

MINUTES OF THE MEETING OF SENATE

January 19, 2018

The meeting was held at 1:30 p.m. in Room 1R40, Arts and Humanities Building.

SENATORS: 77

A. Abuhussein	P. Jones	V. Radcliffe
P. Barmby	D. Jorgensen	A. Ray
G. Belfry	A. Katz	C. Roulston
P. Bishop	J. Kim	J. Rylett
M. Blackwood	L. Kim	P. Schmidt
A. Bowlus	K. Kontogiannis	V. Schwean
S. Burke	G. Kopp	K. Shuey
J. Capone	D. Kotsopoulos	Z. Sinel
T. Carmichael	K. Kwan	J. Siou
A. Chakma	D. Laird	W. Siqueira
E. Chamberlain	L. Logan	V. Staroverov
C.L. Chambers	E. Macpherson	C. Steeves
A. Chant	M. McDayter	T. Straatman
K. Clark	D. McDonald	G. Tigert
K. Cole	C. McLeod	S. Trosow
R. Collins	M. Milde	M. Vandenbosch
R. Damji	K. Miller	M. Viczko
R. Datta	L. Miller	E. Walsh
J. Deakin	J. Mitchell	J. Wihlidal
I. Decoito	D. Moser	J. Wilson
J. Garland	S. Mumm	M. Wilson
C. Hardy	K. Myers	B.A. Younker
Y. Hassan	V. Nolte	S. Yousafzai
A. Hearn	C. Olivier	P. Yu
A. Holm	I. Paul	K. Zhou
C. Jones	W. Pearson	

Observers: D. Belliveau, K. Campbell, R. Chelladurai, J. Doerksen, J. Esseltine, J. Sadler, J. Weese

By Invitation: L. Cechetto, P. Eluchok, J. Meister, M. Workentin

Land Acknowledgement

K. Zhou read the Land Acknowledgement.

S.18-01

MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting of December 8, 2017 were approved as circulated.

BUSINESS ARISING FROM THE MINUTES

S.18-02 **Reorganization of the Western Libraries** [S.17-259]

A member referred to the question raised at the December Senate meeting regarding the reorganization of Western Libraries and asked if this matter had gone to the Board of Governors for approval. J. Deakin, Provost & Vice-President (Academic), reported that the Board has not seen the proposal. The member sought guidance as to how the item could be presented to Senate for further discussion. J. Deakin stated that the matter was not within the remit of Senate, which had been confirmed with legal counsel. Dr. Chakma said that the question regarding the reorganization of Western Libraries could be referred to SCUP. With Senate's agreement, the matter involving the reorganization of the Western Libraries was referred to SCUP.

S.18-03 **REPORT OF THE PRESIDENT** [Exhibit I]

The President's report, distributed with the agenda, contained information on the following topics:

- Strategic Mandate Agreement (SMA2) approved by the Ministry of Advanced Education & Skills Development (MAESD)
- Major donation supports Management & Organizational Studies
- Federal Ministers' visits to campus
- Western launches new hub for community-based Indigenous health training
- Western leadership update

In addition to his written report, the President highlighted receipt of the major donation from alumnus Aubrey Dan that supports the DAN Department of Management & Organizational Studies noting that this fund helps protect the future of the program given that provincial funding is gradually declining. He thanked the many individuals for their efforts in organizing the Prime Minister's Town Hall meeting held on Thursday, January 11, 2018, including staff from Campus Police, Facilities Management, Ceremonies Office and the Office of Government Relations. He also acknowledged the work of Deb Matthews, outgoing Minister of Advanced Education and Skills Development, who was elected by London North Centre to the Ontario Legislature, for her commitment and service as a member of Parliament and as a Minister. He reported that Mitzie Hunter took over the role of Minister of Advanced Education and Skills Development.

S.18-04 **UNANIMOUS CONSENT AGENDA** [Exhibit II]

It was moved by A. Chant, seconded by P. Bishop,

That the items listed in Exhibit II, Unanimous Consent Agenda, excluding item 7. Office of the Ombudsperson Annual Review 2016-17, be approved or received for information by Senate by unanimous consent.

