

**SENATE AGENDA**

1:30 p.m., Friday, June 5, 2020  
Meeting to be held electronically via Zoom

Members of the public who wish to attend Senate  
are invited to contact the University Secretary at [secretariat-covid19@uwo.ca](mailto:secretariat-covid19@uwo.ca)

*A Land Acknowledgment will be read at the beginning of the meeting.*

1. **Minutes of the Meeting of May 8, 2020**
2. Business Arising from the Minutes
3. Report of the President – **EXHIBIT I** (A. Shepard)
4. Unanimous Consent Agenda – **EXHIBIT II**
5. Reports of Committees:
  - Operations/Agenda – **EXHIBIT III** (M. Milde)
  - Nominating Committee – **EXHIBIT IV** (K. Yeung)
  - Academic Policy and Awards – **EXHIBIT V** (J. Cuciurean)
  - Senate Committee on University Planning – **EXHIBIT VI** (D. Laird)
  - University Research Board – **EXHIBIT VII** (S. Prichard)
6. Report of the Academic Colleague – **EXHIBIT VIII** (E. Chamberlain)
7. Announcements and Communications– **EXHIBIT IX**
8. Discussion and Question Period
9. New Business
10. Adjournment

Senate meetings are scheduled to begin at 1:30 p.m. and normally will end by 4:30 p.m. unless extended by a majority vote of those present.

**SUMMARY OF AGENDA ITEMS: June 5, 2020**

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**APPROVAL OF MINUTES**

**REPORT OF THE PRESIDENT**

**UNANIMOUS CONSENT AGENDA**

FOR ACTION

**OPERATIONS/AGENDA COMMITTEE**

FOR ACTION

Senate Observers – Addition of the Vice-Provost and Associate Vice-President (Indigenous Initiatives)  
Revisions to the Terms of Reference of the Senate Committee on Academic Policy and Awards (SCAPA),  
the Senate Committee on University Planning (SCUP) and the University Research Board (URB) –  
Addition of the Vice-Provost and Associate Vice-President (Indigenous Initiatives)  
Revisions to the Terms of Reference of the University Research Board (URB): Removal of the  
Responsibility for Appointing the Hellmuth Prize Selection Committee

FOR INFORMATION

Senate Membership – Vacancies Filled by Appointment  
Senate Membership – General Community Member  
Senate Meeting Dates for 2020-2021

**NOMINATING COMMITTEE**

FOR ACTION

Selection Committee for the Associate Vice-President (Research)

**SENATE COMMITTEE ON ACADEMIC POLICY AND AWARDS (SCAPA)**

FOR ACTION

Faculty of Arts and Humanities, Faculty of Information and Media Studies, and Don Wright Faculty of Music: Introduction of a New Subject Area and New Course in Creative Arts  
Faculty of Engineering: Introduction of the Bachelor of Engineering Science 'with Co-Op' and Withdrawal of the Bachelor of Engineering Science 'with Professional Internship' and Summer Engineering Co-Op Program (SECOP)  
Schulich School of Medicine & Dentistry:  
    Revisions to the Admission Requirements of the MD Program (Changes to GPA calculation due to COVID-19)  
    Revisions to the Admission Requirements of the DDS Program (Changes to GPA calculation and Pre-requisites due to COVID-19)  
Faculty of Social Science, Department of Geography: Introduction of a Certificate in Geographic Information Science  
Renewal of the Articulation Agreement between Western University, Faculty of Information and Media Studies, Bachelor of Arts, Major in Media, Information and Technoculture (MIT) and Fanshawe College regarding the transfer of credit for qualified graduates of the Interactive Media Design, Broadcasting – Radio, Journalism – Broadcast, and Broadcasting – Television and Film Production Programs  
Revisions to the "Structure of the Academic Year" Policy

FOR INFORMATION

New Scholarships and Awards

## **SENATE COMMITTEE ON UNIVERSITY PLANNING (SCUP)**

### **FOR ACTION**

Faculty of Arts and Humanities and Faculty of Social Science – Proposed Name Change: the Department of Women's Studies and Feminist Research to the Department of Gender, Sexuality, and Women's Studies

Faculty of Social Science – Proposed Name Change: The Department of Geography to the Department of Geography and Environment

Radiation-Induced Chemistry Research Chair

Antonios Mamandras Chair in Graduate Orthodontics

### **FOR INFORMATION**

Annual Report of Working Group on Information Security 2019 (WGIS)

Reports on Promotion, Tenure and Continuing Appointment

## **UNIVERSITY RESEARCH BOARD (URB)**

### **FOR ACTION**

Proposal to Establish the Western Institute for Neuroscience

### **FOR INFORMATION**

Recommendation for Renewal of the Bone and Joint Institute

**MINUTES OF THE MEETING OF SENATE**

**MAY 8, 2020**

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The meeting was held at 1:30 p.m. via Zoom.

SENATORS: 86

S. Basu	A. Grzyb	A. Nelson
A. Baxter	C. Harasym	C. Nolan
G. Belfry	M. Heath	J. Nord
L. Beres	L. Henderson	N. Nuimat
A. Borchert	K. Hibbert	K. Olson
L. Briens	H. Hill	I. Paul
D. Brou	V. Hocke	P. Peddle
S. Burke	S. Hodgson	S. Pitel
E. Chamberlain	A. Holm	S. Prichard
A. Chant	A. Hrymak	V. Radcliffe
M. Cleveland	D. Jeffrey	G. Read
K. Cole	L. Jiang	G. Rezai-Rashti
K. Coley	P. Jones	S. Roland
J. Compton	R. Kennedy	C. Roulston
J. Corrigan	K. Kirkwood	A. Rozovsky
B. Craig	J. Kitz	A. Shepard
J. Cuciurean	L. Logan	V. Smye
S. Datars Bere	C. Ma	C. Steeves
M. Davison	D. Macpherson	S. Taylor
C. Dick	D. Mallory	G. Tigert
J. Finegan	A. Matchen	J. Toswell
R. Flemming	L. Melnyk Gribble	S. Trosow
L. Frederking	K. Mequanint	G. West
M. Garabedian	A. Meyer	J. Wilson
B. Garcia	M. Milde	K. Yeung
J. Garland	L. Miller	J. Yoo
L. Ghattas	K. Miller	B. Younker
K. Gibbons	S. Morrison	R. Zitakis
M. Grenier	S. Mumm	

Observers: T. Belton, R. Bgeginski, S. Camiletti, K. Campbell, R. Chelladurai,  
J. Doerksen, L. Gribbon, K. Hibbert, J. Kum, D. Laird, J. Massey, M. Reesor,  
M. Ruddock, J. Weese.

**Land Acknowledgement**

D. Macpherson read a Land Acknowledgement.

**MINUTES OF THE PREVIOUS MEETING**

The minutes of the meeting of April 17, 2020, were approved as circulated.

S.20-85

**REPORT OF THE PRESIDENT** [Exhibit I]

The President's report, distributed with the agenda, contained information on the following topics: *THE Impact Rankings* name Western among world's top universities, accolades for campus community members who were recognized with special honours, and a COVID-19 update. Additionally, the President announced that Dr. Lesley Rigg was named as Western's next Vice-President (Research), effective August 1, 2020 to June 30, 2025.

Other items noted in the report:

- The University maintains information relating to COVID-19 on two websites. General updates relating the university's initiatives and announcements relating to COVID-19 via (<https://www.uwo.ca/coronavirus/index.html>) as well as the webpage for the Centre for Teaching and Learning (CTL) (<https://teaching.uwo.ca/>)
- Staff in certain research labs continue to work and the labs remain open.
- Impact of physical distancing requirements on fall semester courses.
- Impact of COVID-19 on-campus processes and policies, including those relating to sanitization, personal protective equipment, and the potential for government-mandated testing prior to campus community members returning to work.
- Summer semester is online.
- Fall semester planning underway, with a full course compliment expected. Courses will likely be provided to students in a mixed model (online and face-to-face offerings). Physical distancing requirements will remain a key challenge for the fall semester planning.
- Impacts on residences, first-year students, clinical rotations, sports and recreation, programming, and student experience.
- Student recruitment efforts
- Advocacy efforts for students have resulted in an announced \$9 billion in financial aid for post-secondary students for COVID-19 financial support.

L. Logan, Vice-President (Operations & Finance) provided Senators with a high-level overview of the University's plans for a phased return to campus. Core service teams have remained working on campus throughout the pandemic, including Campus Police, Facilities Management, and Power Plant staff, in addition to ACVS and COVID-based researchers. The return plan will be a gradual four-phased approach, with faculty and staff who are able to work from home continuing at home for the time being. The University is committed to developing flexible, appropriate, and accommodating plans for returning to campus. Members of the campus community included in the current return to work planning will be notified by their supervisor.

The President requested that, due to the unique circumstances of holding Senate via Zoom, members permit the recording of a single Mover and Seconder for each motion. K. Hibbert and J. Yoo agreed to have their names recorded for the duration of the May 8, 2020 meeting.

S.20-86

**UNANIMOUS CONSENT AGENDA** [Exhibit II]

It was moved by K. Hibbert, seconded by J. Yoo,

That the items listed in the Unanimous Consent Agenda (Exhibit II) be approved or received for information by Senate by unanimous consent.

CARRIED

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

S.20-87

**Information Items Reported by the Operations/Agenda Committee**

Exhibit III, Report of the Operations/Agenda Committee, contained the following item that was received for information by unanimous consent:

- Senate Membership – Graduate Students

**REPORT OF THE NOMINATING COMMITTEE** [Exhibit IV]

S.20-88 **Selection/Review Committee for the Dean of the Faculty of Health Sciences**

E. Gillies (Science), G. Parraga (Schulich), and K. Coley (Engineering, Dean) were acclaimed to the Selection/Review Committee for the Dean of the Faculty of Health Sciences.

S.20-89 **Selection/Review Committee for the Dean of the Don Wright Faculty of Music**

M. Daley (Science), S. Knabe (Faculty of Information and Media Studies), and M. Milde (Arts and Humanities, Dean) were acclaimed to the Selection/Review Committee for the Dean of the Don Wright Faculty of Music.

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

S.20-90 **Faculty of Education: Revisions to the Admission Requirements for the Bachelor of Education (BEd) Program**

It was moved by K. Hibbert, seconded by J. Yoo,

That the Admission Requirements for the Bachelor of Education (BEd) Program be revised, effective September 1, 2021, as shown in Appendix 1.

CARRIED (Unanimous Consent)

S.20-91 **Faculty of Engineering, Department of Electrical and Computer Engineering: Withdrawal of Computer Engineering Options**

S.20-91(a) **Withdrawal of the Electronic Devices for Ubiquitous Computing Option (A), Software Systems for Ubiquitous Computing Option (B), and Software Systems for Ubiquitous Computing/HBA Option (D)**

It was moved by K. Hibbert, seconded by J. Yoo,

That effective September 1, 2021, admission to the Electronic Devices for Ubiquitous Computing Option (A), Software Systems for Ubiquitous Computing Option (B), and Software Systems for Ubiquitous Computing/HBA Option (D) be discontinued as shown in Appendix 2, and

That students enrolled in the Computer Engineering program prior to September 1, 2021 be allowed to graduate with these Options upon completion of all requirements by August 31, 2025, and

That effective September 1, 2025, Options (A), (B), and (D) be withdrawn.

CARRIED (Unanimous Consent)

S.20-91(b) **Withdrawal of the Electronic Devices for Ubiquitous Computing/HBA Option (C)**

It was moved by K. Hibbert, seconded by J. Yoo,

That effective September 1, 2021, admission to the Electronic Devices for Ubiquitous Computing/HBA Option (C) be discontinued, and that the Option be withdrawn and all registration discontinued.

CARRIED (Unanimous Consent)

S.20-92 **School of Graduate and Postdoctoral Studies: Introduction of the Master of Management (MM)**

It was moved by K. Hibbert, seconded by J. Yoo,

That the Master of Management (MM) be introduced effective September 1, 2021, as shown in Appendix 3.

CARRIED

S.20-93 **School of Graduate and Postdoctoral Studies: Revisions to the MCISc in Speech-Language Pathology**

It was moved by K. Hibbert, seconded by J. Yoo,

That the MCISc in Speech-Language Pathology be revised as shown below, effective September 1, 2020.

CARRIED (Unanimous Consent)

S.20-94 **School of Graduate and Postdoctoral Studies: Revisions to the Master of Science in Occupational Therapy (MScOT)**

It was moved by K. Hibbert, seconded by J. Yoo,

That Year 1 of the Master of Science in Occupational Therapy (MScOT) be revised effective September 1, 2020, and that Year 2 of the Master of Science in Occupational Therapy (MScOT) be revised effective September 1, 2021, as shown in Appendix 5.

CARRIED (Unanimous Consent)

S.20-95 **School of Graduate and Postdoctoral Studies: Revisions to the Master of Clinical Science (MCISc) in Audiology, the Master of Clinical Science (MCISc) in Speech-Language Pathology, the Master of Science in Occupational Therapy (MScOT), and the Master of Physical Therapy (MPT)**

It was moved by K. Hibbert, seconded by J. Yoo,

That the Master of Clinical Science (MCISc) in Audiology, the Master of Clinical Science (MCISc) in Speech-Language Pathology, the Master of Science in Occupational Therapy (MScOT), and the Master of Physical Therapy (MPT) be revised effective September 1, 2020, as shown in Appendix 6.

CARRIED (Unanimous Consent)

S.20-96 **Faculty of Law: Revisions to the Admission Requirements**

It was moved by K. Hibbert, seconded by J. Yoo,

That effective September 1, 2020, the Admission Requirements in the Faculty of Law be revised as shown in Appendix 7.

CARRIED (Unanimous Consent)

S.20-97 **Schulich School of Medicine & Dentistry: Revisions to the Admission Requirements of the MD Program**

S.20-97(a) **Revisions to the Admission Requirements of the MD Program (Medical Military Training Program [MMTP] Pathway)**

It was moved by K. Hibbert, seconded by J. Yoo,

That the Admission Requirements of the MD program in the Schulich School of Medicine & Dentistry be revised effective July 1, 2020, as shown in Appendix 8.

CARRIED (Unanimous Consent)

S.20-97(b) Revisions to the Admission Requirements of the MD Program (*Kuwait Pathway*)

It was moved by K. Hibbert, seconded by J. Yoo,

That the Admission Requirements of the MD program in the Schulich School of Medicine & Dentistry be revised effective July 1, 2020, as shown in Appendix 9.

CARRIED (Unanimous Consent)

S.20-98 **Brescia University College: Revisions to the Admission and Program Requirements of the Honours Specialization, Specialization, Major, and Minor in History**

It was moved by K. Hibbert, seconded by J. Yoo,

That the Honours Specialization, Specialization, Major, and Minor in History at Brescia University College be revised effective September 1, 2020, as shown in Appendix 10.

CARRIED (Unanimous Consent)

S.20-99 **Information Items Reported by the Senate Committee on Academic Policy and Awards**

Exhibit V, Report of the Senate Committee on Academic Policy and Awards, contained the following items that were received for information by unanimous consent:

- Faculty of Education: Revisions to the Grading System for Additional Qualifications courses in the ASPIRE Program
- SUPR-G Report: Cyclical Reviews of the Graduate Programs in Hispanic Studies (MA, PhD), Education (MA, PhD), and Developmental Biology Collaborative Specialization
- New Scholarships and Awards

S.20-100 **ANNOUNCEMENTS AND COMMUNICATIONS** [Exhibit VI]

Exhibit VI, Announcements and Communications were received for information. The following items were included in the report:

- Report of the Board of Governors, April 23, 2020
- Academic Administrative Appointments

S.20-101 **DISCUSSIONS AND QUESTION PERIOD**

**Course Delivery During COVID-19**

A Senator (R. Flemming), provided the following question in advance:

Across all disciplines, Western faculty members have been asked by our Department Chairs to 'consider designing an online version of your courses for September as a contingency plan.' Usually faculty members can apply to receive a term of teaching relief in order to develop an online course. Yet due to COVID-19 we are all tasked with this responsibility this summer in addition to our research programs, which usually receive our fuller attention in the summer term. Many of us are willing to step up and do this, but this effort will require resources.



University of Waterloo is hiring students specifically to help faculty members in the effort to transition teaching and learning materials to online platforms.

My Departmental colleagues would like to know, is Western planning to allocate resources to this effort, such as paying salaries for undergraduate students to help us develop online content for September?

This would be a win-win scenario as it would help Western professors, and also give students summer jobs which can be done remotely

A. Hrymak, Provost & Vice-President (Academic) advised members that the University was leveraging its existing resources through the Centre for Teaching and Learning (CTL) and Western Technology Services (WTS) to provide course materials in an online format. By late June, the University hopes to have more information regarding the proportion of online and face-to-face learning that can take place in September. Given the changing environment relating to COVID-19, one planning model that must be considered is an entirely online Fall Semester. Prioritization of resources to support the new learning model, when decided, will be assessed based on the needs of faculty. The University will be adding additional staff resources to both CTL and WTS to address the additional demand for support from campus community members. Resources will address needs relating to course content development, content delivery, and the development of assessment tools. Additionally, the physical distancing measures required for public spaces create challenges for hosting students on campus for classes – down to potentially 20% of what would be deemed normal. J. Doerksen, Vice- Provost (Academic Programs) noted that additional supports will be provided for faculty to transition to online course delivery. He encouraged members to use the web-based resources on the CTL website, noting that there are a number of helpful webinars and instructional resources available for immediate access that have been created to assist faculty. The process for online delivery of course materials would include faculty providing course content to CTL's online instruction designers, and the designers then taking the content and translating it into a robust learning environment. These resources would be strategically deployed, with a focus on large-enrollment courses.

A Senator requested clarification on how the University would address lab-based course work. A. Hrymak, Provost & Vice-President (Academic) advised that the need for physical distancing may require the development of other methods for delivering course materials, for example, undergraduate labs may need to be delivered through filmed presentation. He advised faculty members to identify the key concerns and needs relating to their course delivery during the submission process so that resources can be triaged to provide appropriate support to the faculty.

A Senator requested clarification relating to the level that must be achieved before a faculty member will have made such extensive use of central resources for assistance with the development of online learning, that the ownership of the copyright of the materials is altered. A. Hrymak, Provost & Vice-President (Academic) advised Senators that the content that the faculty member provides belongs to the faculty member. The process for the University seeking licensing rights to deliver course content is currently outlined in the Faculty Collective Agreement. The use of University resources does not jeopardize the faculty member's intellectual property rights.

An Observer requested clarification around the timeline for releasing information regarding the percentage of online courses versus in-person. The concern was raised because of the timing for the release of information with Summer Academic Orientation beginning June 6th. It may be valuable for first year students to know their course delivery method. The President noted that this was a valid point and stated that although course scheduling was extremely complex during this pandemic situation, Western is exploring various options, including possibilities such as prioritizing first year courses, to reduce student anxiety.

K. Miller, Director, Academic Support & Engagement, clarified that Summer Academic Orientation was transitioning to be a completely online experience this year with programming starting much earlier, running May 19th through to August. Registration opened May 1st and several hundred students have already signed up.

A Senator requested clarification relating to formal labelling of course delivery such as an online course or, as a course being delivered online due to our emergency type situation. The Faculty Collective

Agreement speaks to formalized online courses and teaching. J. Doerksen, Vice-Provost (Academic Programs) responded by saying that Western had approximately 2,300 undergraduate and 2,000 graduate courses for the fall. Capacity to provide more robust support is being considered for approximately 80 courses (Typically Tier 1 & 2). A distance studies course is covered by the Collective Agreement. Western is moving to remote delivery of a course (Typically Tier 3 & 4), not moving 4000 courses to formalized distance studies courses. With the 80 courses identified, discussions are in progress within the faculties to discuss the appropriateness of transitioning to a formalized distance studies course.

### **Return to Campus Planning**

A Senator (S. Pitel), provided the following question in advance:

Once Western is legally allowed, by the provincial government, to reopen as a workplace, how does it plan to implement that reopening (particularly as affects its faculty members)? When does it contemplate faculty members being able to choose to return to working in their offices?

What are Western's plans for the mail and deliveries addressed to faculty members it has received over the past six weeks?

L. Logan, Vice-President (Operations & Finance) advised that the University would be implementing a phased return to campus in the coming weeks. Deans have been asked to create phased return to work plans that effectively capture the individual needs of their faculties, and would be implemented on a two to three week rolling basis. The health, safety, and well-being of the community will be paramount. The process will start on June 3, unless Western receives new direction from government or health authorities. Further communication will be provided to the campus community next week. A major assumption of the return to campus plan is that those who can stay home to continue to work, will do so.

