



MINUTES OF THE MEETING OF SENATE

November 13, 2015

The meeting was held at 1:30 p.m. in Room 56, University Community Centre.

SENATORS: 75

E. Addison	A. Hrymak	H. Orbach-Miller
R. Andersen	T. Hunt	P.P. Pare
N. Bhatia	G. Hunter	G. Parraga
I. Birrell	L. Jackson	W. Pearson
P. Bishop	R. Kennedy	C. Phelps
T. Carmichael	G. Kopp	A. Rice-Hoyt
C.L. Chambers	A. Kothari	S. Rodger
B. Cheadle	R. Kurji	D. Rogers
M. Cheesman	D. Laird	S. Roland
K. Clark	B. Leipert	L. Rosen
K. Cole	G. Lucas	M. Rothstein
R. Collins	S. Macfie	M. Salvadori
D. Coward	J. Malkin	V. Schwean
M. Crossan	M. McDayter	I. Scott
J. Cuciurean	M. McGlynn	Z. Sinel
K. Danylchuk	L. McKivior	R. Soulodré-LaFrance
J. Deakin	T. McMurrough	C. Sprengler
G. Dekaban	K. Mequanint	V. Staroverov
I. Diaz	R. Mercer	C. Steeves
G. Dresser	L. Miller	M. Strong
N. Dyher-Witthoford	K. Moser	A. Sussman
J. Eberhard	V. Nielsen	M. Thomson
C. Farber	C. Nolan	J. Toswell
A. Grzyb	V. Nolte	Z. Turner
B. Hovius	K. Olson	B.A. Younker

Observers: K. Campbell, E. Chamberlain, J. Doerksen, M. Fox, L. Gribbon, T. Hinan, K. Hoffmann, J. Luker, C. Waugh, A. Weedon

S.15-196

Minutes of the Previous Meeting

The minutes of the meeting of October 16, 2015 were approved subject to inclusion of the following revision to the final bullet in S.15-193: Vice-President (Research) 2015 Annual Report.

A member sought clarification with respect to the Western Research Chairs (WRC) awarded as a result of the research cluster process. The slide indicated that all of the unsuccessful submissions (four in total) had received a WRC, but in his remarks Dr. Capone said that three WRCs had been awarded. The member noted that the cluster proposal on global inequality in which he had been involved had not been granted a research chair. Dr. Deakin and Dr. Capone explained that, after the adjudication of the research cluster proposals, the deans who were involved in those not selected were asked if they wished to continue to put the proposals forward for support through the budget

planning process. Three of the four proposals (big data, sustainability of the environment, and global inequality) were put forward in this way and chairs were awarded. Notification of these awards came through the planning and budget letters that went to the deans. Dean Carmichael clarified, further, that FIMS had been granted a research chair in data curation. That proposal had arisen in part through the deliberations on the clusters, but also came out of a proposal supported by the deans of FIMS, Arts & Humanities, and Social Science in 2011-12. A search committee for the chair was still to be struck. Dr. Capone added that in awarding the three WRCs, the administration had left it to the proponents to determine the best use of the resources being given by the university to push forward a strategically focused area. He confirmed the member's statement that there is a WRC associated with the proposal on global inequalities and building stronger societies.

S.15-197 **REPORT OF THE ACTING PRESIDENT**

Dr. J. Deakin, Acting President, reported on the following: upcoming President's Lecture featuring Dr. David Bentley, winner of the 2015 Killam Prize; impact of the recent election of a majority Liberal government; and the Undergraduate Awards Summit in Dublin, Ireland. She noted that 25 of the 27 Western students who were eligible attended this event which provided them an opportunity to meet the other winners - all highly commended students from across all the disciplines and from all over the world.

REPORT OF THE OPERATIONS/AGENDA COMMITTEE [Exhibit I]

S.15-198 **Senate Membership: Undergraduate Student, Social Science and FIMS Constituency**

In accordance with the Senate Election Procedures, Harry Orbach-Miller from the Faculty of Social Science was selected to serve on Senate as an undergraduate student senator in the Social Science and FIMS Constituency. He replaces Arjun Singh who resigned effective October 15, 2015.