CARRIED

REPORT OF THE SENATE OPERATIONS/AGENDA COMMITTEE [Exhibit III]

S.18-05 **Senate Membership – Faculty of Health Sciences Constituency**

It was moved by A. Chant, seconded by P. Bishop,

That the seat held by L. Charland, representative of the Faculty of Health Sciences constituency, be declared vacant as a result of his resignation and that Shauna Burke be elected to fill this vacancy for the remainder of the term (January 1, 2018 to June 30, 2019).

CARRIED (By Unanimous Consent)

S.18-06

Information Items Reported By The Senate Operation/Agenda Committee

The Report of the Senate Operations/Agenda Committee, detailed in Exhibit III, contained the following items that were received for information by unanimous consent:

- Officers of Convocation
- Order of Ceremony – Autumn Convocation 2018

REPORT OF THE SENATE NOMINATING COMMITTEE [Exhibit IV]

S.18-07

Selection Committee for the President & Vice-Chancellor

The Report of the Senate Nominating Committee, detailed in Exhibit IV, contained the following slate for membership of the Selection Committee for the President & Vice-Chancellor: Erik Mandawe (ugrad/Schulich), Robyn Masters (Grad/Educ), Louise Koza (Staff), Bipasha Baruah (AH), Alison Hearn (FIMS).

W. Pearson, Chair of the Nominating Committee, provided an overview of how the committee determined the slate, which is constituency driven and asked if Senate wished to consider informally how the composition of the membership for this committee could be determined. On a motion duly moved and seconded, Senate agreed to consider informally how the composition of the membership of this committee could be determined. The first consideration was that only one member from a faculty/unit shall be appointed, consequently, it was moved by W. Pearson, seconded by A. Chant,

That only one member shall be appointed from a faculty/unit.

CARRIED

Secretary's Note: This motion does not pertain to students or staff.

Following a lengthy debate, it was moved by W. Pearson, seconded by D. Jorgensen,

That the composition of the members named by Senate to the Selection Committee for the President & Vice-Chancellor will include one student, one staff and three faculty.

CARRIED

In addition to the slate of nominees contained in the Report of the Nominating Committee, the following nominations were received from the floor for membership on the Selection Committee for the President & Vice-Chancellor:

Students: Yazan Hassan, Ayesha Khanna, Ariana Magliocco

Faculty: Audra Bowlus (SS), Jayne Garland (HS), Manina Jones (AH), Michael Milde (Dean/AH), Brent [Ahnungoonhs] Debassige (Education), Kevin Shoemaker (HS), Liana Zanette (Sci)

Staff: Arzie Chant

Senators were advised that an e-vote would be conducted to determine which nominees would be elected to the committee.

REPORT OF THE SENATE COMMITTEE ON ACADEMIC POLICY AND AWARDS [Exhibit V]

S.18-08 **Don Wright Faculty of Music: Revisions to the Admission Requirements of the Bachelor of Music (BMus) Honors Programs**

It was moved by A. Chant, seconded by P. Bishop,

That effective September 1, 2018, the admission requirements for the Bachelor of Music (Honors) (BMus) programs be revised as shown in Exhibit V, Appendix 1.

CARRIED (By Unanimous Consent)

S.18-09 **Faculty of Science, Department of Statistical and Actuarial Sciences: Revisions to the Admissions Requirements of Data Science Modules**

It was moved by A. Chant, seconded by P. Bishop,

That the admission requirements of the Data Science Modules be revised as shown in Exhibit V, Appendix 2, effective September 1, 2018.

CARRIED (By Unanimous Consent)

S.18-10 **Revisions to the International Dual-Credential Degree Programs Policy**

It was moved by L. Miller, seconded by C. Jones,

That the International Dual-Credential Degree Programs Policy be revised effective January 1, 2018 as shown in Exhibit V, Appendix 3.

A Senator questioned the change in the approval process of these agreements. The current policy mandates that all dual-credential degree program proposals must be approved by SCAPA and Senate before execution. The proposed amendments to the policy shown in Exhibit V, Appendix 3, reflect a new approval process for doctoral and research master's international dual-credential degrees. The revisions will place the responsibility for approving these on the Vice-Provost (SGPS) (and other signatories as required by legal requirements) and not be sent to Senate for approval.