L. Logan also clarified that mail has continued to be delivered to core service areas when it was clear that individuals were available in offices. Some units made arrangements to collect mail. As soon as it is apparent that individuals are available to receive it, mail will be delivered to campus offices. Mail services have continued to function and therefore, vendors have not been impacted by delayed payments.

### **Academic Implications of End of Year COVID-19 Circumstances**

A Senator (J. Toswell), provided the following question in advance:

I'd like an update, acknowledging that it remains early days, as to what happened with final grades this year. How many classes shifted to pass/fail, how many students took advantage of the late withdrawals or the pass/fail option they had individually available, how the admissions process is going (given that the critical date is at the beginning of June).

G. Tigert, University Registrar, responded that the Admissions process was in the final round of Ontario high school offers stage. Domestic applications have been flat while International applications have been lower than previous years. The general trend is that the threshold for enrollment will be lower and Western's offer process has taken this into consideration. Domestically, Western is currently at the same number of offers as the totality of last year, and there is still one more offer round pending. Internationally, the number of offers made is up 15% from last year. Acceptances for the Ontario high school group are higher than last year however, Western has made more offers. Other groups such as out of province and international are trending with lower acceptance rates, however, the acceptance date deadline has been extended in comparison to previous years.

J. Doerksen, Vice-Provost (Academic Programs) provided information that with 36,000 grades still outstanding the academic pattern is not yet clear relating to Western student progression. At the end of a term typically 150,000 grades are due; under 3600 requests have been made by students with approximately 500 requests to withdraw without academic penalty and approximately 3000 requests to change a course to a Pass have been received. He also advised that an update would come to Senate in June with additional details.

### **Order of Agenda**

A Senator (A. Chant), submitted the following question in advance:

Since 2004, the report of the Senate Committee on University Planning (SCUP) has been given as the first committee report\* in the Senate meeting in which budget discussions are to take place. This annual move of the SCUP report from its usual position on the Senate agenda allows for substantive, meaningful discussion of the budget without losing quorum, as often happens during length Senate meetings. Considering the budget first among committee reports also ensures senators are appropriately engaged, as attention and engagement drop off as meetings wear on. Nevertheless, despite this practice being in place for 15 years, it was abandoned without explanation to senators in April 2019 and continued in last month's meeting of Senate.

Could the Chair of the Operations and Agenda Committee please advise the Senate on why this change to Senate's long-standing practice has been made?

*\*With the exception of the April 2008 meeting of Senate, when the SCUP report came second rather than first in the order of committee reports.*

M. Milde, Dean of Arts and Humanities, Chair of the Operations and Agenda Committee, responded that OAC structures the agenda to ensure that all of the business of Senate is completed. The items were put forward in the first instance, with adequate time left for items requiring discussion. M. Milde agreed to the Senator's subsequent request that OAC be mindful in future of the desire of senators to spend time considering the budget by placing it first among committee reports when there is a great deal of other business.

### **Additional Question**

A Senator requested that the Registrar release the class averages for the Winter term, in light of the changes to course grading at the end of the academic term. G. Tigert, University Registrar, advised that class averages would continue to change in light of both the student appeals process, and late grade submission. Smaller classes especially would have variability. However, the requested information could be provided to Senate at an appropriate time.

### **President's Request**

J. Yoo, Dean of the Schulich School of Medicine & Dentistry, was invited to provide COVID-19 updates. Thanks were expressed for efforts, creativity and dedication relating to the business of the University. The number of inpatients is down and numbers generally are down because of measures taken locally. Decisions being made at the University are through the lense of concern for students, faculty and staff. If measures are loosened, a "bump" will occur. Recommendations and standards set by the Ministry must be followed relating to a tolerable and acceptable level of risk.

### **ADJOURNMENT**

The meeting adjourned at 2:54 p.m.

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A. Shepard  
Chair      Secretary

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K. Kwan

Decisions being made at the University are through the lense of concern for students, faculty and staff. If measures are loosened, a “bump” will occur. Recommendations and standards set by the Ministry must be followed relating to a tolerable and acceptable level of risk.

**ADJOURNMENT**

The meeting adjourned at 2:54 p.m.

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A. Shepard  
Chair      Secretary

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K. Kwan



President & Vice-Chancellor

## REPORT OF THE PRESIDENT

To: Senators  
From: Alan Shepard  
Date: May 28, 2020  
Re: President's Report to Senate

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Dear Senators,

This report summarizes some noteworthy developments since my last report to Senate of May 8, 2020. I also want to take this opportunity to thank all Senators for your work this past academic year. Western is a better institution due to your time and engagement. I wish you all a safe and enjoyable summer despite the uncertainty and challenges we face with COVID-19.

**Labatt family invests in nursing education and research:** Former Chancellor **Arthur Labatt** and his wife **Sonia** announced a \$5M donation May 13, adding to their already substantial philanthropic legacy of support for Western's School of Nursing. The family's latest gift will establish an endowed research chair, the Arthur Labatt Family Chair in Nursing Leadership and Health Equity, that will leverage community partnerships to explore ways to reduce health disparities locally and globally. Western will match \$2M of the Labatts' gift to establish a \$4M endowment in support of the new chair. The balance of the donation will support the Centre for Research on Health Equity and Social Inclusion (\$1.5M), create a \$1M fellowship to support early-career nursing researchers, and provide \$500,000 for the purchase of new virtual-reality teaching technology. We thank Arthur and Sonia for their incredible generosity and ongoing dedication to Western.

**Student Relief Fund update:** The \$2.6M relief fund Western established in April to help students facing urgent financial challenges resulting from the pandemic has since aided nearly 3,400 students. Funds have been distributed to help students with urgent needs ranging from food, rent and travel, to access to technology, health and wellness requirements, and other urgent unforeseen circumstances. I want to thank all those colleagues and other campus community members who supported the fund through personal donations, including the Professional and Managerial Association (PMA), University Students' Council, and the Alumni Association for their special contributions. Your kindness means a lot.

**Accolades:** I want to congratulate the following campus community members who, among others, were recognized with special honours in recent weeks:

- Colleagues involved with 75 unique projects across Western's Faculties of Engineering, Health Sciences, Education, Science, Social Science, Business and Medicine & Dentistry were recently awarded more than \$13.8M by the *Natural Sciences & Engineering Research Council's Discovery Grant program*.
- Colleagues involved with 13 unique projects across the Faculties of Medicine & Dentistry, Health Sciences, Business, Science, Social Science, Information & Media Studies, and Law were recently awarded funding from the first phase of Western's \$1M *Surviving Pandemics Catalyst Grant program*, which supports interdisciplinary research into disease outbreaks. The deadline for applications for Phase 2 was May 28.

- Professors **Shawn Li** (Biochemistry), **Jason Gilliland** (Geography) and **Claudio Martin** (Physiology and Pharmacology) were recently named among 15 grant recipients from the \$20M *Ontario COVID-19 Rapid Research Fund*, which focuses on areas of research such as vaccine development, diagnostics, drug trials and development, and social sciences.
- Undergraduate student **Lena Schreyer** (Science) named among the 2020 cohort of 3M National Student Fellow. The prestigious scholarship awarded by the Society for Teaching and Learning in Higher Education recognizes postsecondary students for their leadership in their communities and schools.
- Alumnus **Tiff Macklem** (MA'84, PhD'89) named Governor of the Bank of Canada for a seven-year term beginning June 3. Macklem, who currently serves as Dean of the University of Toronto's Rotman School of Management, will succeed another Western alumnus, **Stephen Poloz** (MA'79, PhD'82).

**Leadership review and selection:** On May 26, **Jacquelyn Burkell** and **Kevin Shoemaker** were reappointed for one-year terms as Acting Associate Vice-Presidents (Research), effective July 1, 2020. Together with Acting Vice-President (Research) Sarah Prichard, Jacquie and Kevin have led a number of important initiatives during the past year, including work related to research outreach within the university and beyond, centres and institutes, new funding mechanisms and our response to the COVID-19 pandemic. Their continued experience and insight will be tremendously helpful to incoming Vice-President (Research) Lesley Rigg when she arrives at Western August 1.

Meanwhile, the work of selection committees for the following senior administrative positions all remain underway: Dean of Education, Dean of Social Science, Vice-Provost (Academic Planning, Policy & Faculty), and Vice-Provost & AVP (Indigenous Initiatives). New review/selection committees are now also beginning their work for the Deans of Health Sciences and the Don Wright Faculty of Music.

**COVID-19 update:** I will provide the latest update on our response to the pandemic as part of my oral report to Senate. In the meantime, thanks for your ongoing efforts, and please watch <https://www.uwo.ca/coronavirus/> for the latest news.

## **UNANIMOUS CONSENT AGENDA**

### **FOR APPROVAL**

*Any member who wishes to ask a question, discuss, or oppose an item that is listed below may have it removed from the consent agenda by contacting the Secretary of Senate prior to the meeting or by asking that it be removed before the Chair calls for a mover and seconder for the following motion.*

**Recommended:** That the following items be approved or received for information by the Senate by unanimous consent:

### **Report of the Operations/Agenda Committee – EXHIBIT III**

1.	Senate Observers – Addition of the Vice-Provost and Associate Vice-President (Indigenous Initiatives)	ACTION
2.	Revisions to the Terms of Reference of the Senate Committee on Academic Policy and Awards (SCAPA), the Senate Committee on University Planning (SCUP) and the University Research Board (URB) – Addition of the Vice-Provost and Associate Vice-President (Indigenous Initiatives)	ACTION
3.	Revisions to the Terms of Reference of the University Research Board (URB) – Removal of the Responsibility for Appointing the Hellmuth Prize Selection Committee	ACTION
4.	Senate Membership – Vacancies Filled by Appointment	INFORMATION
5.	Senate Membership – General Community Member	INFORMATION
6.	Senate Meeting Dates for 2020-2021	INFORMATION

### **Report of the Senate Committee on Academic Policy and Awards – EXHIBIT V**

7.	Faculty of Arts and Humanities, Faculty of Information and Media Studies, and Don Wright Faculty of Music: Introduction of a New Subject Area and New Course in Creative Arts	ACTION
8.	Schulich School of Medicine & Dentistry: Revisions to the Admission Requirements of the MD Program (Changes to GPA calculation due to COVID-19)	ACTION
9.	Schulich School of Medicine & Dentistry: Revisions to the Admission Requirements of the DDS Program (Changes to GPA calculation and Pre-requisites due to COVID-19)	ACTION
10.	Faculty of Social Science, Department of Geography: Introduction of a Certificate in Geographic Information Science	ACTION
11.	Renewal of the Articulation Agreement between Western University, Faculty of Information and Media Studies, Bachelor of Arts, Major in Media, Information and Technoculture (MIT) and Fanshawe College regarding the transfer of credit for qualified graduates of the Interactive Media Design, Broadcasting – Radio, Journalism – Broadcast, and Broadcasting – Television and Film Production Programs	ACTION
12.	New Scholarships and Awards	INFORMATION

### **Report of the Senate Committee on University Planning – EXHIBIT VI**

13.	Radiation-Induced Chemistry Research Chair	ACTION
14.	Antonios Mamandras Chair in Graduate Orthodontics	ACTION
15.	Annual Report of the working Group on Information Security 2019 (WGIS)	INFORMATION
16.	Reports on Promotion, Tenure and Continuing Appointment	INFORMATION

**Report of the University Research Board – EXHIBIT VII**

17. Recommendation for Renewal of the Bone and Joint Institute	INFORMATION
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**Announcements and Communications – EXHIBIT IX**

18. Academic Administrative Appointments	INFORMATION
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### **The Unanimous Consent Agenda**

The Senate's parliamentary authority -- *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.

While approval of an omnibus motion saves time at Senate meetings, Senate members will want to review the agenda materials carefully in order that they properly discharge their responsibilities.

#### **How it works:**

In consultation with Committee chairs and principal resource persons, the Secretary identifies action and information items that are routine and/or likely non-controversial. 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 and in committee reports that are not noted on the consent agenda will be presented singly for discussion and voting (when appropriate).

When members receive their Senate 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, he or she can have it be removed from the consent agenda** by contacting the Secretary of the Senate 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 Senate meeting, before the unanimous consent motion is presented for approval, the Chair of the Senate (1) will advise the Senate of items that are to be removed from the list, based on prior requests from Senate members; and (2) will ask if there are any other items that should be removed from the list. The remaining items are then unanimously approved *en bloc* without discussion, saving the time that would be required for individual presentation and voting. Those matters that have been struck from the consent agenda will be handled in the usual way as each Committee's report is presented.

The minutes of the Senate 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.

**REPORT OF THE OPERATIONS AGENDA COMMITTEE**

<b>Contents</b>	<b>Consent Agenda</b>
<b>Senate Observers – Addition of the Vice-Provost and Associate Vice-President (Indigenous Initiatives)</b>	Yes
<b>Revisions to the Terms of Reference of the Senate Committee on Academic Policy and Awards (SCAPA), the Senate Committee on University Planning (SCUP) and the University Research Board (URB) – Addition of the Vice-Provost and Associate Vice-President (Indigenous Initiatives)</b>	Yes
<b>Revisions to the Terms of Reference of the University Research Board (URB) – Removal of the Responsibility for Appointing the Hellmuth Prize Selection Committee</b>	Yes
<b>Senate Membership – Vacancies Filled by Appointment</b>	Yes
<b>Senate Membership – General Community Member</b>	Yes
<b>Senate Meeting Dates for 2020-2021</b>	Yes

**FOR APPROVAL**

**1. Senate Observers – Addition of the Vice-Provost and Associate Vice-President (Indigenous Initiatives)**

**Recommended:** That an Observer seat on Senate be assigned effective immediately for the Vice-Provost and Associate Vice-President (Indigenous Initiatives).

**Background**

The Provost has asked that consideration be given to adding the Vice-Provost and Associate Vice-President (Indigenous Initiatives) as an official Senate Observer. The Vice-Provost and Associate Vice-President (Indigenous Initiatives) will bring vitally missing Indigenous perspectives into university academic and operational decision-making processes that will assist the University in advancing truth and reconciliation and achieving equitable outcomes for Indigenous peoples. It is appropriate that this position sit as an Observer so as to have speaking privileges at Senate as has been accorded for existing Vice-Provosts.

The current list of Observers is as follows:

- Associate Vice-President (Planning, Budgeting, and Information Technology)
- Vice-Provost (Academic Planning, Policy & Faculty)
- Vice-Provost (Academic Programs)
- Vice-Provost (International)
- Associate Vice-President (Student Experience)
- Director, Undergraduate Recruitment and Admissions
- President, UWO Faculty Association (UWOFA)
- UWOFA-Librarians/Archivists (LA) Representative
- Academic Colleague
- President, University Students' Council (USC)

President, Master of Business Admin. Assoc. (MBAA)  
President, Society of Graduate Students (SOGS)  
President of PAW designate  
Academic Dean(s) of Affiliated University College who are not currently in elected positions on Senate. (*Up to three, one each from Brescia, Huron and King's*).

**2. Revisions to the Terms of Reference of the Senate Committee on Academic Policy and Awards (SCAPA), the Senate Committee on University Planning (SCUP) and the University Research Board (URB) – Addition of the Vice-Provost and Associate Vice-President (Indigenous Initiatives)**

**2a. Revisions to the Terms of Reference of the Senate Committee on Academic Policy and Awards (SCAPA)**

**Recommended:** That the Terms of Reference of the Senate Committee on Academic Policy and Awards (SCAPA) be revised to provide Ex Officio membership for the Vice-Provost and Associate Vice-President (Indigenous Initiatives), effective June 5, 2020.

**2b. Revisions to the Terms of Reference of the Senate Committee on University Planning (SCUP)**

**Recommended:** That the Terms of Reference of the Senate Committee on University Planning (SCUP) be revised to provide Ex Officio membership for the Vice-Provost and Associate Vice-President (Indigenous Initiatives), effective June 5, 2020.

**2c. Revisions to the Terms of Reference of the University Research Board (URB)**

**Recommended:** That the Terms of Reference of the University Research Board (URB) be revised to provide Ex Officio membership for the Vice-Provost and Associate Vice-President (Indigenous Initiatives), effective June 5, 2020.

**Background**

The Provost has asked that consideration be given to adding the Vice-Provost and Associate Vice-President (Indigenous Initiatives) as an Ex Officio member on SCAPA, SCUP and URB.

The Vice-Provost and Associate Vice-President (Indigenous Initiatives) will bring vitally missing Indigenous perspectives into university academic and operational decision-making processes that will assist the University in advancing truth and reconciliation and achieving equitable outcomes for Indigenous peoples. It is appropriate that this position sit as an Ex Officio member to have voting privileges at SCAPA, SCUP, and URB as has been accorded for existing Vice-Provosts.

**3. Revisions to the Terms of Reference of the University Research Board (URB) – Removal of the Responsibility for Appointing the Hellmuth Prize Selection Committee**

**Recommended:** That the Terms of Reference of the University Research Board be revised as shown in [Appendix 1](#).

**Background**

On February 6, 2018 the University Research Board approved a change to the Terms of Reference of the Hellmuth Prize for Achievement in Research to move the responsibility of selecting members for the Awards Selection Committee from the University Research Board to Research Western. This change brought the selection process in line with other internal awards administered by Research Western, and allowed committee members to be appointed in a timely manner.

As a matter of housekeeping, the Terms of Reference of the University Research Board are now being updated to remove the responsibility for appointing the Hellmuth Prize selection committee from the Committee's mandate.

FOR INFORMATION

**4. Senate Vacancies Filled by Appointment**

The following Senate seats have been filled by appointment for the terms indicated below at the recommendation of the units concerned:

**BRESCIA UNIVERSITY COLLEGE**

Lauretta Frederking

July 1, 2020 – June 30, 2022

**HURON UNIVERSITY COLLEGE**

Geoff Read

July 1, 2020 – June 30, 2022

**5. Senate Membership – General Community Member**

The Nominating Subcommittee to Elect a Senate Representative from the General Community has appointed Sheila Powell to complete the term of Don Macpherson, who will resign July 31, 2020. Sheila Powell's term will be effective from August 1, 2020 to June 30, 2021.

Sheila Powell is a Superintendent of Student Achievement with the Thames Valley District School Board. Her portfolios have included capital planning, staff development, equity and diversity, mental health, information technology and Adult and Alternative Education. Sheila holds a Master of Education degree from Western University and has taught Additional Qualifications courses for Western University's Faculty of Education. Sheila brings a range of leadership roles and collaborative work experience with not-for-profit and charitable organizations as well as in the public education sector to her role as a member of Western's Senate.

The Nominating Subcommittee to Elect a Senate Representative from the General Community has also reappointed Patrick Peddle for a two-year term from July 1, 2020 to June 30, 2022.

Patrick Peddle has obtained a Bachelor of Science and a Master in Business Administration. He is a senior consultant and project manager with extensive experience working in the information technology industry, serving clients in university, health care, government and private industry environments. He is currently the President of P. Peddle Consulting Ltd., located in London. Patrick Peddle served his first term as a General Community Member on Senate from July 1, 2018 to June 30, 2020.

**6. Senate Meeting Dates for 2020-2021**

The Senate meeting dates for the remainder of 2020 and the meeting dates for 2021 are as shown in [Appendix 2](#).

### University Research Board

**Effective Date:** July 2017

**Supersedes:** March 2011

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#### **TERMS OF REFERENCE**

The University Research Board is advisory to the Vice-President (Research) and is the chief forum within Senate for critical appraisal and coordination of long-term strategic research plans and oversight of research policies, practices and procedures. Within this broad planning context, it has specific responsibilities as follows:

1. The Board assists the Vice-President (Research) in the development of long-term research plans, reviewing draft plans prior submission to Senate.
2. The Board identifies key research-related issues for review and consideration.
3. The Board provides advice and support with respect to communication of research strategies.
4. The Board receives and reviews the annual report of the Vice-President (Research) and advises on its content and presentation before forwarding it to Senate for information and discussion.
5. The Board reviews and recommends to Senate for approval, new or revised research policies.
6. In accordance with MAPP 7.9, *Establishment, Governance & Review of Research Institutes, Centres and Groups*, the Board:
  - Reviews and recommends to Senate for approval the establishment of Research Institutes
  - Receives for information and forwarding to Senate at least annually notice of the establishment of Research Centres, and of the renewal or discontinuance of Research Institutes and Centres
  - Appoints two of its members to the Committee on Research Institutes
  - The Board receives reports on a wide range of research-related issues such as research ethics policies, processes and operations; animal care policies, processes and operations; research partnerships; research transfer and the work of WORLDdiscoveries; internal grant programs operated through Research Western, including the outcomes and processes; work of the research-related committees established by Senate or by URB.