S.15-199 **Thirty-Minute Discussion and Enquiry Period – Update**

P. Bishop reported that work continues on developing guidelines/rules for the Thirty-Minute Discussion and Enquiry Period with the objective that the Senate will receive a report at the December 4 meeting.

Asked about the Notice of Motion regarding the creation of Pro-Chancellors, the Secretary advised that no action has been taken as yet; many of those who need to be consulted had been fully engaged with Fall Convocation held in October.

REPORT OF THE NOMINATING COMMITTEE [Exhibit II]

S.15-200 **Senate ad hoc Committee on Renewal**

E. Addison was elected to the Senate ad hoc Committee on Renewal to replace A. Singh who has resigned from Senate.

SENATE COMMITTEE ON ACADEMIC POLICY AND AWARDS [Exhibit III]

S.15-201 **Faculty of Education: Revisions to the Admission Requirements**

It was moved by P. Bishop, seconded by P.-P. Pare,

That, effective September 1, 2016, the Admission Requirements in the Bachelor of Education (B.Ed.) program be revised as shown in Exhibit III, Appendix 1.

CARRIED

S.15-202 **Faculty of Education: Revisions to the Progression Requirements**

It was moved by P. Bishop, seconded by P.-P. Pare,

That, effective September 1, 2016, the Progression Requirements in the Bachelor of Education (B.Ed.) program be revised as shown in Exhibit III, Appendix 2.

CARRIED

S.15-203 **Faculty of Education: Revisions to the Description of the Teacher Education Programs**

It was moved by P. Bishop, seconded by P.-P. Pare,

That, effective September 1, 2016, the Description of the Teacher Education Programs be revised as shown in Exhibit III, Appendix 3.

CARRIED

S.15-204 **Faculty of Science and Schulich School of Medicine & Dentistry: Introduction of the Science Internship Program (SIP)**

It was moved by M. Strong, seconded by B. Cheadle,

That effective September 1, 2015, the Science Internship Program, be introduced in the Faculty of Science and the Schulich School of Medicine & Dentistry as shown in Exhibit III, Appendix 4;

That students completing this program receive academic credit for the internship; and

That upon graduation, a transcript notation be added to the student's transcript indicating successful completion of the Science Internship Program.

R. Collins said that the introduction of the Science Internship Program addresses very positively two current significant shortcomings that affect the full participation of international students and the finances of domestic students. He asked if there are internship programs in other faculties that would benefit from similar measures that would address work integrated learning objectives and student access and how these measures would be communicated. Dr. Doerksen replied that the Student Success Centre provides an internship program website for students who are interested in such a program. Engineering and Management and Organizational Studies as well as Science offer internship options. The SIP model will be discussed with the Associate Deans at an upcoming meeting.

The question was called and CARRIED.

S.15-205 **King's University College, School of Social Work: Revision of Admission Requirements for the Honors Specialization in Social Work**

It was moved by R. Soulodré-La France, seconded by D. Rogers,

That the admission requirements for the Honors Specialization in Social Work leading to a BSW degree be revised at King's University College effective September 1, 2016, as shown in Exhibit III, Appendix 5.

CARRIED

S.15-206 **Revisions to the Dean's Honors List and Graduation "With Distinction" Policy**

It was moved by V. Nolte, seconded by J. Cuciurean,

That effective December 1, 2015 the Dean's Honors List and Graduation "With Distinction" Policy be revised as shown in Exhibit III, Appendix 6.

CARRIED

S.15-207 **Undergraduate Sessional Dates**

Prior to considering the motion, the Chair announced the following amendment (shown in italics) to the Sessional Dates 2017: December 21 should read: First term ends for all Faculties *except* Dentistry, Education, Law and Medicine.