L. Miller, Vice-Provost (SGPS) said that SCAPA questioned why approval is required given that these agreements do not involve credit transfers, and students must fulfill the currently existing requirements at both institutions before receiving their degrees. She added that since the existing programs at Western have already been approved by SCAPA and Senate previously, there is no need for SCAPA and Senate to approve the academic merits of these programs. The Office of the Vice-Provost (SGPS) is fully responsible for the development of these agreements in alignment with existing programs and their corresponding requirements. The credentials of the partnering institutions are reviewed by the Vice-Provost (International) and Western International. These agreements would be reported for information to SCAPA and Senate annually.

The question was called and CARRIED.

REPORT OF THE SENATE COMMITTEE ON UNIVERSITY PLANNING [Exhibit VI]

S.18-11 **Salamander Chair in Environmental Engineering – Revised Terms of Reference**

It was moved by A. Chant, seconded by P. Bishop,

That the terms for the Salamander Chair in Environmental Engineering be updated as described in Exhibit VI, Appendix 1.

CARRIED (By Unanimous Consent)

S.18-12 **Report on Faculty Recruitment and Retention**

The report on Faculty Recruitment and Retention, detailed in Exhibit VI, Appendix 2, was received for information.

K. Campbell, Vice-Provost (Academic Planning, Policy and Faculty), provided an overview of the report using overhead slides attached as **Appendix 1** to these minutes. She highlighted slides focused on probationary and tenured faculty, limited-term faculty, part-time faculty and full-time clinical faculty.

Discussion included the following:

- Student/faculty ratio – the overall ratio is 1 faculty/21.5 students which has remained consistent over the past eight years. However, the ratio is different across the faculties.
- A project underway involves conducting a survey to determine the percentage of part-time faculty that rely on Western as their primary income source. K. Campbell said this project should be completed in the next couple months and will include this information in the next report.
- K. Campbell agreed to investigate the percentage of retired faculty that are being replaced with probationary and tenured faculty.
- Given the recent strike by this fall by college faculty in Ontario, a Senator asked if Western has a strategy to replace part-time faculty with full-time faculty. K. Campbell said that the majority of money is spent on hiring full-time faculty.

S.18-13 **Office of the Ombudsperson Annual Review 2016-17**

A Senator asked about the level of compliance when recommendations are sent to Faculties. J. Meister, Ombudsperson, said that she uses diplomacy and is not heavy-handed regarding recommendations adding that in the 7.5 years she has served as the Ombudsperson, two formal written recommendations have been made, one of which was not followed because of a misunderstanding she had with regard to the process being followed by the area of the university impacted.

S.18-14 **Information Items Reported By The Senate Committee On University Planning**

Exhibit VI, Report of the Senate Committee on University Planning, contained the following item that was received for information by unanimous consent:

- Chairs Approved by SCUP for Senate

S.18-15 **REPORT OF THE ACADEMIC COLLEAGUE** [Exhibit VII]

Exhibit VII, Report of the Academic College, was received for information. The following items were included in the report: OCAV Task Force on Quality Indicators, Graduate Programs Outcomes Survey, Faculty at Work Project, Landscape of Accessibility Project.

S.18-16 **ANNOUNCEMENTS** [Exhibit VIII]

Exhibit VIII, Announcements, contained the following items that were received for information by unanimous consent:

- Election Results – Selection Committee for the Vice-President (External)
– student member (Haishan Qian)
- Academic Administrative Appointment

DISCUSSION AND QUESTION PERIOD

S.18-17 **PROPOSED INTELLECTUAL PROPERTY POLICY AND PROCEDURES** [Exhibit IX]
[S.17-213]

L. Cechetto, Executive Director, WORLDDiscoveries and P. Eluchok, University Legal Counsel, were present to respond to questions.

L. Cechetto explained that she and S. Jarrett, former University Legal Counsel, developed a new MAPP policy regulating the commercialization of intellectual property at Western.