~~7. The Board appoints the Holmuth Prize selection committee.~~

~~7. 8.~~ The Board reports regularly on its activities to Senate.

## University Research Board

### **COMPOSITION**

Fifteen members elected by Senate as follows:

- Eleven members of faculty (one from each faculty/school, excluding SGPS), at least one of whom occupies a senior position in a Research Centre or Institute as defined under [MAPP 7.9](#) (Establishment, Governance and Review of Research Institutes, Centres and Groups)
- Two graduate students
- Two postdoctoral representatives

Ex officio:

- Vice-President (Research) (Chair)
- Provost & Vice-President (Academic)
- Two Associate Vice-Presidents (Research)
- Vice-Provost (Graduate and Postdoctoral Studies)
- Vice-Provost (International)
- One Associate Dean (Research) elected by the Associate Deans (Research)
- One Dean of a faculty/school appointed by the Vice-President (Research)

Resource (non-voting)

Director, WORLDDiscoveries  
Director, Animal Care and Veterinary Services  
Director, Research Development and Services  
Director, Office of Human Research Ethics  
Secretary of Senate

The terms of the elected/appointed members are two years, renewable twice.

**MEETINGS OF THE SENATE**

Meetings of the Senate are held on **Fridays at 1:30 p.m.**, unless otherwise noted.

Senate meetings scheduled for 2020 will be held **via Zoom videoconference**, unless otherwise notified.

**2020**

September 18  
October 16  
November 13  
December 4

**2021**

January 15  
February 12  
March 12  
April 16  
May 7  
June 4  
September 17  
October 15  
November 12  
December 3

**REPORT OF THE NOMINATING COMMITTEE**

Contents	Consent Agenda
<b>Selection Committee for the Associate Vice-Presidents (Research)</b>	No

**FOR APPROVAL**

1. **Selection Committee for the Associate Vice-Presidents (Research)**

Associate Vice-Presidents (Research)

Composition of Selection Committee

A committee to select an Associate Vice-President (Research) shall consist of:

- (a) the Vice-President (Research), who shall be Chair
- (b) (4) persons elected by the Senate, one of whom shall be a graduate student
- (c) (2) persons elected by the Board of Governors

**Required:** (4) persons elected by the Senate, one of whom shall be a graduate student

<b>Nominees:</b>	<u>D. Wakunick</u>	(Graduate Student)
	<u>J. Cardy (HS)</u>	(Faculty/Staff/Com)
	<u>M. Davison (SCI)(Dean)</u>	(Faculty/Staff/Com)
	<u>A. Nelson (SS)</u>	(Faculty/Staff/Com)

**FOR INFORMATION**

**Future Business of the Senate Nominating Committee**

Upcoming Nominating Committee agenda items are posted on the Senate website at:

<http://www.uwo.ca/univsec/pdf/senate/newnoms.pdf>



**REPORT OF THE SENATE COMMITTEE ON ACADEMIC POLICY AND AWARDS (SCAPA)**

<b>Contents</b>	<b>Consent Agenda</b>
<b>Faculty of Arts and Humanities, Faculty of Information and Media Studies, and Don Wright Faculty of Music: Introduction of a New Subject Area and New Course in Creative Arts</b>	Yes
<b>Faculty of Engineering: Introduction of the Bachelor of Engineering Science 'with Co-Op' and Withdrawal of the Bachelor of Engineering Science 'with Professional Internship' and Summer Engineering Co-Op Program (SECOP)</b>	No
<b>Schulich School of Medicine &amp; Dentistry: Revisions to the Admission Requirements of the MD Program (Changes to GPA calculation due to COVID-19)</b>	Yes
<b>Revisions to the Admission Requirements of the DDS Program (Changes to GPA calculation and Pre-requisites due to COVID-19)</b>	Yes
<b>Faculty of Social Science, Department of Geography: Introduction of a Certificate in Geographic Information Science</b>	Yes
<b>Renewal of the Articulation Agreement between Western University, Faculty of Information and Media Studies, Bachelor of Arts, Major in Media, Information and Technoculture (MIT) and Fanshawe College regarding the transfer of credit for qualified graduates of the Interactive Media Design, Broadcasting – Radio, Journalism – Broadcast, and Broadcasting – Television and Film Production Programs</b>	Yes
<b>Revisions to the “Structure of the Academic Year” Policy</b>	No
<b>New Scholarships and Awards</b>	Yes

**FOR APPROVAL**

**1. Faculty of Arts and Humanities, Faculty of Information and Media Studies, and Don Wright Faculty of Music: Introduction of a New Subject Area and New Course in Creative Arts**

**1a. Introduction of “Creative Arts” as a New Subject Area**

**Recommended:** That effective September 1, 2020, “Creative Arts” be introduced as a new subject area, and included in Categories A and B for Breadth Requirements for Graduation, as shown in [Appendix 1](#).

**1b. Introduction of Creative Arts 1020A/B – Introduction to Creative Arts**

**Recommended:** That effective September 1, 2020 “Creative Arts 1020A/B – Introduction to Creative Arts” be introduced jointly by the Faculty of Arts and Humanities, the Faculty of Information and Media Studies, and the Don Wright Faculty of Music, as shown below.

### **Creative Arts 1020A/B Introduction to Creative Arts**

Students will be introduced to critical ways of thinking about creativity and creative practice across a range of disciplines in the arts, music, and media. Topics covered may include: what creativity looks like; where creativity comes from; who can be creative; and why creativity matters.

Antirequisite(s):

Prerequisite(s):

Corequisite(s):

Pre-or Corequisite(s):

Extra Information: 3 hours, 0.5 course.

### **Background**

The Faculty of Information and Media Studies, in partnership with the Faculty of Arts and Humanities and the Don Wright Faculty of Music, is planning to introduce a new course, Creative Arts 1020A/B – Introduction to Creative Arts – which necessitates the introduction of this new subject area. This course represents the initial offering for what will eventually be proposed as a new interdisciplinary module, Creative Arts and Production, to be jointly proposed in Fall 2020 by the three faculties.

The introduction of this new course and subject area will accommodate a multi-disciplinary approach to creativity and creative practice across the three faculties identified. This subject area recognizes that creativity and creative practice are important for many students who come to Western and to the three respective faculties. Students are already looking for courses that provide space to explore this subject and combining interests from a variety of individual programs.

The proposed introductory course will serve as a 0.5 required course for the module, along with a 0.5 course from a prescribed list of existing courses offered by the three faculties. Projected Creative Arts courses will eventually include topics such as collaborative creative practice, research creation, intellectual property, professional practice, a capstone project or placement, as well as courses focused on production. These courses will ultimately be required for the multi-disciplinary module described in paragraph one. However, the new module will require students to also be enrolled in an existing module in one of the three faculties jointly proposing the subject area: Arts and Humanities, Information and Media Studies, and Music.

Creative Arts 1020A/B represents the first of two proposed introductory courses that the Faculty of Information and Media Studies will initially offer. The other, Creative Arts 1021A/B – Creativity in the 21<sup>st</sup> Century – will be proposed along with the other Creative Arts courses when the new module proposal is submitted. The projected enrolment in this course will be around 25-30 students and will be taught in a blended lecture/seminar context. The objective is to engage students in an interdisciplinary approach to the areas taught in the three faculties, with the intention of fostering connections between the students' home departments or programs.

The new subject area is being proposed for inclusion in categories A and B for the Breadth Requirements for Graduation to reflect the multi-disciplinary approach of the subject matter. Two of the three proposing faculties – FIMS and Music – include subject matter in category A while the third – Arts and Humanities – includes subject matter that fits category B, as shown. This is similar to the dual categorization for breadth requirements currently incorporated for Linguistics and Women's Studies; both are listed in categories A and B. The proposed courses in this subject area will, by design, integrate material and subject matter from all three faculties.

2. **Faculty of Engineering: Introduction of the Bachelor of Engineering Science 'with Co-Op' and Withdrawal of the Bachelor of Engineering Science 'with Professional Internship' and Summer Engineering Co-Op Program (SECOP)**

2a. Introduction of the Bachelor of Engineering Science 'with Co-Op'

**Recommended:** That effective September 1, 2020, a Bachelor of Engineering Science in XXX 'with Co-Op' be introduced in the Faculty of Engineering, as shown in [Appendix 2](#).

2b. Withdrawal of the Bachelor of Engineering Science 'with Professional Internship'

**Recommended:** That effective September 1, 2020, admission to the Bachelor of Engineering Science in XXX 'with Professional Internship' be discontinued, as shown in [Appendix 3](#), and

That students currently enrolled in the programs be allowed to either:

(a) transfer to the new Bachelor of Engineering Science in XXX 'with Co-Op' program upon fulfillment of the 12-month co-op/practical experience requirement, or

(b) graduate with the Bachelor of Engineering Science in XXX 'with Professional Internship' until August 31, 2024 upon fulfillment of the requirements, and

That effective September 1, 2024 the Bachelor of Engineering Science in XXX 'with Professional Internship' be withdrawn.

2c. Withdrawal of the Summer Engineering Co-Op Program (SECOP)

**Recommended:** That the Summer Engineering Co-Op Program (SECOP) be withdrawn effective September 1, 2020.

**Background**

The "Bachelor of Engineering Science in XXX" notation used above indicates that the motion applies to all accredited Bachelor of Engineering Science programs in the Faculty of Engineering. The current nine accredited programs are Chemical Engineering, Civil Engineering, Computer Engineering, Electrical Engineering, Green Process Engineering, Integrated Engineering, Mechanical Engineering, Mechatronic Systems Engineering, and Software Engineering.

Western Engineering programs are currently at a disadvantage in the recruitment of high school students because, although all of the necessary experiential learning components are in place, the Faculty does not officially offer a co-op program. The adoption of this proposal will allow the Faculty to clarify to potential students that Western Engineering offers an optional program whereby students who complete the requirements will receive the "with co-op" designation on their official transcript and diploma. The 'with co-op' program recognizes the augmented learning objectives that many of the Faculty's students have been achieving over many years under the current programs.

Western Engineering has and will continue to offer opportunities for students to gain practical engineering experience through what have historically been called the "Summer Co-op" (4 months: May-Aug) and "Internship Program" (12-16 months: May through to the following Aug). This terminology has placed the Faculty's programs at somewhat of a disadvantage in student recruitment because potential students and their parents search specifically for the word "Co-op", which currently is not evident in the OUAC application listing for Western Engineering.

This proposal will allow Western Engineering to offer an optional second-degree program whereby students who complete the requirements will receive the “with co-op” designation on their academic record and degree. The Faculty also finds that applicants are confused by the terms “internship” and “co-op”. Western Engineering has decided to eliminate the term internship and consider that any student who completes at least twelve months of approved co-op work terms prior to their last term of fulltime study will receive a co-op designation on their degree and their transcript. The twelve months experience may be acquired through a combination of three four-month summer terms (the current summer co-op), or a combination of a four-month and eight-month terms, or a term of 12- to 16-months duration (the current internship). Students who complete one or more four-month co-op terms but do not complete at least twelve months in total, will receive a notation on their transcript for each work term but not on their degree certificate and will not earn the co-op designation.

The co-op designation will make Western Engineering competitive with other engineering schools and will help Western Engineering effectively market and promote the program to future students and provide current students with the best student experience. The goal is to have 50% of Western Engineering undergraduate students graduate with a co-op designation by 2024. This will be added to the OUAC website so all applicants are aware of the program and will be promoted on the website and on all undergraduate recruitment materials. Research shows that many competitor schools offer co-op and market their programs in high school and on the OUAC website. Western Engineering is currently at a disadvantage as many high school students and their parents think that Western Engineering does not have Co-Op.

The ‘with Co-Op’ designation will recognize the augmented learning outcomes that many of our students have been achieving over many years under the current Summer Co-Op and Internship Programs. Engineering students have been requesting that this be on their degree and engineering employers recognize students who graduate with co-op as more employable.

In accordance with CEWIL (Co-operative Education and Work Integrated Learning) guidelines and to qualify for the Ontario Co-Operative Education Tax Credit, the placement opportunities will be vetted by Engineering Career Services to ensure that all requirements are met. To qualify under the CEWIL guidelines, co-op placements must be degree related; employers must complete and submit performance reviews of the student; students must write and submit a co-op report at the end of the placement. Also, a site visit and/or co-op check-in will be performed by Engineering Career Services staff during the placement. CEWIL currently has overlapping definitions of Internship and Co-Op. What was previously referred to as Internship in the Faculty of Engineering fits within the current definition of Co-Op with CEWIL. The Faculty of Engineering is proposing that both Co-op and what was previously called Internship (now being called year long Co-op), are acceptable contributions toward the requirements for the ‘with Co-Op’ designation.

Students who are currently enrolled in the BESC with Professional Internship, and graduating in 2021 or 2022, may transfer to the new ‘with Co-Op’ program if they have completed the 12-month co-op/practical experience requirement. Students currently enrolled in the BESC with Professional Internship who do not fulfill the 12-month co-op/practical experience requirement may graduate with the BESC ‘with Professional Internship’ until August 31, 2024 upon fulfilment of all requirements.

There are currently 215 students in the ‘with Professional Internship’ program returning to Engineering in September to graduate in 2021. The Faculty was expecting the same number or higher to be on Internship this coming year, and returning to graduate in 2022, however the COVID-19 situation will affect these numbers.

3. **Schulich School of Medicine & Dentistry: Revisions to the Admission Requirements of the MD Program (Changes to GPA calculation due to COVID-19)**

**Recommended:** That the Admission Requirements of the MD Program be revised, effective July 1, 2020 for the 2020-2021 application cycle, as shown in [Appendix 4](#).

**Background**

COVID-19 has resulted in the quick transition of many universities from an in-person setting to an online setting, with altered methods of evaluation and reporting of final grades for the Winter 2020 term. Thus, determining an equitable means for evaluating academic rigor and success within the variability of grades reported for winter 2020 is needed.

In determining policies for how to assess grades from the Winter 2020 term for prospective applicants to Schulich Medicine, the School has carefully deliberated and collaborated with medical school and university colleagues across Canada, examining how undergraduate and graduate students have been impacted by the disruption of their studies and learning due to the COVID-19 pandemic. Schulich Medicine has gathered information that some students have not had an option to receive alpha or numeric grades (i.e. received credit/no credit only), some marginalized students have not been able to participate fully in online learning due to limitation in resources, and some students have had their practica or work term requirements for their degree adversely affected, resulting in a significant impact on their grade calculations for Winter 2020. Schulich Medicine also knows that some students have done well academically with the transition and had the opportunity to receive alpha or numeric grades but that there was variability across universities in how grades were assigned with some professors assigning mid-term marks as final marks and some assigning a single final mark to all students in their class. Thus, the reliability of Winter 2020 grades reported is difficult to interpret.

Schulich Medicine also considered that each medical school establishes criteria for GPA calculation differently. Schulich Medicine only uses the GPA of the 2 best years with full-time studies and at an appropriate course level. Applicants must meet the minimum GPA threshold in each of those two years, as outlined in the Admissions requirements. Schulich Medicine does not use a cumulative or weighted GPA calculation across years for consideration. GPA thresholds are re-set annually based on the competitiveness of the applicant pool. Consequently, the Medicine Admissions Committee had to ensure that an equitable academic standard could be set for everyone.

With over 70 universities in Canada alone, determining a solution for how to assess grades from Winter 2020 term was not considered lightly, particularly since applicants come from a variety of institutions and countries, and the impact of COVID-19 affects applicants within and outside of Canada. In light of this, allowing variable academic standards suited to an individual applicant's situation within their university and country would be difficult. Similarly, discounting the entire 2019-2020 academic year would be unfair to all applicants. As a result, after rigorous discussions, given the variability in grade reporting and reliability, the inequities to those students who are marginalized, and the impact of COVID-19 being variable across universities and countries, in fairness to all applicants, the winter 2020 term would not be used for GPA calculation. Instead of discounting the entire 2019-2020 academic year completely from eligibility or using varying criteria for individual applicants, the most reasonable academic standard would be to allow the grades from the fall 2019 semester to be eligible for GPA calculation and to still use the entire 2019-2020 academic year for determining if the applicant meets the required course load and level as per Admissions requirements.

4. **Schulich School of Medicine & Dentistry: Revisions to the Admission Requirements of the DDS Program (Changes to GPA calculation and Pre-requisites due to COVID-19)**

**Recommended:** That the Admission Requirements of the DDS Program be revised, effective July 1, 2020 for the 2020-2021 application cycle, as shown in [Appendix 5](#).

**Background**

COVID-19 has resulted in the quick transition of many universities from an in-person setting to an online setting, with altered methods of evaluation and reporting of final grades for the Winter 2020 term. Thus, determining an equitable means for evaluating academic rigor and success within the variability of grades reported for winter 2020 is needed.

In determining policies for how to assess grades from Winter 2020 term for prospective applicants to Schulich Dentistry DDS Program, the School has carefully deliberated and collaborated with university colleagues across Canada, examining how undergraduate and graduate students have been impacted by the disruption of their studies and learning due to the COVID-19 pandemic. Schulich Dentistry has gathered information that some students have not had an option to receive alpha or numeric grades (i.e. received credit/no credit only), some marginalized students have not been able to participate fully in online learning due to limitation in resources, and some students have had their practica or work term requirements for their degree adversely affected, resulting in a significant impact on their grade calculations for Winter 2020. Schulich Dentistry also knows that some students have done well academically with the transition and had the opportunity to receive alpha or numeric grades but that there was variability across universities in how grades were assigned with some professors assigning mid-term marks as final marks and some assigning a single final mark to all students in their class. Thus, the reliability of Winter 2020 grades reported is difficult to interpret.

Schulich Dentistry also considered that each dental school establishes criteria for GPA calculation and pre-requisite fulfillment differently. Schulich Dentistry DDS Program only uses the GPA of the 2 best years with full-time studies and at an appropriate course level. Applicants must meet the minimum GPA threshold in each of those two years, as outlined in the Admissions requirements. Schulich Dentistry does not use a cumulative or weighted GPA calculation across years for consideration. The GPA thresholds are re-set annually based on the competitiveness of the applicant pool. Consequently, the Dentistry Admissions Committee had to ensure that an equitable academic standard could be set for everyone.

For pre-requisites, Schulich Dentistry DDS program has 3 pre-requisite courses – 1 full course in Human or Mammalian Physiology, 0.5 year course in Biochemistry, and 0.5 year course in Organic Chemistry with an in-lab component. Successful completion of prerequisite courses for Dentistry Admissions requires a minimum grade of B or 74.5% based on the Ontario Medical Schools Application Services (OMSAS) scale for applicants studying at a Canadian university. If both a numeric grade and an alpha grade appear on the transcript the numeric grade will be used. Given the need for social distancing, the in-lab component for Organic Chemistry may be difficult to achieve. Similarly the achievement of pass/fail or credit/no credit during winter 2020 term will create variable academic standards for the definition of successful completion of a pre-requisite.

With over 70 universities in Canada alone, determining a solution for how to assess grades from Winter 2020 term was not considered lightly, particularly since applicants come from a variety of institutions and countries, and the impact of COVID-19 affects applicants within and outside of Canada. In light of this, allowing variable academic standards suited to an individual applicant's situation within their university and country would be difficult. Similarly, discounting the entire 2019-2020 academic year would be unfair to all applicants. As a result, after rigorous discussions, given the variability in grade reporting and reliability, the inequities to those students who are marginalized, and the impact of COVID-19 being variable across universities and countries, in fairness to all applicants, the Dentistry Admissions Committee has voted unanimously in favour of the following admissions requirements changes:

1. Winter 2020 term would not be used for GPA calculation. Instead of discounting the entire 2019-2020 academic year completely from eligibility or using varying criteria for individual applicants,



the most reasonable academic standard would be to allow the grades from the fall 2019 semester to be eligible for GPA calculation and to still use the entire 2019-2020 academic year for determining if the applicant meets the required course load and level as per Admissions requirements.

