western

The University of Western Ontario

Probationary and Tenured Women Faculty at Western, 1999 to 2005



Source: Statistics Canada for 1999 – 2004 (October 1);
Western Information Systems for 2005 (August).

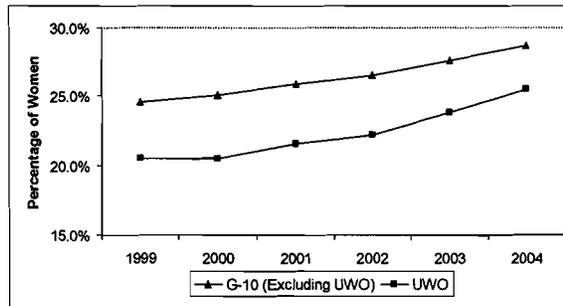
Faculty Recruitment and Retention

September 2005



The University of Western Ontario

Women as a Percentage of Tenured/Probationary Faculty: G-10 vs. UWO



Source: Statistics Canada

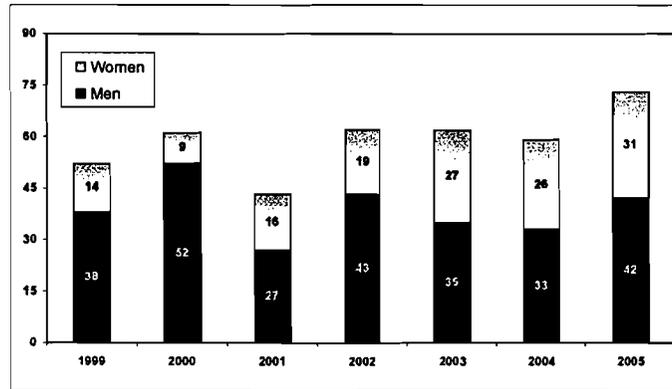
Faculty Recruitment and Retention

September 2005



The University of Western Ontario

New Tenured & Probationary Faculty at Western by Gender: 1999 – 2005



Source: Statistics Canada for 1999 – 2004 (October 1);
Western Information Systems for 2005 (August).

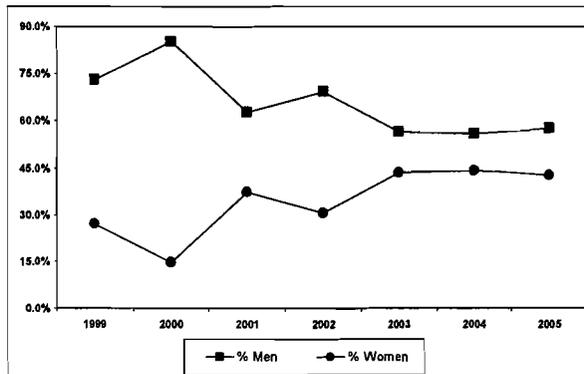
Faculty Recruitment and Retention

September 2005



The University of Western Ontario

Percentage of New Tenured & Probationary Faculty at Western by Gender: 1999 – 2005



Source: Statistics Canada for 1999 – 2004 (October 1);
Western Information Systems for 2005 (August).

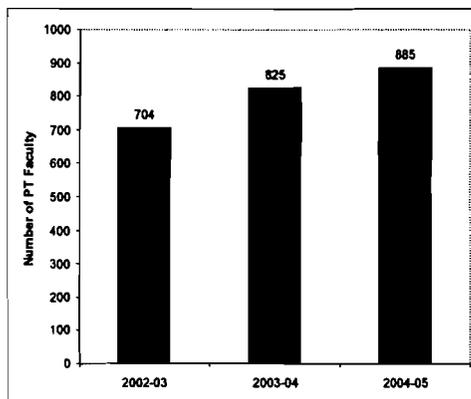
Faculty Recruitment and Retention

September 2005



The University of Western Ontario

Part-time Faculty Appointments: 2002-03 to 2004-05



Source: Western Information Systems
(appointment status and course data).

Note: Instructor data is unavailable for 3.7% of courses in 2002-03;
1.1% in 2003-04; and 1.2% in 2004-05.

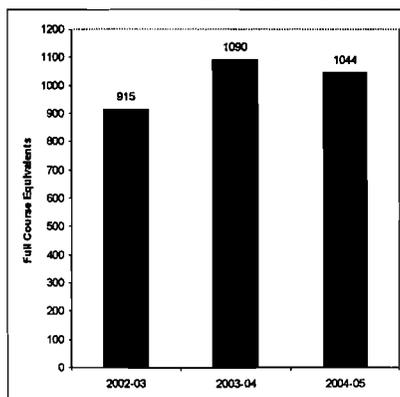
Faculty Recruitment and Retention

September 2005



The University of Western Ontario

Full Course Equivalents Taught by Part-time Faculty: 2002-03 to 2004-05



Source: Western Information Systems
(appointment status and course data).

Note: Instructor data is unavailable for 3.7% of courses in 2002-03;
1.1% in 2003-04; and 1.2% in 2004-05.