The new policy will amalgamate

MAPP 7.3 – Copyrights http://www.uwo.ca/univsec/pdf/policies_procedures/section7/mapp73.pdf and

MAPP 7.4 – Patents http://www.uwo.ca/univsec/pdf/policies_procedures/section7/mapp74.pdf.

She said that these policies had not been reviewed for a long time and that they needed to be brought in line with the regulations stipulated in the UWOFA Collective Agreement. The goal was to combine the policies into one that is clearer and more transparent. The development process involved extensive consultation with many constituencies including Research Western, Deans, PVP, Associate Deans (Research), University Research Board, Campus Council and other groups on campus. Feedback was received and considered.

Discussion included the following:

- Western members fall under this new policy. Institutions such as London Health Sciences Centre and Lawson Health Research Institute have their own policies.
- Clause IV.9 gives significant latitude to the Vice-President (Research). UWOFA asked that there be explicit recognition of the importance of consultation. L. Cechetto advised UWOFA received a response to this concern noting the Vice-President (Research) understands the importance of consultation.
- Whether Clause IV.6 was consistent with the Faculty Collective Agreement or the Librarians and Archivists Collective Agreement. There is no explicit requirement in those collective agreements to make the disclosure provided for in clause IV.6 in certain situations. L. Cechetto said that this concern has been discussed with the President of UWOFA and Legal Counsel. This requirement is found under Section I: Copyright, Clause 2 and in Section II: Patents, Clause 11 of the UWOFA Collective Agreement.
- The draft policy only deals with copyright in commercialized materials and no threshold is suggested due to the difficulty in ascertaining what commercialization values might be, and to ensure that Western also meets its reporting requirements.
- Concerns were presented regarding the definition of *Intellectual Property*. L. Cechetto acknowledged that point noting that when the policy was being drafted definitions at other universities were considered.
- The policy needs to resonate with external partners of the University.

J. Capone, Vice-President (Research) said that in drafting the new policy, extensive consultation occurred, including opportunities for input from various constituencies.

Members asked that Senate be given another opportunity to discuss this new Intellectual Property Policy. In order to facilitate the discussion at the next meeting, the President asked that Senators send their questions in advance to L. Cechetto or the University Secretary.

S.18-18

Consultation with Students

A student Senator spoke about a concern amongst students regarding the lack of involvement and consultation with students regarding major academic decisions and asked if going forward students can be properly informed about changes to programs and any program cuts.

J. Deakin agreed that students should be consulted however, faculties have autonomy and make their own decisions. It is important that the leadership of faculties look at processes and include students on committees or provide notification of academic decisions. She agreed to bring this concern to the deans at their next meeting.

ADJOURNMENT

The meeting adjourned at 4:07 p.m.

A. Chakma
Chair

K. Kwan
Secretary

Report to SCUP on Faculty Recruitment and Retention

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

January 2018



Faculty Recruitment and Retention
January 2018

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Report pertains to:

- Probationary and Tenured Faculty (n=1046)
- Limited-Term Faculty (n=230)
- Part-Time Faculty (n=879)
- Full-Time Clinical Faculty (n=845)

and includes data on:

- Description of faculty complement
- Recruitment/retention/retirement
- Teaching contributions



Faculty Recruitment and Retention
January 2018

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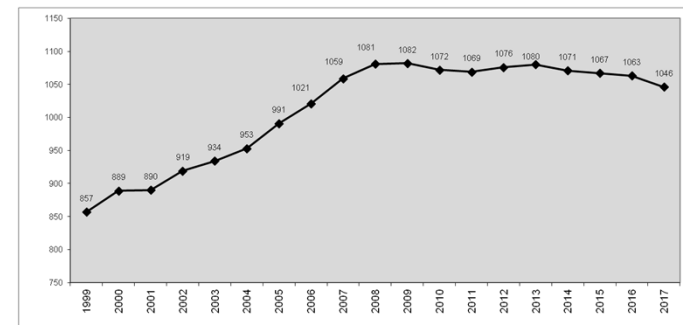
Probationary and Tenured Faculty



Faculty Recruitment and Retention
January 2018

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Probationary and Tenured Faculty at Western, 1999 to 2017