It was moved by D. Coward, seconded by R. Collins,

That Senate approve the following sessional dates:

- Revised Undergraduate Sessional Dates for 2016
- Undergraduate Sessional Dates for 2017
- Sessional Dates for the Richard Ivey School of Business HBA program (2016-17)
- Sessional Dates for the Faculty of Education, B.Ed. program (2016-17)
- Sessional Dates for the Faculty of Law (2016-17)
- Sessional Dates for the Schulich School of Medicine & Dentistry's MD and DDS programs (2016-17)

CARRIED

S.15-208 **SUPR-G Report: Cyclical Reviews of Collaborative Graduate Program in Environment and Sustainability and Foods and Nutrition (Brescia University College) Programs**

The following cyclical reviews were approved by SCAPA:

Faculty/Affiliates	Program	Date of Review	SUPR-G recommendation
N/A	Collaborative Graduate Program in Environment and Sustainability	April 24, 2015	Good Quality
Brescia University College	Foods and Nutrition	May 27 – 28, 2015	Good Quality

The detailed Final Assessment Reports for each of these reviews are attached as Exhibit III, Appendix 8.

S.15-209 **New Scholarships and Awards**

SCAPA approved, on behalf of Senate, the Terms of Reference for the new scholarships and awards, shown in Exhibit III, Appendix 9, for recommendation to the Board of Governors through the Vice-Chancellor.

SENATE COMMITTEE ON UNIVERSITY PLANNING [Exhibit IV]

S.15-210 **Budget Planning Guidelines: 2016-17 - 2018-19**

Senate received for information, detailed in Exhibit IV, Appendix 1, the budget planning guidelines for 2016-17 to 2018-19.

Dr. Deakin noted that budget planning with the deans had begun in August at the deans' annual retreat. That meeting sets the context for the annual planning work, and allows for discussion of the directives of the strategic plan and their impact on budget planning. This is followed with individual meetings between the Provost and individual deans to discuss each Faculty's plan, which are now underway.

In answer to a question, Dr. Deakin noted that the notion of "steady state" enrolment reflected the fact that first-year intake is limited by the available physical infrastructure to 5000-5100 per year. Dr. Weedon added that steady-state enrolment was also reflective of the enrolment levels across all years.

Questions were asked about the use of part-time faculty to carry out teaching functions at the university and whether there was any plan to decrease reliance on such faculty. A member noted that this is an issue under discussion at universities across North America as part-time faculty were poorly paid. Has there been any reflection given to an overall university-wide approach rather than relying on the decentralized decisions of individual faculties. Dr. Deakin responded that this was a complex issue involving workload, class size, and the disparate needs of Faculties. It was difficult to see a uniform response that could be directed from the centre. Dr. Weedon noted that the planning documents produced by each faculty contained detailed information about faculty numbers and intended hiring over the four-year budget period, based on estimated teaching needs, predicted retirements, etc. He agreed that this issue was not unique to Western, however, his annual report on the faculty complement, which would be presented at Senate in January, showed that Western is unusual in that the number of part-time faculty and the number of courses they teach has not changed much in the past 15 years, while those numbers have gone up dramatically elsewhere. Many of Western's part-time faculty are professionals who have employment elsewhere, and large number of part-time faculty have transitioned to full-time. Dean Strong pointed out that, in his faculty, limited term appointments gave younger scholars experience that made them hireable here or elsewhere. Their appointments were seen as a tool and not just as a way of filling gaps. It was noted that this did not hold true in all faculties. In Social Science, for example, limited term faculty did not have an opportunity to establish themselves as scholars because of the heavy teaching workloads they bore.

A member noted that there were differences in faculty cultures with respect to how budget planning was carried out and who was included in discussions. He asked whether there was any advantage to the university's developing a standardized procedure on how budget planning should be done. Dr. Deakin noted that there was a paradox here – people wanted the central administration to step in more and, at the same time, people wanted decentralized decision making. It was her personal view that people understand things better when they are involved in the work and that department chairs should be more involved in developing planning documents. However, this was a matter for individual faculties to address.