2. Successful completion of each pre-requisite course will be considered as a pass or credit; an alphanumeric standard is no longer required. For the organic chemistry pre-requisite, the lab component requirement will be removed.

5. **Faculty of Social Science, Department of Geography: Introduction of a Certificate in Geographic Information Science**

**Recommended:** That effective September 1, 2020, a Certificate in Geographic Information Science be introduced in the Faculty of Social Science, as shown below.

**NEW CALENDAR COPY**

**Certificate in Geographic Information Science**

**Admission Requirements**

Completion of first-year requirements.

**Program**

3.0 courses:

**0.5 or 1.0\* course** from: Geography 2210A/B or any university-level statistics course at the 2000 level or above\* (normally taken in Year 2).

**1.5 courses** from: Geography 2220A/B, Geography 2230A/B, Geography 3222A/B.

**1.0 courses** from: Geography 2240A/B, Geography 3210A/B, Geography 3211A/B, Geography 3223A/B, Geography 3224A/B, Geography 3231A/B, Geography 3414A/B, Geography 4220A/B.

\*If a 1.0 course is taken, the module will consist of 3.5 courses.

**Background**

Through completion of this certificate students will gain technical and theoretical knowledge in the science of geographic data. Core courses emphasize the fundamentals of geographic data acquisition and processing, cartographic and data visualization principles, earth observation data, and analytical procedures for spatial analysis. Other selected courses allow students to engage with more advanced techniques and/or key application areas of geographic information science. The certificate is aimed at students from across University faculties who wish to build their technical skills portfolio and learn about how maps and geographic data (and relevant expertise) can be used across a variety of application areas.

6. **Renewal of the Articulation Agreement between Western University, Faculty of Information and Media Studies, Bachelor of Arts, Major in Media, Information and Technoculture (MIT) and Fanshawe College regarding the transfer of credit for qualified graduates of the Interactive Media Design, Broadcasting – Radio, Journalism – Broadcast, and Broadcasting – Television and Film Production Programs**

**Recommended:** That Senate approve the renewal of the Articulation Agreement between Western University, Faculty of Information and Media Studies, Bachelor of Arts, Major in Media, Information and Technoculture (MIT) and Fanshawe College regarding the transfer of credit for qualified graduates of Interactive Media Design, Broadcasting – Radio, Journalism – Broadcast, and Broadcasting – Television and Film Production diploma programs for a period of three years, effective June 1, 2020, and shown in [Appendix 6](#).

### **Background**

For the past several years, Western has awarded block transfer credit to qualified graduates of Interactive Media Design, Broadcasting - Radio, Journalism - Broadcast, or Broadcasting - Television and Film Production diploma programs at Fanshawe College. The renewal of this agreement supports the initiatives of the province to develop agreements recognized by the Ontario Council for Articulations and Transfer (ONCAT). The Office of the Registrar, in consultation with the Faculty will be responsible for the administrative processes associated with this Articulation Agreement.

## **7. Revisions to the “Structure of the Academic Year” Policy**

**Recommended:** That the “Structure of the Academic Year” policy be revised as shown in [Appendix 7](#), effective September 1, 2020, subject to negotiations with the University of Western Ontario Faculty Association regarding implementation.

### **Background**

The declaration by the World Health Organization that the coronavirus is a pandemic, followed soon after by the increasing infection rate in Ontario, resulted in the Provincial Government issuing a directive that permitted only essential services to continue to operate. While the Provincial Government is slowly allowing services to resume, it has been made clear that, as the COVID-19 pandemic is an aggressive virus, physical distancing measures and other health and well being protocols are required for an ongoing period.

The current Structure of the Academic Year policy provides that the hours of operation are as follows:

*The hours of instruction at The University of Western Ontario will be:*

*8:00 a.m. to 11:00 p.m. Monday to Thursday*

*8:00 a.m. to 6:00 p.m. Friday*

*As a subcategory of the above, the hours of instruction for first-entry undergraduate programs at The University of Western Ontario will be:*

*8:30 a.m. to 10:00 p.m. Monday to Thursday*

*8:30 a.m. to 5:30 p.m. Friday*

While exceptions to these hours are permitted, they are expressly for the purpose of make-up classes.

In order to increase the opportunities by which the campus may offer instruction face-to-face, the proposal is to amend this policy, to add operating on Friday evenings and Saturdays.

### **FOR INFORMATION**

## **8. New Scholarships and Awards**

SCAPA approved on behalf of the Senate, the Terms of Reference for the new scholarships and awards as shown in [Appendix 8](#).



REVISED CALENDAR COPY

[http://www.uwo.ca/univsec/pdf/academic\\_policies/registration\\_progression\\_grad/registration\\_progression.pdf](http://www.uwo.ca/univsec/pdf/academic_policies/registration_progression_grad/registration_progression.pdf)

**Breadth Requirements for First Year**

*The first part of the policy is unchanged*

**CATEGORY A**

*Social Science*

Anthropology, Economics, Geography, History, Indigenous Studies, International Relations, Jewish Studies, Leadership Studies, Management and Organizational Studies, Political Science, Psychology, Sociology, Women's Studies

*Interdisciplinary and Multidisciplinary*

American Studies, Canadian Studies, Childhood and Social Institutions, **Creative Arts**, Dance, Disability Studies, Education, Family Studies and Human Development, Global Studies, Governance, Leadership, and Ethics (GLE), Health Sciences, Human Rights Studies, Information and Media Studies, Interdisciplinary Studies, Kinesiology, Linguistics, Media and the Public Interest, Media, Information and Technoculture, Nursing, Rehabilitation Sciences, [Politics, Philosophy and Economics (PPE)], Social Justice and Peace Studies, Social Science, Transitional Justice

*Various*

Business Administration, Digital Communication, Foods and Nutrition, Human Ecology, Law, Music, Social Work, Thanatology

**CATEGORY B**

*Arts and Humanities*

Art History, Arts and Humanities, Classical Studies, Comparative Literature and Culture, **Creative Arts**, Digital Humanities, English, Film Studies, French Studies, Global Great Books (GGB), Intercultural Communications, Italian Studies, Linguistics, Medieval Studies, Museum and Curatorial Studies, Philosophy, Religious Studies, Speech, Studio Art, Theatre Studies, Theological Studies, Visual Arts History, Visual Arts Studio, Western Thought and Civilization, Women's Studies, World Literatures and Cultures, Writing.

*The rest of the policy is unchanged*

NEW CALENDAR COPY

**ENGINEERING CO-OP PROGRAM**

Eligible undergraduate students in any accredited program in the Faculty of Engineering may enroll in a Bachelor of Engineering Science degree 'With Co-op' version of that program. Students enrolled in the 'with co-op' program will be required to complete a minimum 12 months of co-op/practical experience prior to graduation. The 12 months experience may be acquired through any combination of four-month summer terms, eight-month terms, or a term of 12- to 16-months duration. Students may enter the 'With Co-op' version of their program at any time up to the beginning of Term 2 of their next-to-last level of undergraduate studies. The co-op experience must be completed prior to beginning the final year of the Bachelor's degree. A co-op course notation will be on the student's transcript for each experience term and the student will graduate with a Bachelor of Engineering Science in [Program], with Co-Op.

In addition to the practical experience and competitive salary gained through co-ops, a maximum of 12 months of this employment may be used towards the four years experience required for licensing as a Professional Engineer in the Province of Ontario.

Students may gain practical work experience in any of the summer terms prior to their final year and each term will be recorded on the Academic Record with a notation:

- o Summer after first year – ES1150
- o Summer after second year – ES2250
- o Summer after third year – ES3351
- o Summer after fourth year (if a 5-year degree program) – ES4450

Students may also complete a long-term co-op of 8, 12 or 16 months between their penultimate year and their final year and each term will be recorded on their Academic Record with a notation:

- o Fall term of an extended co-op placement after third year – ES3352
- o Winter term of an extended co-op placement after third year – ES3353
- o Second summer term of an extended co-op placement after third year – ES3354

In some cases, there may be a combination of summer, fall, winter and second summer for a 16 month term (ES3351, ES3352, ES3353, ES3354).

An annual fee will be charged to be registered in a 'With Co-Op' version of the program and a co-op tuition will be charged for each 4-month experience term.

For more information on Engineering Co-Op Programs – <http://www.eng.uwo.ca/coop/>  
(N.B. this site will be updated following the adoption of this proposal.)

Or contact  
Engineering Career Services  
Room 2092 SEB  
The University of Western Ontario  
London, ON  
N6A 5B9  
529.661.2111 ext 88359

Email: [wecareer@uwo.ca](mailto:wecareer@uwo.ca)

REVISED CALENDAR COPY

<https://www.westerncalendar.uwo.ca/Modules.cfm?ModuleID=21572&Keywords=engineering%20internship&SelectedCalendar=Live&ArchiveID=>

**ENGINEERING INTERNSHIP PROGRAM**

**Faculty of Engineering – Co-Op Programs in the Faculty of Engineering**

**Admission to the Bachelor of Engineering Science ‘with Professional Internship’ is discontinued. Students currently enrolled in the program may either:**

- (a) transfer to the Bachelor of Engineering Science ‘with Co-Op’ program upon fulfillment of the 12-month co-op/practical experience requirement, or**
- (b) graduate with the Bachelor of Engineering Science ‘with Professional Internship’ until August 31, 2024 upon fulfillment of the requirements.**

Western's Internship Program allows qualified students the opportunity to pursue career-related positions in the private or public sector for 12 to 16 months after completion of their second last year in the Bachelor of Engineering Science degree program. This Internship Program is available to students in all undergraduate programs in the Faculty. Upon graduation, the students will receive a transcript notation identifying their degree as *Bachelor of Engineering Science in XXX with Professional Internship*.

In addition to the practical experience and competitive salary gained through the internship, a maximum of 12 months of this employment may be used towards the four years experience required for licensing as a Professional Engineer in the Province of Ontario.

Any student who is completing the second last year of an Engineering program, has a 65% average, a solid academic background and has attended the Preparation and Training Workshops, may enrol in the Internship Program. Students interested in this program must apply on-line no later than the end of November in their second last year (usually third year).

Students in the Internship Program register in 3.0 courses for a 12-month placement (Engineering Science 3351, Engineering Science 3352 and Engineering Science 3353) and 4.0 courses for a 16-month placement (Engineering Science 3351, Engineering Science 3352, Engineering Science 3353 and Engineering Science 3354). Furthermore, successful completion of the Internship requires that the student complete and submit a written report and a satisfactory performance evaluation from their employer to Engineering Career Services. Please note that participation in this program will delay graduation by one year. A special tuition is charged to students in the Internship Program.

**ENGINEERING CO-OP, SUMMER**

**Faculty of Engineering – Co-Op Programs in the Faculty of Engineering**

The Summer Engineering Co-Op Program (SECOP) assists undergraduate students to find career related summer employment. This program complements the Internship Program and will allow students the opportunity to gain practical work experience during the summer months.

This optional program is available to all full-time undergraduate students in the Faculty of Engineering who enrol with Engineering Career Services and maintain a 65% average, have a solid academic record, have completed a Preparation and Training Workshop and are returning to Engineering full-time during the following academic year. Students interested in SECOP must apply online in the fall of the year in which they wish a summer placement. Students who accept a Summer engineering co-op placement will receive a transcript notation (Engineering Science 1150, Engineering Science 2250, Engineering Science 3350, Engineering Science 4450 – depending on their year of registration) in the summer term in which they participate. Furthermore, successful completion of SECOP requires that the student complete and submit a written report and a satisfactory performance evaluation from their employer to Engineering Career Services. A small administrative fee will be charged for the successful placement in a SECOP position.

For more information on Engineering Co-Op Programs — <http://www.eng.uwo.ca/coop/>

Or contact  
Engineering Career Services  
Room 2085 SEB  
The University of Western Ontario  
London, ON  
N6A 5B9  
Email: [Kelly.Sexsmith@uwo.ca](mailto:Kelly.Sexsmith@uwo.ca)

REVISED CALENDAR COPY

[https://www.uwo.ca/univsec/pdf/academic\\_policies/admission/medicine\\_MD.pdf](https://www.uwo.ca/univsec/pdf/academic_policies/admission/medicine_MD.pdf)

**ADMISSION – MD PROGRAM**

*The first part of the policy is unchanged*

**2. GPA**

The GPA minimums are reset each year. Applicants must meet or exceed this threshold in each of two undergraduate years of full-time study (one of which may be the current year).

Full-time study is defined as 5.0 courses or equivalent with 30 or more credit hours. Academic transcripts must show clearly that applicants have met this course load requirement.

To be considered, each year must contain at least 3.0 courses or equivalent whose published academic level is at or above the year of study (for example, in third year, at least 3.0 courses or equivalent must be at the third- or fourth-year level). Please note, only ONE Pass/Fail credit will be permissible in each of the two years being considered for GPA.

***Consideration of the 2019-2020 Academic Year Affected by the Covid-19 Pandemic:***

**If you are presenting two undergraduate years for GPA consideration that do not include the 2019-2020 academic year affected by the COVID-19 pandemic, all of the following must be met:**

- You must meet or exceed the minimum GPA in each of your two best undergraduate years of full-time study (one of which may be the current year). Full-time study is defined as five full or equivalent courses (30 credit hours), taken between September and April.**
- Each of the two years must contain at least three full-course equivalents (18 credit hours) whose published academic level is at, or above, the year of study.**
- Only one full or equivalent pass/fail course (6 credit hours) will be permissible in each of the two years being considered for the GPA.**

**If you are presenting the 2019-2020 academic year affected by the COVID-19 pandemic as one of your academic years for GPA consideration, all of the following must be met:**

- During the 2019-2020 academic year, you must have completed 5 full or equivalent courses (minimum 30 credit hours) taken between September and April of which 3 full-course equivalents (18 credit hours) must have a published academic level at, or above, the year of study.**
- The GPA will be calculated on grades from the fall 2019 semester only. Due to the transition of many universities to pass/fail or credit/no credit, grades from the winter 2020 semester will not be used in the calculation of GPA in order to ensure a fair assessment for all candidates.**

For applicants who have attended other universities on exchange, GPA calculation will be based on the marks achieved at the exchange institution. Official transcripts from the exchange institution must be provided to OMSAS at the time of application. Applicants who have completed their undergraduate studies outside of Canada or the United States should consult the section titled "Foreign courses/Grades."

*The remainder of the policy is unchanged*

REVISED CALENDAR COPY

[https://www.uwo.ca/univsec/pdf/academic\\_policies/admission/dentistry.pdf](https://www.uwo.ca/univsec/pdf/academic_policies/admission/dentistry.pdf)

**ADMISSION – DENTISTRY**

*The first part of the policy is unchanged*

**Competitiveness**

In order to be considered, candidates must have achieved at least 80% or higher in each of the two best undergraduate years with a full course load of 5.0 full or equivalent courses (30 credit hours) taken between September and April. Each of the two best years used for GPA consideration must also have at least 3.0 full course equivalents whose published level is at or above the year level of study. Past class statistics have indicated that most successful applicants have a mid to high 80s average over their two most competitive years. Consideration will be given to the most competitive two academic years, DAT scores and supplemental requirements. Overall academic performance (consistency, trend) and graduate education can also be used as selection criteria.

**Consideration of the 2019-2020 Academic Year Affected by the Covid-19 Pandemic:**

**If you are presenting two undergraduate years for GPA consideration that do not include the 2019-2020 academic year affected by the COVID-19 pandemic, all of the following must be met:**

- You must meet or exceed the minimum GPA in each of your two best undergraduate years of full-time study (one of which may be the current year). Full-time study is defined as five full or equivalent courses (30 credit hours), taken between September and April.**
- Each of the two years must contain at least three full-course equivalents (18 credit hours) whose published academic level is at, or above, the year of study.**
- Only one full or equivalent pass/fail course (6 credit hours) will be permissible in each of the two years being considered for the GPA.**

**If you are presenting the 2019-2020 academic year affected by the COVID-19 pandemic as one of your academic years for GPA consideration, all of the following must be met:**

- During the 2019-2020 academic year, you must have completed 5 full or equivalent courses (minimum 30 credit hours) taken from September to April of which 3 full-course equivalents (18 credit hours) must have a published academic level at, or above, the year of study.**
- The GPA will be calculated on grades from the fall 2019 semester only. Due to the transition of many universities to pass/fail or credit/no credit, grades from the winter 2020 semester will not be used in the calculation of GPA in order to ensure a fair assessment for all candidates.**

For applicants who have completed an undergraduate degree and who are in the final year of (or who have recently completed) a subsequent undergraduate degree, grades earned during the previous degree(s) will not be considered. The most recent degree must be equivalent to a four-year degree. Courses taken during the application cycle are not considered towards GPA.

Applicants are ranked on a compiled score. For more information about the elements in ranking please refer to the Admissions webpage. The quality of the applicant pool in which one is considered for entry could raise the minimum academic competitive level, and will determine the minimum thresholds.

A limited number of positions are available for international students who maintain their international status at graduation. Please see the [International Applicants](#) webpage for further details.

Special consideration will be given to applicants self-identify as Indigenous. Two positions are set aside

each year for competitive applicants with official documentation of indigenous status or ancestral Indigenous origin. For more information, please visit the [Indigenous Applicants](#) webpage.

### Scholastic Records

To be eligible for admission to Dentistry, applicants must

be in the final year of, or have successfully completed, an undergraduate degree program leading to a four-year undergraduate degree at a recognized university. Applicants in this category are advised that the following courses are mandatory: at least 0.5 **laboratory** course in organic chemistry and at least 0.5 course in biochemistry, and 1.0 course in human or mammalian physiology. Successful completion of prerequisite courses for Dentistry Admissions requires a **pass or credit designation** ~~minimum grade of B or 74.5% based on the Ontario Medical Schools Application Services (OMSAS) scale~~ for applicants studying at a Canadian university. ~~If both a numeric grade and an alpha grade appear on the transcript the numeric grade will be used.~~ Western will convert grades and averages for applicants who are not studying in a Canadian university based on grading practices and grading scale interpretation of institutions attended. ~~It is also to their advantage to have successfully completed 1.0 laboratory course in biology, chemistry and physics~~

OR

be in the final year of, or have successfully completed, a graduate degree program at a recognized university. Graduate degree candidates must complete all requirements for their graduate degree (including a successful thesis defense, if applicable) by June 30<sup>th</sup> of the year of entry. It will be the students' responsibility to assure confirmation by their Faculty of Graduate Studies no later than June 30<sup>th</sup> that all requirements for the degree have been met. No deferred admission will be granted. Applicants in this category are advised that the following courses are mandatory: at least 0.5 **laboratory** course in organic chemistry, at least 0.5 course in biochemistry, and 1.0 course in human or mammalian physiology. Successful completion of prerequisite courses for Dentistry Admissions requires a **pass or fail credit designation** ~~minimum grade of B or 74.5% based on the Ontario Medical Schools Application Services (OMSAS) scale~~ for applicants studying at a Canadian university. ~~If both a numeric grade and an alpha grade appear on the transcript the numeric grade will be used.~~ Western will convert grades and averages for applicants who are not studying in a Canadian university based on grading practices and grading scale interpretation of institutions attended. ~~It is also to their advantage to have successfully completed 1.0 laboratory course in biology, chemistry, and physics.~~

*The remainder of the policy is unchanged*

## **ARTICULATION AGREEMENT**

### **THIS AGREEMENT made BETWEEN:**

**THE UNIVERSITY OF WESTERN ONTARIO**  
(hereinafter called "Western")

**And**

**Fanshawe College**  
(hereinafter called "Fanshawe")

WHEREAS Western and Fanshawe wish to increase student mobility between their institutions and recognize that credit transfer is a key means to encourage such mobility;

AND WHEREAS the parties wish to facilitate the admission of qualified graduates of Interactive Media Design, Broadcasting - Radio, Journalism - Broadcast, or Broadcasting - Television and Film Production diploma programs at Fanshawe to the Bachelor of Arts, Major in Media, Information and Technoculture (MIT) at Western by entering into an articulation agreement recognized by the Ontario Council for Articulation and Transfer (ONCAT), and wish to set out clearly defined processes for the movement of graduates between Fanshawe and Western;

NOW THEREFORE in consideration of the mutual covenants herein, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

### **ADMISSION**

1. Western agrees to consider for admission to the 4-year Bachelor of Arts Major in Media, Information and Technoculture degree program and grant block transfer credit to graduates of the Interactive Media Design, Broadcasting - Radio, Journalism - Broadcast, Broadcasting - Television and Film Production diploma programs who meet the following requirements:
  - Completion of any one of the two-year Interactive Media Design, Broadcasting - Radio, Journalism – Broadcast, Broadcasting – Television and Film Production diploma programs with an overall average of "B+" or 3.5 GPA calculated on all courses within the diploma program only, and no grade less than "C" or 2.0 GPA; and
  - Completion within five years immediately prior to applying to the Media, Information and Technoculture program of a prescribed set of courses within the diploma programs as outlined in **Appendix 1**;
2. In order to be considered for admission, Fanshawe students must notify Western's Undergraduate Admissions Office by March 1 of the year in which they are seeking admission of their intention to apply, and provide the Admissions Office with their academic transcripts by June 1.
3. Western may accept up to twenty Fanshawe graduates annually under this Agreement. The decision as to the number of students who will be registered in any academic year is solely that of Western, will be reviewed annually, and is not subject to appeal by unsuccessful applicants. Western will inform Fanshawe if any changes to the maximum are made each year.
4. Admissions decisions are within the sole discretion of Western and are not appealable. Applicants who meet the requirements set out above are not guaranteed admission under this Agreement. The decision as to the number of students who will be accepted in any academic year may vary from year to year.