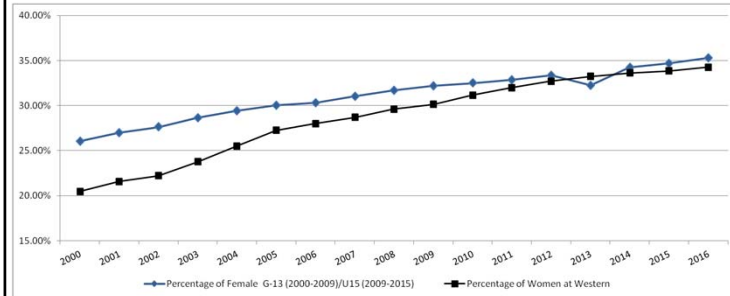
Source: UCASS Data for 1999 – 2010;
U15 Data for 2011 – 2015, and Western HR Information System for 2017
The 2007 data and beyond includes Robarts Scientists who became Probationary and Tenured on July 1, 2007.



Faculty Recruitment and Retention
January 2018

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Women as a Percentage of Tenured/Probationary Faculty: Western vs other G-13 (2000-2009)/U15 (2009-2016)



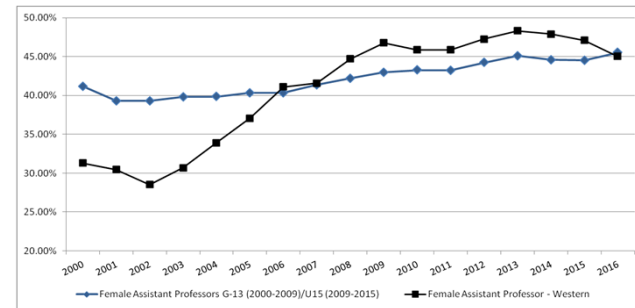
Source: UCASS Data 2000-2009, U15 Data 2009-2016
(Data unavailable for: Laval and Montreal for 2012-2013, Montreal for 2014, and Montreal and Saskatchewan, 2015. Montreal data includes Ecole Polytechnique & Ecole des Hautes Etudes Commerciales)



Faculty Recruitment and Retention
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Women as a Percentage of Probationary Faculty, Assistant Professor Rank: Western vs other G-13/U15



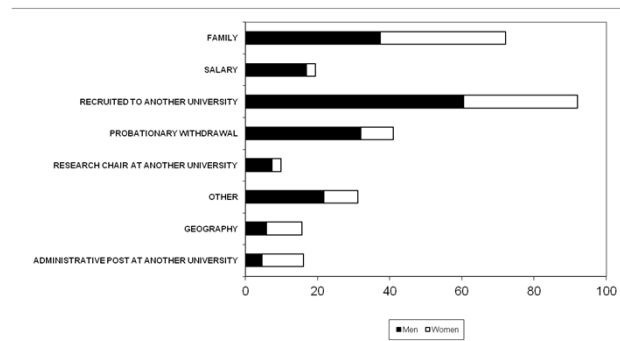
Source: UCASS Data G13 2000-2009, U15 Data 2009-2016
(Data unavailable for: Laval and Montreal for 2012-2013, Montreal for 2014, and Montreal and Saskatchewan, 2015. Montreal data includes Ecole Polytechnique & Ecole des Hautes Etudes Commerciales)



Faculty Recruitment and Retention
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Probationary and Tenured Faculty Reasons for Leaving: 2004-05 to 2016-17



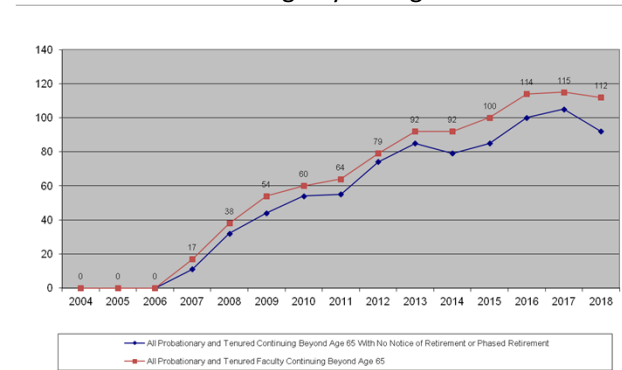
Source: Exit interviews conducted with the Faculty Member or Chair/Dean of the Department/Faculty and letters received from Faculty Member