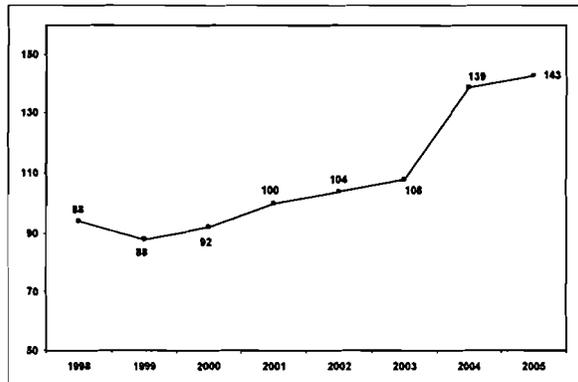
Faculty Recruitment and Retention

September 2005



The University of Western Ontario

Limited Term Appointments: 1999 to 2005



Source: Western Information Systems (as of July 1 each year)

Faculty Recruitment and Retention

September 2005



The University of Western Ontario

Recruitment Activities

- Creation of an Office for Recruitment & Retention in November 2004
 - Communication of best practices to units
 - Provision of information to candidates
 - Attention to spousal employment needs
- Enhanced Access to Child Care and Health Care
- Childcare facility opened in September 2004
- On-campus family practice opened September 2004
- Competitive Recruitment of Women

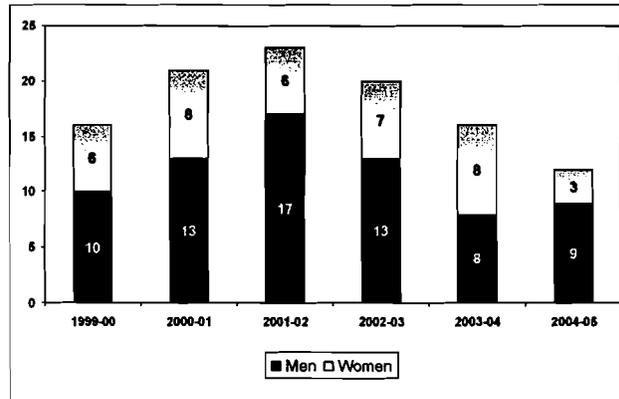
Faculty Recruitment and Retention

September 2005



The University of Western Ontario

Probationary & Tenured Faculty Resignations by Gender: 1999-2000 to 2004-05



Source: Western Information Systems

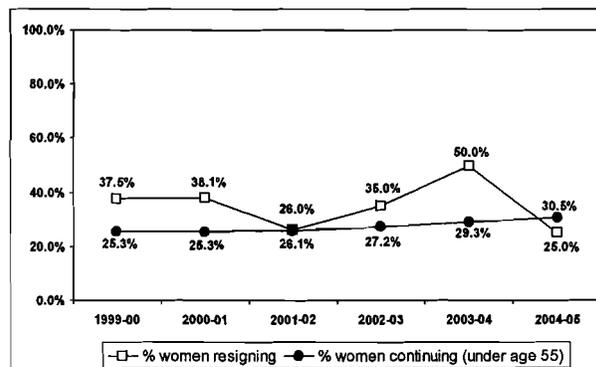
Faculty Recruitment and Retention

September 2005



The University of Western Ontario

Women as a Percentage of Probationary & Tenured Faculty Resignations: 1999-2000 to 2004-05



Source: Western Information Systems (resignation data) and
Statistics Canada (continuing population data).

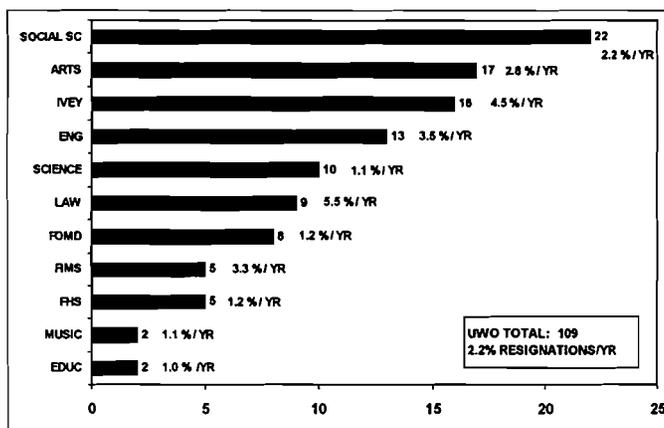
Faculty Recruitment and Retention

September 2005



The University of Western Ontario

Total Probationary & Tenured Resignations by Faculty: 1999-00 to 2004-05



Source: Western Information Systems.
Percentages based on Tenured/Probationary faculty as of August 22, 2005.

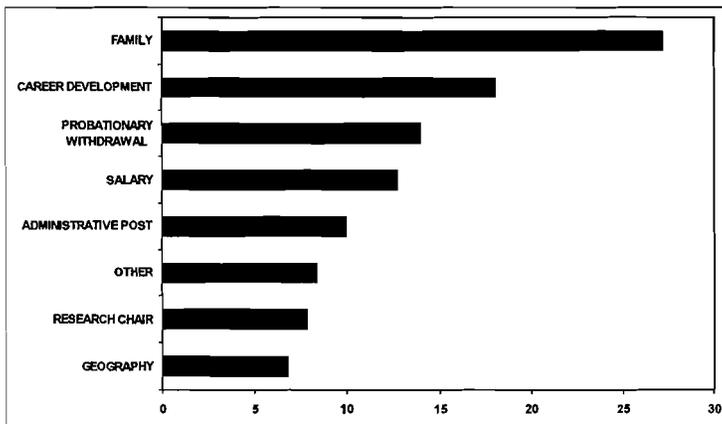
Faculty Recruitment and Retention

September 2005



The University of Western Ontario

Probationary and Tenured Faculty Reasons for Leaving: 1999-00 to 2004-05



Faculty Recruitment and Retention

September 2005



The University of Western Ontario

Retention Activities

- Recognition
 - Merit increments to salary
 - Internal and external awards
- Recruitment & Retention Office
 - Exit interviews with departing faculty and their chairs & deans
 - Focus groups with faculty
 - Attention to spousal employment needs
 - Central information source
 - Information on family care issues