With respect to retirement provisions, Dr. Deakin explained that dollars faculties are allowed to keep from retirements help cover the costs of merit increases. Increases to base salary are covered from the centre. In answer to a question, she noted that there were faculty continuing beyond 65

and the university continued to carry those senior salaries. While there were certainly many in that cohort who continued to do outstanding work, it did have an impact on the ability to rejuvenate the professoriate.

S.15-211 **REPORT OF THE ACADEMIC COLLEAGUE**

The report of the Academic Colleague, detailed in Exhibit V, was received for information. Topics discussed included experiential education at Ontario's universities, eCampus Ontario and the Going Greener Report.

ENQUIRIES AND NEW BUSINESS

S.15-212 **Western's Budget Model and Strategic Plan Goals**

Senator McDayter observed that the budget model and the Strategic Plan have divergent purposes. He asked if the administration will undertake the creation of a separate fund for the support of faculties that is tied to the criteria and goals established in Western's Strategic Plan. Dr. Deakin said that Western's budget model is guided by the Strategic Plan. The new multi-year plan has been developed in the context of the University's Strategic Plan, *Achieving Excellence on the World Stage*, and with reference to the priorities outlined in the Faculty Academic Plans and the Support Unit Operational Plans. Through the annual planning process Faculties receive incremental base and one-time funds in response to Academic Priorities Funds (APF) requests that reflect the Faculty's priorities in research, teaching, internationalization, and interdisciplinarity, as expressed in their Academic Plans, which in turn reflect the University's priorities in the Strategic Plan. IDIs will be exceptional programs that support or advance Western's Strategic Plan. Since 2011, over \$7 million has been provided through the APF, almost \$9 million to one-time faculty initiatives, \$3.75 million in research priorities, and \$4 million has been allocated to IDIs in the 2015-19 cycle.

Senator McDaytor agreed that the IDI program clearly supports initiatives but it does not recognize many outstanding programs that were in existence before the IDI program was created. He noted that there is a difference between supporting and enabling these kinds of initiatives and providing incentives or rewarding success. We should be recognizing excellence and not just enabling it. The Provost agreed, noting that these were all steps on a path. As reported by the President, in COU discussions about the funding formula review, there has been a proposal for the creation of a "performance fund" as part of the funding model. The Office of Institutional Planning & Budgeting already does a great deal of work on key performance indicators and it is possible to identify goals and measure against them. Determining what rewards should be in place if targets are met, as well as what to do if targets are not met, is the tricky part. As the funding formula develops, there may be opportunity for further discussion of this.

S.15-213 **Gift Acceptance Policies**

Responding to Senator Grzyb's questions regarding policies and procedures that guide matters of gift acceptance, Ms. Cole referenced several existing administrative policies and procedures including Policy 2.1, Gift Acceptance, Policy 2.22, Funding of Academic Chairs, Professorships and Designated Faculty Fellowships, Policy 2.28, Gift Valuation and Policy 1.44, Naming Policy.

The Development Office and other units or individuals designated by the Vice-President (External) are authorized to negotiate gifts and create gift agreements with prospective donors. Final acceptance of gifts will be authorized by the Vice-President (External) or his/her designate. A reputational search is conducted but in general, Western knows the donor before accepting any gift. Dean Hrymak added that vetting is done at the federal and provincials levels when matching funds are involved. Western takes a very conservative approach to gift acceptance compared to other institutions. Gift refusals have occurred.

Senator Dyer-Witthford asked for the history behind the acceptance of the Yamana gift that led to the establishment of the Yamana Centre for Sustainable Exploration and Resource Development. He cited several news reports gleaned from a Google search that caused him concern. He suggested using the Centre as a "case study" for how the policies work in practice. It was agreed that a report would be provided at the December meeting.

ADJOURNMENT

The meeting adjourned at 3:00 p.m.

J. Deakin
Chair *pro tem*

I. Birrell
Secretary