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Probationary and Tenured Faculty at Western: Continuing Beyond Age 65



Source: Western Human Resources Information System

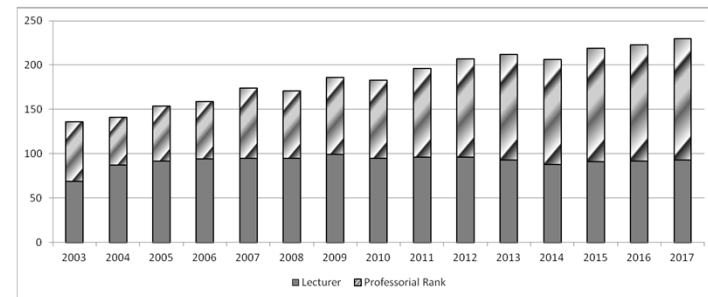


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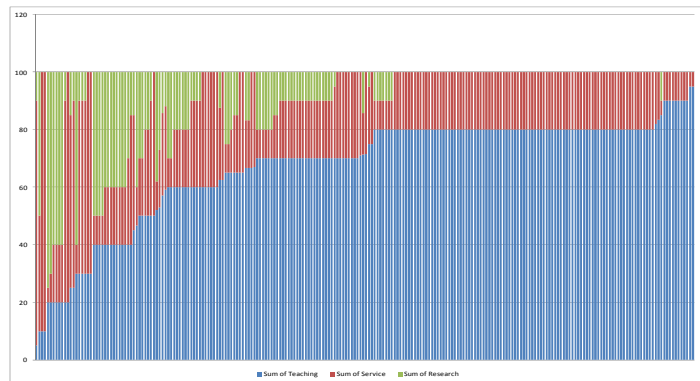
Limited Term Appointments

Number with Limited Term Appointments by Rank
as of October, 2003 - 2017



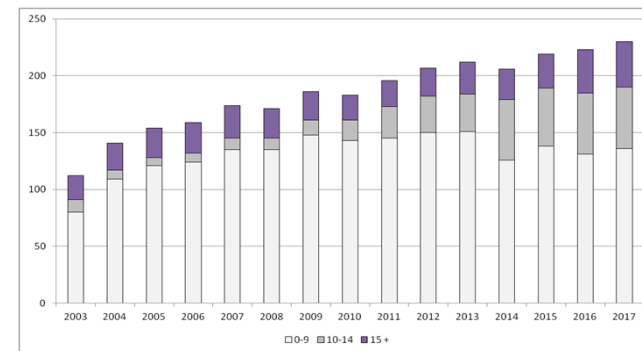
Source: Western's Human Resources Information Systems 2003 - 2017 (October)

Workload Percentages for Individual Limited Term Faculty
2016 - 2017



Source: Western's Human Resources Information Systems 2016-17 (October)

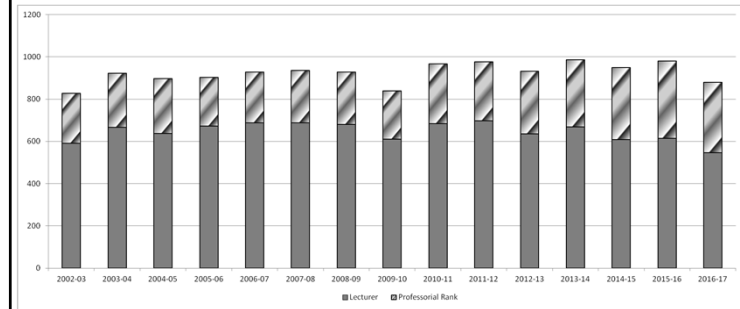
Number of Limited Term Appointments by Years of Service
2003 - 2017



Source: Western's Human Resources Information Systems 2003 - 2017 (October)