## **BLOCK TRANSFER CREDIT**

5. Block transfer credit shall be awarded to successful applicants for courses equivalent to the first two-years of study (10.0 courses in the Major module of the Media, Information and Technoculture program,). This credit is not transferrable to other Faculties or Programs. The required Fanshawe courses for block credit consideration are listed in Appendix 1.

6. The course names and numbers set out in section 5 may be revised from time to time with the agreement in writing of the parties. Failure to provide timely notification to Western of changes to Fanshawe's course names or numbers may result in denial of admission and transfer credit to qualified applicants.

7. The parties acknowledge that the granting of block transfer credit is based on an assessment of the Interactive Media Design, Broadcasting - Radio, Journalism - Broadcast, Broadcasting - Television and Film Production diploma program curriculum and courses as of the date of this Agreement. It is the responsibility of Fanshawe to notify Western of any subsequent changes or anticipated changes to the curriculum or content of the courses and provide sufficient information to enable Western to decide whether block transfer credit will continue to be granted for these courses.

## **GENERAL**

8. Students accepted under this Agreement must complete the courses set out in **Appendix 2** and maintain a cumulative and graduating average of at least 60% to graduate from the Bachelor of Arts, Major in Media, Information and Technoculture program. These progression and degree requirements are subject to change by Western which will give Fanshawe written notice of any changes.

9. Students who subsequently fail to meet progression or degree requirements for the Bachelor of Arts, Major in Media, Information and Technoculture program but who do meet requirements for another program may be permitted to transfer to another program at the discretion of the Dean of the relevant Faculty. Students who transfer to another program will have the block transfer credit removed from their academic record and credit for Fanshawe courses will be assessed by Western on a course-by-course basis.

10. Fanshawe and Western shall provide Fanshawe students with information about the block transfer credit and encourage qualified students to apply.

11. The parties shall each designate a Program representative to assist with the operation of this Agreement. The Program representatives and other relevant staff at each institution shall meet at least once every two years to review their processes and determine if changes are needed to meet the objectives of the parties.

## **TERM**

12.(a) This Agreement is effective June 1, 2020 and will be in place for a period of three years. Thereafter, the Agreement will be reviewed and subject to re-approval by Western and Fanshawe unless terminated by either party set out herein.

(b) Either party may terminate this Agreement upon three months' written notice of termination to the other party. No applicants will be considered for admission after the date of such notice.

(c) Notwithstanding paragraph (b), if Western decides to terminate this Agreement due to changes to the Fanshawe Interactive Media Design, Broadcasting - Radio, Journalism - Broadcast, Broadcasting - Television and Film Production diploma program curriculum or course content, this Agreement shall terminate on a date that is the earlier of three months after written notice of termination is given to Fanshawe and the date that the changes were made by Fanshawe.

**(d)** Students accepted by Western under this Agreement prior to issuance of a notice of termination by either party shall be permitted to complete their studies under the terms of this Agreement.

IN WITNESS WHEREOF the parties have executed this Agreement under the hands of their duly authorized officers.

**FANSHAW COLLEGE**

\*

\_\_\_\_\_  
Gary Lima  
Senior Vice-President, Academic

\_\_\_\_\_  
Date

\*

\_\_\_\_\_  
Tracy Gedies  
Dean, Faculty of Creative Industries

\_\_\_\_\_  
Date

**THE UNIVERSITY OF WESTERN ONTARIO**

\*

\_\_\_\_\_  
Dr. John Doerksen  
Vice-Provost (Academic Programs)

\_\_\_\_\_  
Date

\*

\_\_\_\_\_  
Dr. Lisa Henderson  
Dean, Faculty of Information and Media Studies

\_\_\_\_\_  
Date

\*I have authority to bind the institution.

## APPENDIX 1

Articulation Agreement between

The University of Western Ontario

and

Fanshawe College

June 1, 2020

To be eligible for the 10.0 block transfer credits under this agreement, completion of any one of the two-year Interactive Media Design, Broadcasting-Radio, Broadcast-Journalism, Broadcasting-Television diploma programs with an overall average of "B+" or 3.5 GPA calculated on all courses within the diploma program only, and no grade less than "C" or 2.0 GPA is required. Graduates must apply to Media, Information and Technoculture within five years of graduation.

### Interactive Media Design Diploma Course Requirements for Block Credit Consideration

Course Number	Course Name	Credit Hours	
WRIT-1037	Reason & Writing 1-Contemporary Media	3.0	
MMED-1050	Digital Media Theory & Project Management 1	3.0	
MMED-1051	Design & Image 1	3.0	
MMED-1052	Multi-Media Production	3.0	
MMED-1053	Visual Communication 1	3.0	
MMED-1054	Multimedia Authoring 1	3.0	
GEN-####	General Education Elective	3.0	
COMM-3075	Communications for Media	3.0	
MMED-1055	Multimedia Authoring 2	3.0	
MMED-1056	Web Development 1	3.0	
MMED-3035	Design & Image 2	3.0	
MMED-1057	Motion Design 1	3.0	
MMED-3036	Digital Media Theory & Project Management 2	3.0	
GEN-####	General Education Elective	3.0	
MMED-3038	Electronic Image Production	3.0	
MMED-3039	Mult-Media Authoring 3	3.0	
MMED-3040	Web Development 2	3.0	
MMED-1058	Motion Design 2	3.0	
GEN-####	General Education Elective	3.0	
MMED-5006	Multimedia Authoring 4	3.0	
MMED-3006	Video Production	3.0	
MMED-3013	Multimedia Marketing/Business Management	3.0	
MMED-3014	Multimedia & the Internet	3.0	
DEVL-3005	Career Research	3.0	
MMED-3048	Internship	2.0	

Journalism-Broadcast Diploma Course Requirements for Block Credit Consideration

Course Number	Course Name	Credit Hours
WRIT-1037	Reason & Writing 1-Contemporary Media	3.0
BRJR-1014	News/Sports/Voice On-Air	3.0
BRJR-1015	Interview/Research/Feature Reporting	3.0
BRJR-1016	Newsroom Operations/Audio Production	3.0
BRJR-1032	Broadcast Newswriting	2.0
ECON-1004	Canadian Economy	3.0
POLI-1015	Canadian Politics 1	3.0
GEN-###	General Education Elective	3.0
COMM-3075	Communications for Media	3.0
BRJR-1036	News/News Beat/Journalism Law	4.0
BRJR-1019	Newsroom Operations/Audio Production	3.0
BRJR-3016	Interview/Feature Reporting	2.0
BRJR-2002	Broadcast Newswriting 2	2.0
BRJR-1037	Multi-Media Journalism	3.0
BRJR-3006	News/Sports/Weather On-Air	5.4
BRJR-3007	Broadcast News Reporting	5.4
BRJR-3008	Newsroom Operations	5.4
BRJR-3022	Multi-Media Journalism 2	5.4
BRJR-3010	Broadcast Newswriting	4.4
BRJR-3017	News/Sports/Weather On-Air	3.6
BRJR-3018	Broadcast News Reporting	3.6
BRJR-3019	Newsroom Operations	4.8
BRJR-5002	Multi-Media Journalism 3	4.2
BRJR-5001	Broadcast News Internship	5.0
BRJR-3021	Broadcast Newswriting	2.6

Broadcasting-Radio Diploma Course Requirements for Block Credit Consideration

Course Number	Course Name	Credit Hours
GEN-####	General Education Elective	3.0
WRIT-1037	Reason & Writing 1-Contemporary	3.0
MKTG-1052	Media, Sales, Marketing & Promotion 1	3.0
RADO-1002	Radio Announcing 1/Show Prep	3.0
RADO-1003	Radio Broadcasting – Intro/History	3.0
RADO-1004	Commercial/Feature Writing/Talk 1	3.0
RADO-1005	Radio Production 1	3.0
INDS-1035	New Media Culture	3.0
COMM-3075	Communications for Media	3.0
RADO-1037	Radio Technology & Equipment	3.0
RADO-1008	Radio Announcing/Voice Development 2	3.0
RADO-1009	Commercial/Feature Writing/Talk 2	3.0
MKTG-3031	Media, Sales, Marketing, Promotion 2	3.0
RADO-1010	Radio Production 2	3.0
RADO-1038	Broadcast Operations-Career Development	3.0
INDS-1004	History of Rock and Roll	3.0
RADO-3003	Radio Announcing 3	3.0
RADO-1035	Radio Programming/On Air 1	3.0
RADO-3031	Radio Production 3	2.0
DIGL-1028	Digital Media Design	2.0
RADO-3008	Radio Announcing 4	3.0
RADO-4002	Radio Programming/On-Air 2	3.0
RADO-1034	Radio Management	3.0
Take 4 of the following courses:		
RADO-3017	Station Ops 1-Talk	15.0
RADO-3018	Station Ops 1-Announcing	15.0
RADO-3019	Station Ops 1-Production	15.0
RADO-3020	Station Ops 1-Promotion	15.0
RADO-3021	Station Ops 1-Programming	15.0
RADO-3022	Station Ops 1-Writing	15.0
RADO-3023	Station Ops 1-Sales	15.0
RADO-3024	Station Ops 2-Talk	15.0
RADO-3025	Station Ops 2- Announcing	15.0
RADO-3026	Station Ops 2-Production	15.0
RADO-3027	Station Ops 2-Promotion	15.0
RADO-3028	Station Ops 2-Programming	15.0
RADO-3029	Station Ops 2-Writing	15.0
RADO-3030	Station Ops 2-Sales	15.0

Broadcasting-Television and Film Production Diploma Course Requirements for Block Credit Consideration

Course Number	Course Name	Credit Hours
WRIT-1037	Reason & Writing 1-Contemporary Media	3.0
TVSN-1082	TV Production & Applied Theory 1	3.0
FILM-1024	Film Production & Applied Theory 14	3.0
MKTG-1085	Media, Sales, Marketing & Promotion 1	3.0
TVSN-1083	Production Management & Writing for Media 1	3.0
TVSN-1078	Editing and Graphics for TV & Film 1	3.0
MMED-1042	Media Today	3.0
GEN-####	General Education Elective	3.0
COMM-3075	Communications for Media	3.0
TVSN-3026	TV Production & Applied Theory 2	3.0
FILM-3021	Film Production & Applied Theory 2	3.0
TVSN-3020	Editing & Graphics for TV & Film 2	3.0
TVSN-3027	Production Management & Writing for Media 2	2.0
MKTG-3039	Media, Sales, Marketing & Promotion 2	3.0
Group 1		
TVSN-3022	Editing & Graphics for TV & Film 3	3.0
TVSN-1084	Commercial/Corporate Video Production 1	3.0
FILM-1001	Film Criticism 1	3.0
DEVL-5004	Career Development	3.0
Group 2		
TVSN-3028 or FILM-3022	TV Production & Media Operations 1 or Filmmaking 1	4.5
Group 1		
TVSN-3017	Entrepreneurship for Media Communication	3.0
TVSN-5017	Commercial /Corporate Video Production 2	3.0
TVSN-5018	Editing & Graphics for TV & Film 4	3.0
TVSN-5019	Emerging Technology	3.0
Group 2		
TVSN-5020 or TVSN-5021	Industry Internship or Capstone Project	5.0
Group 3		
TVSN-5022 or FILM-5006	TV Production & Media Operations 2 or Filmmaking 2	4.5
FLDP-1044	Field Placement 1	2.6

**Course Requirements for Degree Completion  
FIMS Media, Information and Technoculture (MIT) Program**

Major in Media, Information and Technoculture

To graduate from the MIT Program at Western, students admitted under this articulation agreement must successfully complete the 10.0 courses listed below and meet the grade requirements in Section 8 of this Agreement. Western will provide Fanshawe with written notice of any changes to these course requirements.

**Residency, Breadth and Essay Requirements – All Modules**

Within the electives taken at Western, students must have:

- 0.5 credits from Category B;
- 1.0 credits from Category C.

Credit Weight	Western Course Number	Western Course Name
<b>Major in Media, Information and Technoculture</b> <b>4-Year Degree = 10.0 Block Credits + 10.0 credits to be taken at Western</b>		
0.5	MIT 2000F/G	The History of Communication
0.5	MIT 2100F/G	Political Economy of Media
0.5	MIT 2200F/G	Mapping Media and Cultural Theory
0.5	MIT 2500A/B	The Meaning of Technology
0.5	MIT 2025A/B	Research Methods for the Digital Age
1.5	MIT 2000 level or above	Media, Information and Technoculture Electives
3.0	MIT 3000 level or above	Media, Information and Technoculture Electives
1.5	Electives 2000 level or above	Non-MIT Electives
1.5	Electives 1000 level or above	Non-MIT Electives
<p>Note: No more than <b>7.0 MIT credits</b> may be taken as part of the 10.0 credits to be taken at Western.</p> <p>For a list of electives that cannot be taken under this agreement, please visit the Faculty of Information website located at: <a href="http://www.fims.uwo.ca">http://www.fims.uwo.ca</a></p>		

REVISED CALENDAR COPY

[https://www.uwo.ca/univsec/pdf/academic\\_policies/general/structure.pdf](https://www.uwo.ca/univsec/pdf/academic_policies/general/structure.pdf)

**Structure of the Academic Year**

**HOURS OF INSTRUCTION**

The hours of instruction at The University of Western Ontario will be:

8:00 a.m. to 11:00 p.m. Monday to Thursday  
8:00 a.m. to 6:00 p.m. Friday

***Save that for the academic year 2020-21 only, the hours of instruction shall include 6:00 p.m. - 9:30 p.m. Friday, and 8:00 a.m. to 6:00 p.m. Saturday.***

As a subcategory of the above, the hours of instruction for first-entry undergraduate programs at The University of Western Ontario will be:

8:30 a.m. to 10:00 p.m. Monday to Thursday  
8:30 a.m. to 5:30 p.m. Friday

***Save that for the academic year 2020-21 only, the hours of instruction shall include 5:30 p.m.- 9:30 p.m. Friday, and 8:00 a.m. to 6:00 p.m. Saturday.***

**Notes:**

- Exceptions, for sound academic reasons, may be made for make-up classes with the consent of the Dean of the Faculty.
- Classes during the 5:30 p.m. to 7:00 p.m. time period are scheduled only at the request of the department.
- Evening classes begin at 6:30 p.m. or 7:00 p.m. (6:00 p.m. start time is possible only in exceptional cases with the approval of the Dean)
- Graduate and second-entry professional programs and scholar's elective programming may have classes that deviate from this schedule from time to time based on the needs of the instructor or students.
- Class lectures, laboratories, tutorials, clinics and seminars always finish 10 minutes before the end times that appear in the Master Timetable, e.g., the timetable may indicate that a class begins at 8:30 a.m. and ends at 9:30 a.m. but, in fact, the class will end at 9:20 a.m. to allow students 10 minutes to get to the next class.

*The remainder of the policy is unchanged*



### **New Scholarships and Awards**

#### **Justina and Michael Pociurko Graduate Nursing Award (Nursing)**

Awarded annually to a graduate Nursing student in the Arthur Labatt Family School of Nursing, based on academic achievement and research merit in Nursing education. Preference will be given to a doctoral student whose dissertation focuses on Nursing Education. A committee within Nursing will select the recipient. At least one representative of the committee must hold membership in the School of Graduate and Postdoctoral studies. This award was established with a generous gift from Dr. Mary-Anne Andrusyszyn (MScN, '86), in memory of her parents, Justina and Michael Pociurko.

Value: 1 at \$800

Effective Date: May 2020

#### **Janette Hunter White MLIS Scholarship (Information and Media Studies)**

Awarded annually to a graduate student entering the Master of Library and Information Science program, based on academic achievement. The recipient will be selected by the Scholarship Committee in the Faculty of Information and Media Studies. At least one representative of the Committee must hold membership in the School of Graduate and Postdoctoral Studies. This scholarship was established through a generous estate gift from Janette Hunter White (Professor Emeritus).

Value: 1 at \$1,000

Effective Date: May 2020

*Janette Hunter White received her BA from the University of Toronto and her MS from Columbia University. She served as Reference Librarian at Toronto Public Library and the Education Centre Library and was a founding member of Western University's School of Library & Information Science where she taught and served in the administration until her retirement. Admired by family, friends, colleagues, and students, Janette fostered an appreciation of education, travel, the arts and culture in everyone she met. Janette died in 2018 at the age of 97.*

#### **Roger A. Shorey Memorial Award in Engineering (Engineering)**

Awarded to a full-time undergraduate student entering first year in the Faculty of Engineering, based on academic achievement (minimum 80% average) and demonstrated financial need. This award will continue for up to five years, provided the recipient maintains a 75% average on a full course load of a four-year Engineering degree program or a five-year dual degree program, and continues to demonstrate financial need each year. Online financial assistance applications are available through Student Center and must be submitted by September 30<sup>th</sup>. The Office of the Registrar will select the recipient. If a recipient fails to retain the award, a new student from the same year will be selected. If a recipient does not pursue a five-year dual degree program, a new student in first year will be selected. Only two students may hold this award in any given year. This award was established through a generous gift from Margaret (Mags) Shorey and her family in memory of Roger Shorey (BESc 65), who was a dedicated family man and a successful business leader.

Value: 2 at \$2,500

Effective Date: 2020-2021 academic year

#### **Dean's Excellence Award in Music (Don Wright Faculty of Music)**

Awarded annually to undergraduate students, in any year, in the Don Wright Faculty of Music, based on academic and/or musical achievement. The awards committee within the Don Wright Faculty of Music will select the recipients. This award was made possible by friends and Alumni of the Don Wright Faculty of Music.

Number and Value will vary (minimum \$500 value)

Effective Date: 2020-2021 to 2024-2025 academic years inclusive

Meds Class of 1981 Bursary (Schulich School of Medicine & Dentistry)

Awarded annually to a student in any year in the Doctor of Medicine (MD) program, based on demonstrated financial need. Preference will be given to a student in Year 3 or 4 who immigrated to Canada and/or is from an area identified as underserved by the Ministry of Health. Online financial assistance applications are available through Student Center and must be submitted by October 31<sup>st</sup>. The Office of the Registrar will select the recipient. Each recipient will only receive this bursary once. This bursary was made possible by the members of the Meds Class of 1981. It is their hope that this award will inspire others to give back to their alma maters.

Value: 1 at \$1,200

Effective Date: 2020-2021 academic year

New Horizons Band Award (Don Wright Faculty of Music)

Awarded annually to full-time students entering third year of the Bachelor of Music Education program in the Don Wright Faculty of Music, with a minimum 70% average, and whose principal instrument is winds, brass or percussion. The Scholarship and Awards committee in the Don Wright Faculty of Music will select the recipients. This award was established in recognition of the 20<sup>th</sup> Anniversary of the New Horizons Band, housed in the Don Wright Faculty of Music.

Value: 2 at \$2,000

Effective Date: 2020-2021 to 2024-2025 academic years inclusive

Doreen Jackson Award in Engineering and Science (Engineering and Science)

Awarded annually to an undergraduate student, in any year, in either the Faculty of Engineering or the Faculty of Science, based on demonstrated financial need and a minimum 70% average. Preference will be given to a female student. Online financial assistance applications are available through Student Center and must be submitted by September 30<sup>th</sup>. The Office of the Registrar will select the recipient. This award was established by a generous gift from Ms Emma Doreen Jackson (BA '63).

Value: 1 at \$1,000

Effective Date: 2020-2021 academic year

*Ms Emma Doreen Jackson's dreams came true when she was accepted to Western in 1961. She appreciated the endless program combinations, the student residences and the academic excellence of the programs. She credits the academic faculty and staff for her ability to continue and complete her studies and for the career advancements she experienced as a result of her education. Ms Jackson established this award to help future students have a similar experience. She has chosen to encourage young women to pursue their dreams in Science and Engineering as she wished she had done.*

David J. Reiss Award in the Faculty of Information and Media Studies (Information and Media Studies)

Awarded annually to a full-time undergraduate student in any year of a Major or Honours Specialization program in Media, Information and Technoculture, based on demonstrated financial need and a minimum 70% average. Online financial assistance applications are available through Student Center and must be completed by September 30<sup>th</sup>. The Faculty of Information and Media Studies' Scholarships and Awards Committee will select the recipient after the Office of the Registrar has assessed financial need. This award was made possible by a generous donation from Jennifer & Richard Goldhar and family in honour of their friend, Mr. David J. Reiss (BA '06 Media, Information & Technoculture).

Value: 1 at \$1,000

Effective Date: 2020-2021 academic year

*David Reiss was exceptional when it came to online marketing, advertising and communication. Loved by his family, friends and colleagues, David was reliable, loyal and responsible. He will forever be remembered for his kindness, generosity and the way he would seek to help others. Jennifer & Richard Goldhar wish to honour their remarkable friend David and the invaluable contributions he made to Goldhar & Associates Ltd. Licensed Insolvency Trustee. David died in 2019 at the age of 36.*

Edward Alan Shillington Bursary (DAN Department of Management & Organizational Studies)  
Awarded annually to a full-time undergraduate student in Year 2 or 3 of any module in the DAN Department of Management & Organizational Studies, based on demonstrated financial need. Preference will be given to a female student. Online financial assistance applications are available through Student Center and must be submitted by October 31<sup>st</sup>. The Office of the Registrar will select the recipient. This bursary was established by a generous donation from Mrs. Margery E. Sherritt in memory of her brother, Edward (Ted) Alan Shillington (HBA 1954).

Value: 1 at \$4,000  
Effective Date: 2020-2021 academic year

*Ted grew up in London, ON and attended Central Collegiate before entering Western where he studied Business, graduating in 1954. He became a Chartered Accountant and spent his working life in accounting. He was passionate about sports, particularly baseball and track and field events, in which he had participated in his youth. Ted died in 2018 at the age of 86.*

W. Geoff Beattie Scholarship in Business Law (Law)  
Awarded to full-time students entering Year 1 in the Faculty of Law who demonstrate academic excellence and an interest in business law. The recipient will be selected by the scholarship and awards committee in the Faculty of Law. This scholarship was established by a generous gift from W. Geoffrey Beattie (LLB 1984, LLD 2018).

Value: 4 at \$7,534  
Effective Date: 2020-2021 academic year inclusive

Adam Fanaki Memorial Award in Competition Law (Law)  
Awarded annually to a full-time upper year student in the Faculty of Law who has attained the highest standing in the Faculty of Law's Canadian Competition Law course. The scholarship and awards committee in the Faculty of Law will select the recipient each spring. This award was established with a generous gift from Davies Ward Phillips & Vineberg LLP, in memory of Adam Fanaki (LLB 1994, BA 1991).

Value: 1 at \$1,500  
Effective Date: 2019-2020 to 2023-2024 academic years inclusive

*Adam became internationally recognized as one of Canada's best competition lawyers. In 2009, he joined Davies Ward Phillips & Vineberg LLP as a senior partner. He acted as lead counsel in a number of the most significant competition cases addressed in Canada. Throughout his career, clients appreciated Adam's calm demeanour and expert counsel. While clients valued Adam's expertise and service, his colleagues throughout the competition law bar and in business worldwide valued his friendship even more. Adam Fanaki died in 2020 at the age of 51.*

Erik Mikkelsen HBA '06 Entrepreneurship Award (Ivey Business School)  
Awarded annually to a full-time student entering the HBA program at the Ivey Business School, based on academic achievement, interest in entrepreneurship, and engagement in a variety of activities outside the classroom, including, but not limited to, leadership on campus and in the community, athletic involvement and/or part-time work experience. Preference will be given to a student in the top 25% of the applicant pool, based on academic performance. The recipient will be selected by the HBA Scholarship Committee. This award was established with a generous gift from Erik Mikkelsen, HBA '06, to recognize and provide support for aspiring future entrepreneurs.

Value: 1 at \$10,000  
Effective Date: 2020-2021 to 2024-2025 academic years inclusive

Jimmy Singh and Sonia Mann Award in Pediatric Surgery (Schulich School of Medicine & Dentistry)  
Awarded annually to a full-time student entering Year 4 of the Doctor of Medicine (MD) program at the Schulich School of Medicine & Dentistry who participated in a Pediatric Surgical subspecialty rotation within the Division of Pediatric Surgery during Clinical Clerkship. Preference will be given to a student who demonstrated superior skills in the areas of clinical reasoning, collaboration and application of knowledge. In addition, the successful student will have also exhibited qualities of professionalism, empathy and compassion especially towards pediatric surgical patients and their parents. The recipient will be selected by the Undergraduate Awards Committee, in consultation with the Division of Pediatric Surgery. This award was established by a generous gift from Jimmy Singh and Sonia Mann.

Value: 1 at \$1,500

Effective Date: 2020-2021 to 2024-2025 academic years inclusive

Wayne & Joan Petrie Men's Hockey Award (Any undergraduate or graduate program, Athletic Award [Hockey])

Awarded annually to a full-time undergraduate or graduate student in any year of any degree program at Western, including the Affiliated University Colleges, who is making a contribution as a member of the Mustang Men's Hockey team. Candidates who are intercollegiate student athletes must be in compliance with current OUA and CIS regulations. As per OUA and CIS regulations, an entering student athlete must have a minimum admission average of 80% and a non-entering student must have an in-course average of 70%. The Western Athletic Financial Awards Committee will select the recipient based on its evaluation of academic performance/potential (20%) and the written recommendations from the Head Coach assessing athletic performance/potential and team/campus leadership (weighted as 60% and 20% respectively). This award was established by Mr. Jeffrey E. Petrie (BA 2000) in honour of his parents, Wayne & Joan Petrie.

Value: 1 at \$4,150

Effective Date: 2020-2021 to 2027-2028 academic years inclusive

Kathleen Jerome Memorial Award in Education (Education)

Awarded annually to a student completing second year in the Bachelor of Education program (either Primary/Junior or Junior/Intermediate) in the Faculty of Education. The Scholarship and Awards committee in the Faculty of Education will select the recipient. This award was established by the family and friends of Kathleen Jerome (BEd 1979, BA 1976) in honour of her teaching career.

Value: 1 at \$1,000

Effective Date: 2020-2021 to 2029-2030 academic years inclusive

*Kathleen was a Special Education Teacher with the Thames Valley District School Board for many years and later developed a special English as a Second Language training program for international medical physicians. Kathleen died in 2018 at the age of 69.*

Harvey and Ruth Bailie Award in Teaching Excellence and Community Service (Education)

Awarded annually to a full-time student registered in second year in either the primary-junior, or junior-intermediate division of the Bachelor of Education program, based on standing in courses and practice teaching, community service, as well as demonstrated financial need. Online financial assistance applications are available through Student Center and must be submitted by September 30<sup>th</sup>. An online application outlining community service must also be completed by September 30<sup>th</sup>. Once the Office of the Registrar has determined financial need, the Faculty of Education will select the recipient.

Value: 1 at \$1,000

Effective Date: 2020-2021 academic year

Dr. W. Bruce Barton Memorial & Hematology Alumni Award (Schulich School of Medicine & Dentistry)  
Awarded annually to a student in any year of the Doctor of Medicine (MD) program, based on academic achievement and demonstrated financial need. Online financial assistance applications are available through Student Center and must be completed by September 30<sup>th</sup>. The Office of the Registrar will select the recipient. This award was established by Dr. Mark Crowther (MD 1990) in memory of his friend, Dr. W. Bruce Barton (MD 1945).

Value: 1 at \$1,000

Effective Date: 2020-2021 academic year

*Dr. W. Bruce Barton had a long and distinguished career as a Physician at the Ontario Cancer Clinic, London Health Sciences Centre, and the Canadian Blood Services in London, Ontario. He began teaching at Western University in 1955, with appointments in Pathology and Oncology. Dr. Barton was the first doctor in London to utilize chemotherapy in the 1950's and was a founding physician at University Hospital in 1972. He was known for his decency and compassion. Dr. Barton died in 2004 at the age of 83.*

Hill Family Award in Medicine (Schulich School of Medicine & Dentistry)  
Awarded to a student entering Year 1 in the Doctor of Medicine (MD) program, based on academic achievement and demonstrated financial need. Online financial assistance applications are available through Student Center and must be completed by September 30<sup>th</sup>. The Office of the Registrar will select the recipient. The student will continue to receive this award for Years 2, 3 and 4 if they remain in good standing and demonstrate financial need each year. Only one student will hold this award during any year. If the student fails to retain this award, a replacement student in the same year will be selected. This award was made possible by a generous donation from Dr. Laurie Hill and Mrs. Dona Hill.

Value: 1 at \$8,000

Effective Date: 2020-2021 academic year

*The Hills, both medical professionals, come from humble beginnings. The Hills understand the financial hardship that pursuing a career in medicine can have on an individual. The Hill Family Award in Medicine was established to reduce the burden of tuition and living costs so that students can have a greater focus on developing medical knowledge.*

Chun Ollerhead Award in Medicine (Schulich School of Medicine & Dentistry)  
Awarded annually to a student in any year of the Doctor of Medicine (MD) program, based on academic achievement and demonstrated financial need. Preference will be given to a student who has participated in extracurricular activities, particularly athletics or the arts. Online financial assistance applications are available through Student Center and must be submitted by September 30<sup>th</sup>. In addition, candidates must also submit an online application to the Undergraduate Medical Education Office by October 31<sup>st</sup> outlining their involvement in extracurricular activities. The recipient will be selected by the Undergraduate Medical Education Awards Committee in the Schulich School of Medicine & Dentistry after the Office of the Registrar has assessed financial need. This award was established with a generous gift from Dr. Koo Chun (MD 1992, BSc 1988) and her husband, Mr. William Ollerhead (BA, Statistics 1987).

Value: 1 at \$2,000

Effective Date: 2020-2021 academic year

*Dr. Koo Chun is an Obstetrician/Gynaecologist in Toronto. Mr. Ollerhead's grandfather, William W. Ollerhead, graduated from Western's Medical School in 1929, and became one of the area's first Orthopaedic Surgeons. Dr. Chun and Mr. Ollerhead believe strongly in the importance of well-roundedness and breadth of experience and interests, knowing how it contributes to the character development necessary to engage positively with patients and their families.*

**FUNDED BY OPERATING**

National Indigenous Scholarship (Any undergraduate program)

Awarded annually to three Indigenous undergraduate students (First Nations, Métis, and Inuit) studying full-time at Western's main campus based on their outstanding academic excellence and meaningful and impactful contribution toward Indigenous communities. Two scholarships will be awarded to students applying from Canadian high schools, and one scholarship to an Indigenous student applying from a postsecondary institution. Recipients must meet the minimum academic averages for admission to their programs, and will be selected on the basis of academic achievement, creative and innovative thinking, and previous or intended contributions to Indigenous communities, broadly defined.

Applicants must submit a 1000 word essay that outlines their Indigenous identity and answers the following questions: 1) Why do you want to come to Western? 2) How will this award enhance your abilities to contribute to Indigenous communities? Applications must include a nomination letter from their school or a community representative, along with official school transcripts. Applications will be submitted online to the Office of the Registrar by February 14<sup>th</sup>.

Applications will be reviewed and selected by a Committee assembled and chaired by the Vice-Provost and Associate Vice-President (Indigenous Initiatives) and will include an Indigenous Student Centre staff member, an Indigenous Elder, an Indigenous faculty member, and an Indigenous graduate student.

Value: 3 awards at \$50,000 each (\$20,000 for year 1, and \$10,000 annually thereafter for up to 3 years conditional upon registration)

Effective Date: 2021-2022 academic year

**REPORT OF THE SENATE COMMITTEE ON UNIVERSITY PLANNING**  
**(SCUP)**

Contents	Consent Agenda
<b>Faculty of Arts and Humanities and Faculty of Social Science – Proposed Name Change: the Department of Women’s Studies and Feminist Research to the Department of Gender, Sexuality, and Women’s Studies</b>	No
<b>Faculty of Social Science – Proposed Name Change: The Department of Geography to the Department of Geography and Environment</b>	No
<b>Radiation-Induced Chemistry Research Chair</b>	Yes
<b>Antonios Mamandras Chair in Graduate Orthodontics</b>	Yes
<b>Annual Report of the Working Group on Information Security 2019 (WGIS)</b>	Yes
<b>Reports on Promotion, Tenure and Continuing Appointment</b>	Yes

**FOR APPROVAL**

- Faculty of Arts and Humanities and Faculty of Social Science – Proposed Name Change: the Department of Women’s Studies and Feminist Research to the Department of Gender, Sexuality, and Women’s Studies**

**Recommended:** That Senate approve, and recommend to the Board of Governors, that effective July 1, 2020, the Department of Women’s Studies and Feminist Research within the Faculty of Arts and Humanities and the Faculty of Social Science be changed to the Department of Gender, Sexuality, and Women’s Studies.

**Background:**  
See [Appendix 1](#).

- Faculty of Social Science – Proposed Name Change: The Department of Geography to the Department of Geography and Environment**

**Recommended:** That Senate approve, and recommend to the Board of Governors, that effective July 1, 2020, the Department of Geography within the Faculty of Social Science be changed to the Department of Geography and Environment

And

That Senate approve the Constitution of the Faculty of Social Science be amended to reflect the name change from the Department of Geography to the Department of Geography and Environment

**Background:**  
See [Appendix 2](#).

3. **Radiation-Induced Chemistry Research Chair**

**Recommended:** That Senate approve the Radiation-Induced Chemistry Research Chair be established and appointed within the Faculty of Science.

**Background:**  
See [Appendix 3](#).

4. **Antonios Mamandras Chair in Graduate Orthodontics**

**Recommended:** That Senate approve the Antonios Mamandras Chair in Graduate Orthodontics be established and appointed within the Schulich School of Medicine & Dentistry

**Background:**  
See [Appendix 4](#).

**FOR INFORMATION**

5. **Annual Report of the Working Group on Information Security 2019 (WGIS)**

The Annual Report of the Working Group on Information Security 2019 (WGIS) is provided in [Appendix 5](#).

6. **Reports on Promotion, Tenure and Continuing Appointment**

The Reports on Promotion, Tenure and Continuing Appointment is provided in [Appendix 6](#).



**Faculty of Arts and Humanities and Faculty of Social Science - Proposed Name Change: the Department of Women's Studies and Feminist Research to the Department of Gender, Sexuality, and Women's Studies**

The Department of Women's Studies and Feminist Research is a department within both the Faculty of Arts and Humanities and the Faculty of Social Science. Beginning as a research centre in the 1980s, Women's Studies and Feminist Research became a department in 2006. The department's current name reflects both its early focus on feminist research and the history of the discipline, which began as "women's studies" and has evolved to investigate broader issues of gender and sexuality, in particular, and, generally, to do so from both an intersectional and an interdisciplinary perspective.

The vast majority of Women's Studies departments in Canada (and elsewhere) have changed their names to reflect changes in the field – to everything from Gender, Race, Sexuality and Social Justice at UBC to Diversity and Social Justice at UPEI, with many departments opting for the simpler designation of "Gender Studies." As a result, the possibility of a name change has been on the agenda for more than 15 years and has been the subject of multiple meetings in addition to two department retreats. After much discussion and research, the final choice of name was unanimously agreed on by all full-time faculty of the department.

This newly proposed name for the department — "Gender, Sexuality, and Women's Studies" — better reflects the scope of the curriculum and research interests. It is a long time since the department's focus was solely on women's issues, so the name change reflects the development of the department's research and teaching interests into the areas of gender, including trans and non-binary genders, and sexuality. Indeed, the curriculum includes both a Major and Minor in Sexuality Studies in addition to the existing modules in Women's Studies and the Minor in Feminist, Queer and Critical Race Theory. It will also help students to better understand what the department does and what our courses are about and should assist with recruitment, particularly since the province now teaches Gender Studies in the high schools.

The following people were consulted when discussing the proposed name change:

Arts and Humanities Dean, Chairs, Directors  
Arts and Humanities EPC Members  
Social Science Dean, Chairs, Directors  
Social Science EPC Members  
David Malloy, Principal, King's University College  
Sauro Camiletti, VP and Academic Dean, King's University College  
Barry Craig, President, Huron University College  
Geoff Read, Dean Arts and Social Science, Huron University College  
Marke Franke, Centre for Global Studies Director, Huron University College  
Susan Mumm, Principal, Brescia University College  
James Doelman, School of Humanities Chair, Brescia University College  
Gail Wright, Manager Student Affairs, Social Science  
Susan Knabe, Associate Dean Undergraduate, FIMS  
Kathie Hess, Senior Academic Counsellor, FIMS  
Kathy Hibbert, Associate Dean, Undergraduate and Pre-service Program, Faculty of Education

N.B. The constitution of the Faculty of Social Science does not require amendment to reflect this name change.

**Faculty of Social Science - Proposed Name Change: the Department of Geography to the Department of Geography and Environment**

The Department of Geography within the Faculty of Social Science is one of the oldest Geography departments in Canada, established in 1948. Geography as a discipline combines social and biophysical scientists along with technical scientists (traditionally cartography and air photo interpretation, and more recently broadened to embrace Geographic Information Sciences that includes remote sensing and Geographic Information Systems). Reflecting these components, the Department has long maintained programs that lead to both BSc and BA degrees and has a faculty complement and student body that reflects these different, but integrative approaches. A common tie amongst these components is the study of the environment, in both its physical and social science manifestations.

In 2019, the Department unanimously endorsed a proposal to change our name to “Geography and Environment”. This name better reflects what Geography is at Western, the study of the environment from both a social science and physical science perspective. It also reflects a trend in other Geography Departments in Canada. Reviews of the Graduate Program (2017) and the Undergraduate IQAP review (2019) support this name change. Nearly 40% of the courses incorporate ‘environment’ in their name or calendar description and thus the name change better reflects what the Department is actually teaching and researching. The name change will more clearly communicate to prospective students, many of whom have interests related to the study of the environment (in its broadest sense) but who may have limited or no exposure to Geography in high school.

The following people were consulted when discussing the proposed name change:

Faculty of Social Science, Dean, Associate Dean Academic and Chairs

Faculty of Social Science EPC Members

Faculty of Science - Dean Matt Davison [acadsci@uwo.ca](mailto:acadsci@uwo.ca)

Faculty of Science - Associate Dean, Science Programs, Jeff Hutter [acadsci@uwo.ca](mailto:acadsci@uwo.ca)

Earth Science, Chair - Prof Patricia Corcoran [eschair@uwo.ca](mailto:eschair@uwo.ca)

Biology Department, Chair - Prof. Mark Bernards [biochair@uwo.ca](mailto:biochair@uwo.ca)

Civil & Environmental Engineering - Prof. Hesham El Naggar Acting Chair [helnaggar@eng.uwo.ca](mailto:helnaggar@eng.uwo.ca)

King's University College - Associate Dean, Academic & Research Dr. Laura Melnyk Gribble  
[laura@uwo.ca](mailto:laura@uwo.ca)

Huron University College - Dean of Faculty of Arts & Social Science Dr. Geoff Read [gread4@uwo.ca](mailto:gread4@uwo.ca)

Brescia University College - Vice Principal & Academic Dean: Dr. Laretta Frederking [bucdean@uwo.ca](mailto:bucdean@uwo.ca)

Weldon Library libadmin@uwo.ca; Cartographic Collections Librarian Cheryl Woods [cawoods@uwo.ca](mailto:cawoods@uwo.ca)

Director Earth and Space Institute - Prof. Gordon Osinski [gosinski@uwo.ca](mailto:gosinski@uwo.ca)

Director Masters of Environment & Sustainability Collaborative Graduate Program - Prof. Stephan Vachon [svachon@ivey.ca](mailto:svachon@ivey.ca)

Prof. Ben Rubin Undergraduate Chair, Environmental Science Undergraduate Program -  
[brubin2@uwo.ca](mailto:brubin2@uwo.ca)

### **Radiation-Induced Chemistry Research Chair**

#### **Donor and Funding:**

Nuclear Waste Management Organization has committed \$1,100,000 to be expended over five years to support the Radiation-Induced Chemistry Research Chair in the Faculty of Science.