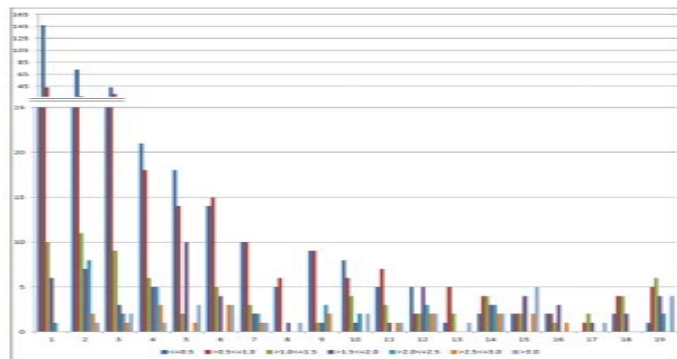
Part-Time Faculty

Number of Individuals with Part-Time Faculty Appointments
by Rank
2002-03 to 2016-17 (by Fiscal Year)



Source: Western Human Resources Information Systems

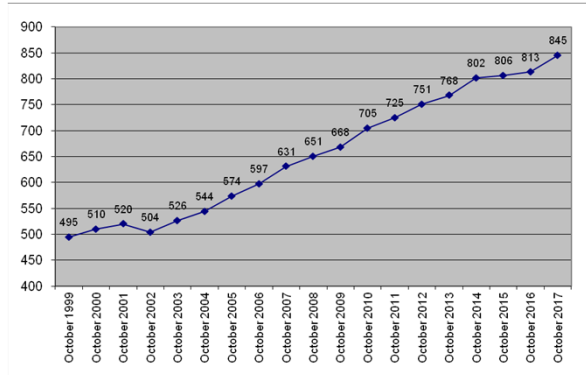
Average Range of FCEs Taught by Years of Service
Part-Time Faculty Active in 2016-2017



Source: Western Human Resources Information Systems
Excludes Extra Load Teaching and Course Authoring Appointments

Clinical Full-Time Faculty (Physicians in Schulich)

Full Time Clinical Faculty (Physicians in Schulich) at Western, 1999 – 2017



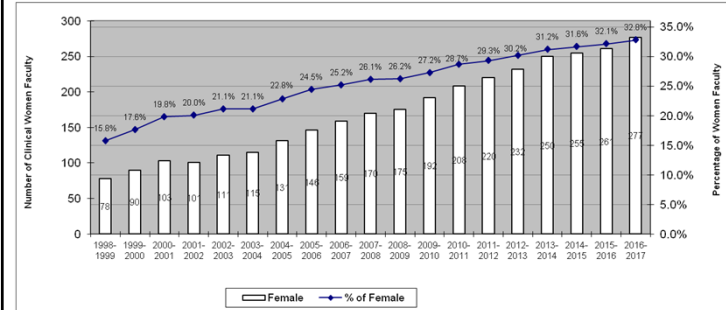
Source: Western Human Resources Information Systems



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Women among Full-Time Clinical Faculty at Western, 1999 – 2017



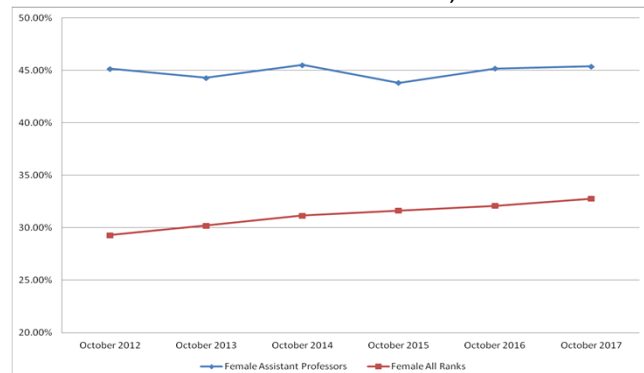
Source: Western Human Resources Information Systems



Faculty Recruitment and Retention
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Percentage of Women among Clinical Full-Time Faculty Assistant Professors and All Ranks, 2012 – 2017



Source: Western Human Resources Information Systems



Faculty Recruitment and Retention
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This report can be found at:

[http://uwo.ca/facultyrelations/academic_planning/
Recruitment_Retention_Report_2018.pdf](http://uwo.ca/facultyrelations/academic_planning/Recruitment_Retention_Report_2018.pdf)



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