#### **Effective Date:**

July 1, 2020

#### **Purpose:**

The creation of this Chair will enable the University to build research capacity in the area of nuclear induced corrosion and support research activities in this field. The holder of the Chair will be a full-time tenure-track or tenured faculty member in the Department of Chemistry in the Faculty of Science.

Preferred research areas of interest should focus on developing mechanistic models of corrosion dynamics in energetic and dynamic solution environments, radiolysis kinetics of water vapour and liquid water in the presence of a continuous flux of ionizing radiation, and/or electrochemical and chemical rate analyses of interfacial charge and mass transfer processes. The successful candidate will be expected to interact with scientists and engineers from industry and government laboratories to implement and execute coherent research projects for solving complex technical issues that face industry and governments.

#### **Criteria:**

The creation of this Chair will enable the University to continue to support and expand research capacity in corrosion science with a focus on nuclear materials research.

Appointments and reappointments to the Chair will be conducted in accordance with 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](https://www.uwo.ca/univsec/pdf/policies_procedures/section2/mapp222.pdf) and will be for the five-year term. Should the Donor provide additional funding, the term of the naming may be extended.

#### **Allowable Expenses:**

Funds available will be allocated to support salary and benefits of the chair holder and research activities.

The administration of the spending of resources will be the responsibility of the Dean of the Faculty of Science

#### **Reporting:**

The University, through the Faculty of Science, will report to the Donor regarding the activities of the holder of the Chair for the duration of the term for which the Donor has supported the Chair.

#### **Background:**

The Chair has been funded through a donation from Nuclear Waste Management Organization.

**Antonios Mamandras Chair in Graduate Orthodontics**

**Donor and Funding:**

An initial fundraising campaign for the Chair raised funds from donors and together with investment returns, these funds grew to an endowment with Capital of more than \$1 million as at April 30, 2018. In January 2018, a new fundraising campaign began with the goal of raising a minimum of \$1 million. The University agreed to match funds raised to provide an endowment of a minimum of \$3 million to support the Chair. Gifts received from donors between April 1, 2018 and March 31, 2020 were matched in that quarter with subsequent pledge payments to be matched on a dollar-for-dollar basis by the University quarterly in arrears, and directed to the Chair.

**Effective Date:**

July 1, 2020

**Purpose:**

The endowment will support the creation of the Antonios Mamandras Chair in Graduate Orthodontics.

**Criteria:**

The Chair will be held by the Chair of the Graduate Orthodontic program.

Appointments and reappointments to the Chair will be conducted in accordance with 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](https://www.uwo.ca/univsec/pdf/policies_procedures/section2/mapp222.pdf) and will be for a five-year term, normally renewable once.

Renewal of appointments to the Antonios Mamandras Chair in Graduate Orthodontics will be conducted in accordance with University policies and procedures and guidelines established by the Schulich School of Medicine & Dentistry for reviewing endowed positions.

**Allowable Expenses:**

Funds available will support salary and benefits of the Chair holder and a minimum of 20% will be allocated to support the enhancement of academic activities of the Graduate Orthodontics program, a portion of which will be directed to graduate student research.

The administration of the spending of resources will be the responsibility of the Chair holder, in consultation with the Vice Dean, Dentistry and the Dean, Schulich School of Medicine & Dentistry.

**Reporting:**

The University, through the School of Dentistry, will report to donors of more than \$25,000 regarding the activities of the Chair for a period of five years. Financial reports regarding the endowments will also be provided.

**Background:**

The Chair has been funded through donations from alumni and friends of Graduate Orthodontics.



## **The Working Group on Information Security (WGIS)**

### **Annual Report 2019**

The Working Group on Information Security (WGIS) is a multi-disciplinary team representing a broad cross-section of the University community. The primary role of WGIS is to pursue proactive strategies designed to manage security risk within our information systems and the technologies that safeguard them. Further, WGIS has provided valuable advice and access to distributed resources to Western Technology Services (WTS) on implementing cyber security initiatives within the organization.

WGIS provides guidance and oversight over a number of information security-related initiatives, including increasing general awareness, coordination of activities during Cyber-Awareness month in October, assistance of technical risk assessments within Faculties/Departments/Support Units, raising awareness about Western's Data Classification policy, and providing a review function for ongoing cyber security incidents.

## Executive Summary

**Special Note:** This report was prepared in early 2020 as a reflection of the activities of WGIS within the 2019 calendar year. This report makes recommendations for the road forward and most, if not all, of these recommendations continue to be the direction for the Information Security strategy at Western University. In the wake of the **COVID-19** global pandemic and all of the attendant impacts on society, IT priorities have shifted and will continue to evolve over the coming months. As an example, the rollout of Multifactor Authentication (MFA) is temporarily on hold until such time that we will be able meaningfully engage with that process. This WGIS Report remains as it was drafted earlier in 2020.

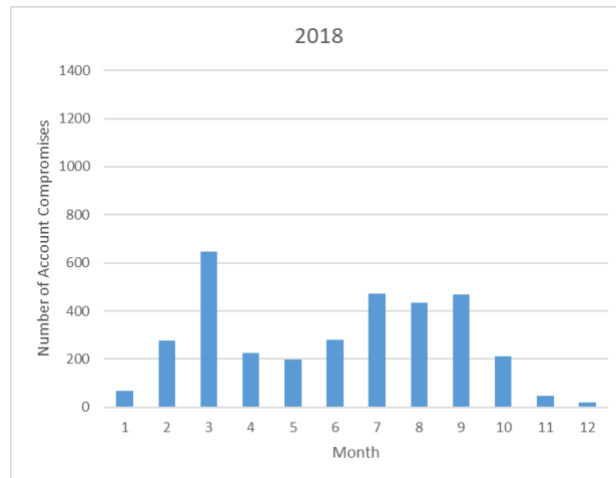
EDUCAUSE has again listed Information Security as its top IT-related issue facing Higher Education for 2020. The Information Security file is complex and affects all constituents within Western University, which also means we are all part of the solution.

There are a number of mitigating elements Western has put in place to better prepare for the realities these digital threats pose to organizations. Western Technology Services (WTS) has established a Director-level role to lead initiatives related to Cyber Security and Business Services, under which a number of security-focused initiatives have been implemented.

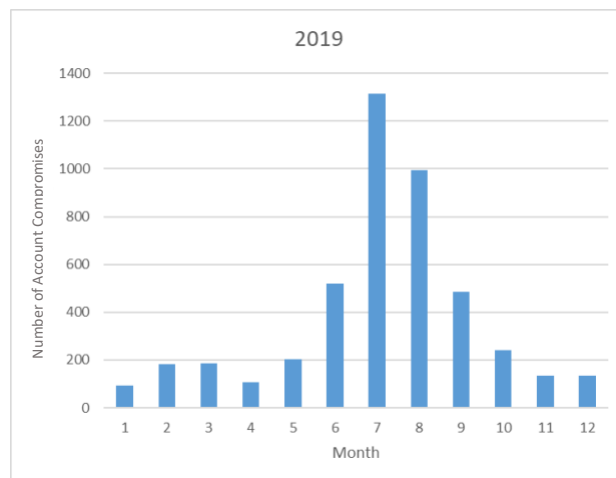
It is important for us to note that higher education institutions are targeted for a number of reasons, including the vast array of intellectual property within our repositories, the sheer number of constituents in play (staff, faculty, researchers, alumni, and a student base that renews annually), as well as the relatively open posture we purposely have in place to support our institution's mission.

Things are changing in terms of the threats that face us. We are seeing more engagement from nation state actors and organized crime. Ransomware is now embedded within our collective consciousness as a singular costly threat. Moreover, while there are still easily detectable SPAM and PHISHing emails that we can parse and dismiss, many more attack schemes of this sort are becoming more sophisticated by the day.

In 2018, our compromised accounts (totalled by month) were relatively modest (and predictable, based on previous years):



In 2019, the attack surface grew and attacks targeting our students (and other institutions) became more realistic with faked promises of refunds and requests to view information from senior leaders:



With these threats in mind, it is important that we work together to achieve a secure posture across the institution. While there are benefits for Western to be a more cyber secure environment, there are ample reasons why our individual constituents would want to be more cyber resilient as the next decade takes shape.

With advice from the Working Group on Information Security (WGIS), WTS has implemented initiatives including Multi-Factor Authentication (MFA), self-phishing initiatives, improved password management practices, and the expansion of a Security Incident & Event Management (SIEM) system. In addition, WTS has determined a robust Cyber Security Incident Response Plan (CSIRP) which integrates well with the Emergency Operations Control Group (EOCG). In addition to these activities, WTS has, in collaboration with a number of units across campus, led the revision of the Technology Risk Assessment Committee processes and the formation of a comprehensive information security awareness effort (known as CyberSmart).

In addition to the number of initiatives that continued in 2019, Cyber Security was well-represented in the Western media with several articles related to various cyber threats. Among these threats were topics associated with ransomware (referencing the 2019 attacks on several neighbouring cities and hospitals), travelling to international locations, breach information related to LifeLabs, and SPAM/PHISHing in general.

The contents contained within this report include details related to the tasks and initiatives WTS and WGIS are engaged in, but a few items should be highlighted:

- **Multi-Factor Authentication (MFA) for Office 365:**

In 2019, Western launched an important step in its mandate to provide better security for its digital identities with the implementation of MFA for Office 365. Several phases of this initiative have been completed, including the selection, testing, and configuration of the product, as well implementation to several key groups across campus. The university-wide rollout is currently in motion and will complete in 2020. Constituent groups will be communicated to as their phases approach.

**IMPORTANT NOTE ON MFA: This project is a cornerstone for securing our digital identities and while the present initiative is focused on providing MFA for Office 365, there will be other Western-related platforms that will take advantage of this technology downstream.**

- **CyberSmart:** Information Security Awareness (ISA) platform:

In 2019, Western launched a major pillar of the CyberSmart initiative in the form of cyber security-related online learning modules. The use of this platform has been positive and plans for 2020/2021 include awareness-building and working with Human Resources to include these modules as part of the overall safety mandate of the institution.

- **Cyber Security Incident Response Plan (CSIRP):**

A robust plan has been developed and put into production over the course of 2019. The plan articulates escalation paths and schedules, an incident categorization framework, and methods for communicating incident information.

- **Technology Risk Assessment Committee (TRAC):**

Earlier in 2019, a complete revision of the Technology Risk Assessment process was conducted, resulting in a more comprehensive and formal approach to conducting these important assessments for our partners.



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# Summary of Activities

## Office of Cyber Security and Business Services

Western University continues to invest in cyber security by hiring a further Security Analyst within Cyber Security and Business Services unit. This unit is led by a Director and has (in part) been implemented to examine and remediate organizational practices, procedures, and risk exposures and to develop a comprehensive strategy and an enhanced operational posture to better equip the institution against the myriad threats facing our sector, and the world at large. While there is a broader team across the Western Technology Services (WTS) department that work on security-associated tasks (including our Client Services, Application Services, and Infrastructure Services units), the primary Information Security group is comprised of a Manager, a Senior Security Analyst, and two (2) Security Analysts.

### 1. Unit-Level Risk Assessment

WTS and WGIS have adopted a Risk Management Framework (RMF) from the National Institute of Standards and Technology (NIST) to identify cyber threats to Western's information security environment. Through this adoption, several institutional needs have been identified:

- Need for a consistent approach to securing information shared within the University community;
- Requirement for formal information security programs, honouring both a central position as well as local, unit-level concerns (to build on existing unit-specific ad-hoc procedures that may be specific in orientation);
- Need for cyber awareness programs within Faculties and Support Units;
- Need for an overall institutional cyber-security framework and strategy;
- Need for an overall risk management-oriented approach to cyber-security.

Over the course of 2019, WTS and WGIS have addressed these cyber security needs through activities that are described in this report and will continue to consult on information security risks with faculties, support units, and respective departments.

One of the ways Western can better appreciate the digital risks facing the institution is to engage with units across campus to understand the line-of-business processes that are in place. In the past, these understandings have been gained through interviews with each unit, scheduled over the course of the year. These interviews have been critical in helping to shape the institution's understanding of technological and cyber-related risks. They have also been helpful in identifying critical information systems that are deployed throughout the organization. In the final analysis, this process has been designed to produce an institutional inventory of critical information systems (and their associated risk factors) that exist across the campus. However, these interviews are

time-consuming and, for logistical reasons, spread across multiple years which has an impact on gaining footholds on mitigating these risks.

In 2020, a new unit-level risk assessment process will unfold which will use a self-assessment questionnaire (SAQ) methodology, followed by specific interviews where warranted. Through this process, a more quickly-realized list of digital assets can be achieved and an identification of risks throughout the organization understood. The timing of the SAQ will be determined in Summer 2020, following the conclusion of a number of important campus-wide initiatives coming to fruition in Spring 2020 (WE SPEAK and Congress).

## 2. Policies, Procedures, and Best Practices

### **Security Policy Review (Data Classification Standards)**

Final approval from University's governance was received in 2017 and the introduction of the new MAPP 1.13 was communicated by way of web presence, mass email, targeted information presentations, and updates to key groups across campus.

This new MAPP 1.13 Computing, Technology, and Information Resources policy achieved the following:

- Consolidation of the previous MAPP Policies; 1.13 (Code of Conduct), 1.20 (Computing Resources Security), 1.21 (Wireless Networking), and 1.45 (Email) into a more cohesive and accessible format;
- Formally incorporates Data Classification Standards into Western's IT Policy framework as part of our ongoing shift toward an information-oriented (rather than technology-oriented) cyber security strategy
- Positions Western to be more agile with the implementation of detailed procedures (supplemental to this overarching Policy) that may arise due to new or emergent technologies.

In 2020, a comprehensive review of MAPP 1.13 (and any other relevant policies and procedures) will ensue. There are a number of elements that need to be embedded within these policies, including more details related to password management, data governance (integrated with the Data Strategy effort established in 2019), and information risk management processes (Technology Risk Assessments).

## 3. Cyber Protection

### **CyberSmart: Information Security Awareness (ISA) Training**

Over the course of 2019, information security awareness was once again an important focus for both WTS and WGIS. Over the past year, WGIS's subgroup, the CyberSmart Committee, worked closely with WTS and other partners on the following activities:

- 2019 saw the launch of a series of Information Security Awareness modules under the CyberSmart umbrella. There are a number of modules available, with the following two modules already published and available on the CyberSmart website (<https://cybersmart.uwo.ca>):

1. **Cyber Security Essentials at Western**
  - a. Main training course, tailored for Western
2. **Online Safety** (Optional)
  - a. Identity Theft
  - b. Confidentiality on the Web
  - c. Protecting Your Home Computer
  - d. Smartphones
  - e. Mobile Devices
  - f. Social Networks

Further optional modules will be released over the coming year:

- Introduction to Information Security
- Passwords
- Email
- Malware
- Phishing
- Social Engineering
- Working Remotely
- Traveling Securely
- Cloud Computing
- The Clean Desk Principle
- Physical Security
- Access Control
- Responsible Use of the Internet
- Bring Your Own Device (BYOD)
- Privacy
- Information Classification
- Information Lifecycle
- Intellectual Property
- Protecting Payment Card Data
- Ransomware
- Data Leakage
- Business Email Compromise
- Unintentional Insider Threat
- Incident Reporting

The engagement related to these modules has been quite positive and WTS and WGIS are working with HR to better provide opportunities across campus for our constituents to undertake this important aspect of Health and Safety training.

- In 2019, WTS created and distributed a series of focused pamphlets related to cyber security at Western. These pamphlets have been very well received and we have used the opportunity at various speaking/presentation events to draw attention to them:
  - Protecting Yourself and Western from Ransomware
  - Protecting Yourself and Western from Phishing
  - Cyber Security and Travel Considerations
- Once again, in October, WTS and the CyberSmart Committee, ran a Halloween-themed cyber security information booth in the UCC where we engaged with students, faculty, and staff. Visitors to the booth were encouraged to “Spin to Win” to find out if they were *cyber smart*. Each person who spun the wheel won either candy or another prize that had a cyber security message attached to it. This culminating activity, held during Cyber Awareness month, capped off a successful run of activities within the organization. This event was highly engaging and anecdotal information from the event would indicate that, overall, Western’s constituents are well-equipped to deal with cyber threats. See below for photos taken at the October CyberSmart event:



Wheel of (mis)Fortune!



Security Analysts Ed Zuidema and Juliann Stewart and WTS OnSite member Ed Paczkowski talk with students about being “cyber smart”

- To promote cyber security while travelling, WTS participated in the Travel Vendor show hosted by Procurement. See below for a photo taken of the CyberSmart booth at the Travel Vendor show:



Security Analysts Ed Zuidema and Juliann Stewart

### **Security Incident Event Management Tool (SIEM)**

For the last few years, Western has employed a SIEM tool which combines real-time analysis of security alerts generated by network hardware and applications with security event management. As our expertise with the tool has grown, additional data sources have been included – thus increasing the capability of the SIEM. Additional investment in infrastructure was made in 2019 to accommodate this increase in capacity and performance. This tool has introduced a tremendous capability to track and proactively manage security and event information.

Use of this tool has improved our understanding of phishing attacks and it assists in identifying members of Western's community who have fallen victim to spam/phishing. It also provides greater insight into the environment through the development of various security related statistics such as:

Average Number of Phishing Victims / day – **12.59**

NOTE: July and August of 2019 were months where significant activity was recorded (resulting in a sharp increase in the daily average). This increase is reflective of new threat vectors where our students are being specifically targeted.

Average Number of Machines Locked (for security reasons) / month – **6.08**

NOTE: The month of June 2019, was 23 locks higher than the next highest month of 6, skewing the monthly average from 4 to 6.08 (again, the result of targeted attacks).

### **Multi-Factor Authentication (MFA)**

One of the most effective ways to protect an organization's digital assets is to implement Multi-Factor Authentication (MFA) as an augmentative security strategy. Think of MFA as a second piece of "proof" of an individual's digital identity: if a

username and password is something that a user would “know”, then a second factor would be something that the user “has” (like a mobile phone or a hardware token). If it happens that an individual who has MFA enabled for their account inadvertently gives up their username and password, the malefactor involved would not be able to access resources via that information without the second factor.

The development and pilot phases of this implementation concluded in December and the next phases of implementation are **underway**. Over the course of 2020, all Staff, Students, and Faculty will see messaging related to when their phases will be engaged.

The first Multifactor Authentication (MFA) initiative at Western started in 2017 with the procurement of a product called “DUO” and is being used for critical-access systems such as PeopleSoft for select users with administrative (or elevated) access to Human Resources (HR) and Finance (FIN). The DUO solution was also implemented in select cases for access to Western’s VPN solution ROAMS (an application that provides secure access to our network from off campus) as well.

The current project is concerned with **implementing MFA for Office 365** as we look to minimize the amount of SPAM and PHISHing emails received within our environment, as well as provide deeper and required security for Western’s user accounts, distributed systems, and to further protect user privacy overall.

Note: Multifactor Authentication (MFA) for email affects all users who utilize the Microsoft Office 365 platform at Western (<https://myoffice.uwo.ca>), whether the connection is over a web browser, email client, or mobile device.

**The MFA initiative is a central pillar of Western’s methodology to protect our digital identities and to secure against unauthorized access to institutional digital assets, including our email services.**

### **Ongoing “Phishing” Attack Mitigation Efforts**

A series of activities to mitigate the effect of PHISHing on our community were undertaken in 2019:

- Re-evaluation of the technology-related email filtering application in use at Western;
- Quick-response processes are in place to identify when accounts have been compromised and to have these resources locked until the password can be reset;
- Reducing the number of aged passwords process started in January 2017 to ensure passwords older than 5 years (at that time) were changed;
  - Password management will continue to be a topic of discussion with a recommendation from WTS and WGIS to move towards allowing for passphrase instead of password (lengthening this authentication method



to a larger set of characters vastly reduces the ability for brute-force attacks to be successful).

### **Email and SPAM Management**

The migration to Microsoft Office 365 (O365) has significantly improved Western's email capabilities.

PHISHing via email continues to be the most prominent attack vector against our credentials. As many of Western's constituents will recognize, the institution is constantly assailed with messages looking for individuals to click on links or open malware-laden attachments. Many of these messages are becoming increasingly sophisticated and appear to come from prominent members of our community.

Western uses several techniques to detect and block approximately 95% of incoming messages identified as spam (including PHISHing attempts). This equates to tens of millions of message per month. Robust spam management minimizes the phishing threat because it prevents high risk emails from being delivered to an inbox where it has the potential to be acted upon. However, many messages continue to be delivered within the further 5%.

Unauthorized access to individual's credentials allows perpetrators to gain access to Western's resources like Library on-line journals, provides a venue to conduct fraud through the Human Resources system, etc. Due to these serious consequences, it is critical that we address this risk through technical and non-technical mechanisms. CyberSmart initiatives represent a collection of ways for awareness to be built within the organization. MFA is a technological method of further securing our accounts (and, once fully in place, will nullify the ability for malefactors to assume a Western user's account to conduct further accounts).

As can be appreciated, there is still much work to do in reducing the annoyance (and real threat) associated with email spam messaging and in managing the risks associated with the ever-increasing PHISHing threat vector. Revising the institution's approach to email filtering will be a further technological intervention that should reap positive reward for the institution in 2020.

It was also recommended in 2019 that action be taken to further protect the Western directory from bot-scraping (automated processes that gather credentials and emails from public online directories). From these lists, organizational structure can be inferred which can lead to targeted spear PHISHing campaigns. The recommended course of action at that time was to place the Western directory behind a credential prompt, so that only employees and/or students can utilize. Most Faculties have online research profiles for their members and those apparatuses would serve as public means for interested parties to connect. This recommendation from WTS and WGIS stands and will be brought forward to relevant parties in 2020.



### **Financial Information Protection: Payment Card Industry (PCI) Compliance**

As an institution that conducts substantive commercial activities, both at the point of sale (PoS) as well as through ecommerce, Western has obligations to be compliant under the industry Payment Card Industry Data Security Standard. Several WTS and WGIS members are actively involved with ensuring Western University remains PCI compliant through activities orchestrated through the Bank Card Committee. Emerging payment technologies, new e-commerce solutions on campus, and a changing payment card security standard require that Western's payment card environment be reviewed regularly to determine the implications to Western's PCI status.

In 2019, Western again achieved Level 1 compliance under version 3.2.1 of the Payment Card Industry Data Security Standards (PCI DSS). This was the 9th successful validation of compliance for Western, the first being in 2010. Western is one of very few Canadian universities to attest compliance with these stringent standards.

In 2020, the Bank Card Committee will continue to ensure Western remains PCI compliant, review all payment-related processes associated with the Western ONE card, and review the Bank Card Policy.

### **TRAC: Technology Risk Assessment Committee**

Over the course of the past few years, a process has been introduced at Western known as Technology Risk Assessment (TRA). In 2019, the TRA process was re-evaluated and revised (<https://security.uwo.ca/tra>) to better facilitate and formalize the emerging workload associated with this effort.

The purpose of Technology Risk Assessments (TRA) is to provide the organization the due diligence required to ensure that software, hardware, and data-provisioning initiatives are adequately protected, and/or that the risks involved are understood and accepted by the required stakeholders within Western University. This approach is conducted by the Technology Risk Assessment Committee (TRAC) and is largely concerned with technologies being introduced into the organization for the purposes of operations, administration, and research goals. It is also a process concerned with the renewing of technology use as contracts come to maturity.

Earlier in this document reference was made to Unit-Level Risk Assessments and a differentiation between these initiatives should be made. TRAC is concerned with items being introduced or renewed on an ongoing basis where the Unit-Level Risk Assessments are concerned with understanding where business data and critical processes are situated. TRAC is concerned with providing tools and resources to our constituents to better understand the risks associated with their projects and Unit-Level Risk Assessments helps the institution as a whole understand where data-level risks exist for the purposes of disaster recovery (DR) and business continuity practices (BCP).

While the approach is geared towards technological initiatives, there is great variability in the types of solutions that are within scope. Some projects might require a formal Request for Proposal (RFP) based on the costs involved and others might be cloud-based solutions that have no fees at all. Some solutions may require ecommerce transactions and others may not be geared as such. And others may deal with Personally Identifiable Information (PII), while many may not. In each scenario, (significant) risk may exist and this process is meant to help our partners across the organization understand these components and to assist in mitigating and/or accepting the understood risks.

Western University has a legal obligation and an ethical responsibility to protect the information and processes related to our operational, academic, and research portfolios. One of the ways that we accomplish this goal is through a Technology Risk Assessment (TRA) for any initiative being brought forward at Western University that has some sort of technological (in a broad sense) dimension.

This process is geared towards Western and its partners, employees, researchers, and operations to better understand the risks associated with technology-related solutions. The advent of web-based, cloud-oriented applications, along with traditional client/server applications, has grown tremendously and there has been an acute increase in how these technologies use data (Western's or others'), interact with other systems, and transmit information. Each process may be vulnerable and the Technology Risk Assessment is Western's due diligence in understanding the risks.

Primarily, the TRAC is comprised of 5 central functions at Western: Legal Counsel, Privacy Office, Financial Services (if commerce is involved), Procurement Services, and Western Technology Services (WTS).

The TRAC is co-chaired by the Director of Procurement Services and the Director of Cyber Security and Business Services.

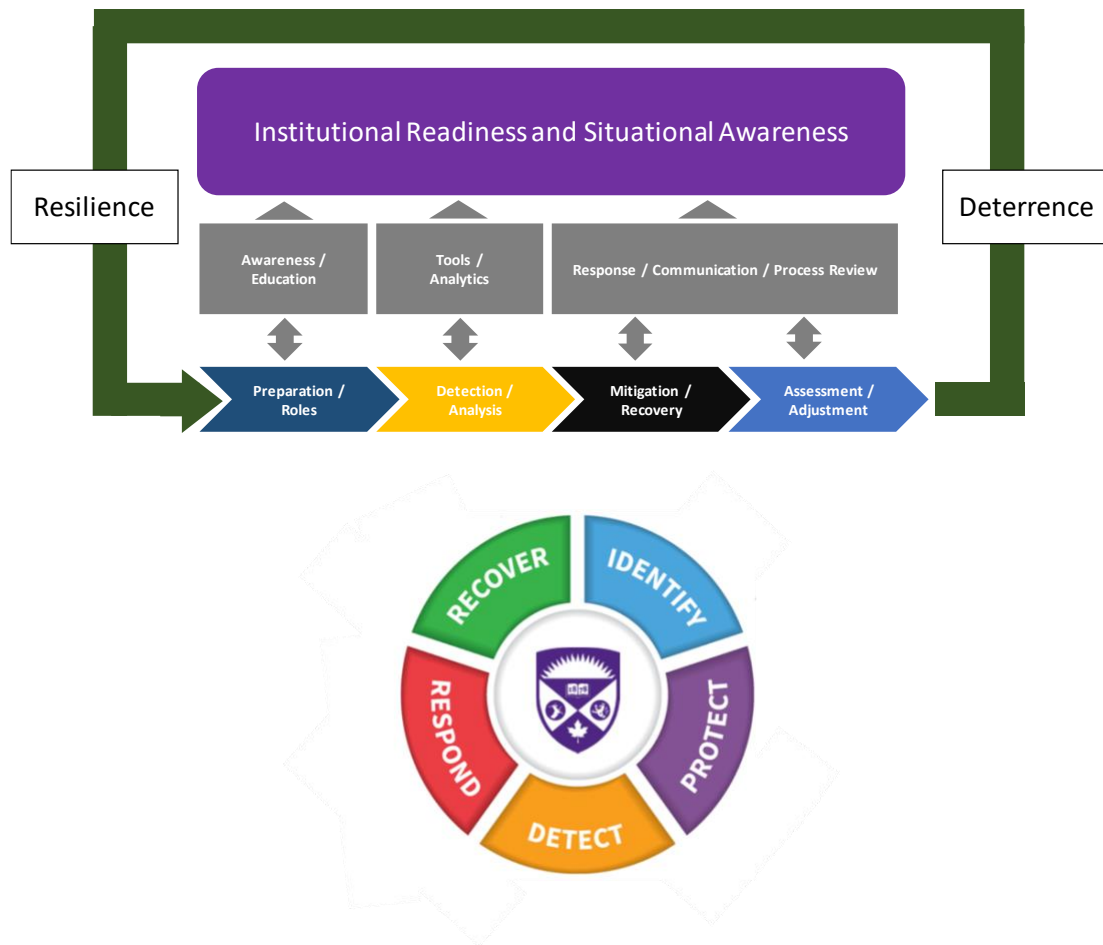
Other members include representation from the Office of the Registrar, Western Research, and Western's Internal Audit Group.

Over the course of 2019, 69 TRAs were conducted for units and research projects across the institution.

## 4. Incident Response & Investigations

As stated earlier in this document, Western Technology Services (WTS) and relevant partners across the institution have developed a comprehensive Cyber Security Incident Response Plan (CSIRP). A cohesive CSIRP enables Western to act quickly and with the appropriate resources to mitigate potential issues these incidents may cause.

The CSIRP is primarily informed by the following high-level model, where the institution is balanced by both Resiliency (culture and practices) and Deterrence (technology):



Over the course of 2019, Western continued to be attacked with a daily average of over 600,000 times per day as recorded and measured by our organizational firewall.

Western experienced a similar number of investigated security incidents in 2019 (24) when compared to 2018 (23).

## 5. Future Plans

WGIS will focus on the following initiatives in 2020 and beyond.

As stated above, WTS and WGIS are working with HR to better provide opportunities across campus for our constituents to undertake the Information Security Awareness training. 2020 will see large-scale promotion of the training modules to staff, faculty, and students. As well, further modules will be rolled out in 2020, including specific elements related to Phishing, Social Engineering, Protecting Information, and content directed towards managers and IT personnel.

As a new initiative, instead of only promoting cyber security during Cyber Awareness month (October), promotion of cyber awareness will be an ongoing exercise and will

see a number of initiatives unfold throughout 2020. Using posters, social media messaging that can be shared on Facebook and Twitter, and other tools, many aspects of cyber security will be highlighted. The theme for the 2020 cyber awareness campaign is “One click cost me...” This theme will then have 4 subthemes that will be focused on in 2020.

In order to have one point of cyber security information for Western’s constituents, the Security website (<https://security.uwo.ca>) and CyberSmart website (<https://cybersmart.uwo.ca>) are being amalgamated under one Cybersmart brand (<https://cybersmart.uwo.ca>).

Review of policies and procedures (MAPP) associated with technology and security implications.

## Appendix A – Current WGIS Members

Glen Tigert (Chair)

University Registrar

Erika Basile

Research Ethics

Rob Brennan

Western Technology Services

James Ciesla

Schulich School of Medicine & Dentistry

Colin Couchman

Western Technology Services

Jim Dunkin

Housing and Ancillary Services

Paul Eluchok

General Counsel

Aleks Essex

Faculty of Engineering

Sharon Farnell

Internal Audit

Dave Ghantous

Western Technology Services

Ed Gibson

Western Technology Services

Lisa Latif

Office of Registrar

Scott May

Communications and Public Affairs

Geoff Pimlatt

University Students' Council

Dan Redmond

Campus Community Police Service

Chris Wedlake

Robarts Research Institute

Julie Whitehead

Faculty of Health Sciences

Ed Zuidema (Scribe)

Western Technology Services



**TO:** Faculty Relations

**FROM:** Equity & Human Rights Services

**DATE:** May 15, 2020

**SUBJECT:** *Reports on Promotion, Tenure and Continuing Appointment*

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Attached you will find reports summarizing the information requested on the designated group status of those individuals considered for Promotion, Tenure and/or Continuing Appointment under the UWOPA and UWOPA-LA Collective Agreements for 2019-2020.

As in previous years, these reports are provided with the following notes:

- The information related to the designated groups – with the exception of gender – was provided by Equity & Human Rights Services (EHRS).
- The information provided by EHRS is in aggregate form only and was drawn from the employment equity database.
- All information in the database is obtained through self-identification surveys sent to employees; therefore, information is only available for those individuals who have completed surveys.
- Where the information is unknown, it is considered to be a “no” response (i.e. not a member of designated group).
- For reasons of confidentiality, the information provided by EHRS is suppressed in cases where there are fewer than 5 individuals in the group considered for Promotion, Tenure and/or Continuing Appointment. Data may also be suppressed where deemed necessary by EHRS.

**2019-2020 REPORT ON PROMOTION AND/OR TENURE CASES CONSIDERED UNDER THE FACULTY COLLECTIVE AGREEMENT**

(as required under the Article *Promotion and Tenure*)

**Total cases considered for Promotion and/or Tenure**

Men	30								
Women	26								
Indigenous peoples	0								
Members of racialized groups	10								
Persons with Disabilities	0								

**Probationary Assistant Professors considered for Promotion and Tenure**

	Process initiated by Dean in the last year - Clause 16.1	Process initiated by Dean in any year before the last year - Clause 16.3	Process initiated by Member by March 1 of 3rd year for consideration in the 4th year - Clause 16.4	Process initiated by Member by March 1 in the last year notwithstanding leave extensions - Clause 16.7.1	Positive Committee recommendation - Clause 17	Negative Committee recommendation - Clause 17	Positive Provost decision - Clause 19.4	Negative Provost decision - Clause 19.4	
Men	7	3	0	0	10	0	10	0	
Women	9	2	1	1	13	0	13	0	
Indigenous peoples	0	0	s	s	0	0	0	0	
Members of racialized groups	3	1	s	s	4	0	4	0	
Persons with Disabilities	0	0	s	s	0	0	0	0	

**Probationary Associate Professor considered for Promotion or Granting of Tenure**

	Process initiated by the Dean in the last year of the appointment - Clause 16.2	Process initiated by Dean in any year before the last year - Clause 16.3			Positive Committee recommendation - Clause 17	Negative Committee recommendation - Clause 17	Positive Provost decision - Clause 19.4	Negative Provost decision - Clause 19.4	
Men		1			1	0	1	0	
Women		1			1	0	1	0	
Indigenous peoples		s			s	0	s	0	
Members of racialized groups		s			s	0	s	0	
Persons with Disabilities		s			s	0	s	0	

**Tenured Associate Professors considered for Promotion**

	Process initiated by Dean - Clause 16.5	Process initiated by Member no earlier than three years after promotion to Associate Professor - Clause 16.6			Positive Committee recommendation - Clause 17	Negative Committee recommendation - Clause 17	Positive Provost decision - Clause 19.4	Negative Provost decision - Clause 19.4	
Men	12	3			15	0	15	0	
Women	9	2			11	0	11	0	
Indigenous peoples	0	0			0	0	0	0	
Members of racialized groups	3	2			5	0	5	0	
Persons with Disabilities	0	0			0	0	0	0	

**Limited-Term Assistant and Associate Professors Considered for Promotion**

	Process initiated by Dean - Clause 16.5.1	Process initiated by Member - Clause 16.4.2	Process initiated by Member - Clause 16.6.1		Positive Committee recommendation - Clause 17	Negative Committee recommendation - Clause 17	Positive Provost decision - Clause 19.4	Negative Provost decision - Clause 19.4	
Men	3	1	0		4	0	2	2	
Women	0	0	1		1	0	1	0	
Indigenous peoples	s	s	s		s	0	s	s	
Members of racialized groups	s	s	s		s	0	s	s	
Persons with Disabilities	s	s	s		s	0	s	s	

**Total cases considered for Promotion and/or Tenure**

56

The information related to the designated groups - with the exception of gender - was provided by Equity & Human Rights Services. This information was provided, in aggregate form only, from the Employment Equity database. All information in this database is obtained through the self-identification surveys sent to employees. Therefore, information about membership in a designated group is only available for individuals who completed the equity survey. Those who have not completed a survey and who were considered for tenure and/or promotion are counted as not being members of a designated group. For reasons of confidentiality, with the exception of gender, equity data is suppressed (s) in cases where there were fewer than 5 individuals considered in a group (i.e. under a given Clause). The equity data for the total cases considered has not been suppressed.

**2008-2020 REPORT ON PROMOTION AND CONTINUING APPOINTMENT CASES CONSIDERED UNDER THE LIBRARIANS AND ARCHIVISTS COLLECTIVE AGREEMENT**

(as required under the Article *Promotion and Continuing Appointment*)

**Total cases considered Promotion or Continuing Appointment**

Men	8							
Women	20							
Indigenous peoples	0							
Members of racialized groups	3							
Persons with Disabilities	1							

**Probationary Appointees and/or Members holding Continuing Appointments considered for Promotion**

	Process initiated by Vice Provost and Chief Librarian or Dean within the first month of the last year of probationary period	Process initiated by the Vice Provost and Chief Librarian or Dean	Process initiated by Member	Positive Committee recommendation	Negative Committee recommendation	Positive Provost recommendation	Negative Provost recommendation	
Men	1	2	0	3	0	3	0	
Women	3	0	3	6	0	6	0	
Indigenous peoples	s	s	s	s	0	s	0	
Members of racialized groups	s	s	s	s	0	s	0	
Persons with Disabilities	s	s	s	s	0	s	0	

**Probationary Appointees considered for Continuing Appointment**

	Process initiated by Vice Provost and Chief Librarian or Dean within the first month of the last year of the Member's probationary period at the General Rank	Process initiated by Vice Provost and Chief Librarian or Dean within the first month of the last year of probationary period <b>combined with</b> Process initiated by Member	Process initiated by Vice Provost and Chief Librarian or Dean at any time prior to final six months of probationary period	Positive Committee recommendation	Negative Committee recommendation	Positive Provost recommendation	Negative Provost recommendation	
Men	0	5	0	5	0	5	0	
Women	1	11	2	14	0	14	0	
Indigenous peoples	s	0	s	0	0	0	0	
Members of racialized groups	s	2	s	2	0	2	0	
Persons with Disabilities	s	1	s	1	0	1	0	

**Total cases considered for Promotion and Continuing Appointment**

28

The information related to the designated groups - with the exception of gender - was provided by Equity & Human Rights Services. This information was provided, in aggregate form only, from the Employment Equity Database. All information in this database is obtained through the self-identification surveys sent to employees. Therefore, information about membership in a designated group is only available for individuals who completed and returned the surveys. Those who have not completed a survey and who were considered for promotion and/or continuing appointment are counted as not being members of a designated group. For reasons of confidentiality data is suppressed (s) in cases where there were less than 5 individuals considered in a group and/or where deemed necessary by EHRS. Please note that Clause numbers have been removed from this report, as they have varied across the Collective Agreements (i.e. between 2008-2020). The equity data for the total cases considered has not been suppressed.



**UNIVERSITY RESEARCH BOARD**

Contents	Consent Agenda
<b>Proposal to Establish the Western Institute for Neuroscience (Research)</b>	No
<b>Recommendation for Renewal of the Bone and Joint Institute</b>	Yes

**FOR APPROVAL**

1. **Proposal to Establish the Western Institute for Neuroscience**

**Recommended:** That Senate approve and recommend to the Board of Governors, the Western Institute for Neuroscience (Research) be established effective July 1, 2020.

**Background:**

The Committee on Research Institutes (CRI) unanimously approved the creation of a Western Institute for Neuroscience (Research) and provided the proposal to the URB, who unanimously approved the Institute for Neuroscience (Research) on May 26, 2020. A summary of the proposal is provided in [Appendix 1](#).

**FOR INFORMATION**

2. **Recommendation for Renewal of the Bone and Joint Institute**

In 2015, Senate approved the creation of Western's first university institute based on MAPP 7.9, the Bone and Joint Institute, for an initial period of five years. An external review of the Institute was done in year four of the five-year mandate. The institute leadership responded to the external review. Over the course of the last year, the acting VPR and the Governing Board for the BJI have reviewed the proposed plans and budget for the next five years.

Based on these external and internal reviews, the Acting VPR recommends renewal of the BJI for another five years. The next steps for the BJI will be to fully implement the governance model and, with the VPR, establish a selection committee to make a recommendation to the Provost re the appointment of a Director for the second five-year term of the institute.

A summary of the institute's activities and plans for the coming term is provided in [Appendix 2](#).



## Western Institute for Neuroscience (Research)

### Rationale, Justification and Scope

For more than 50 years, some of Western's most internationally recognized research has related to neuroscience. Working with partners across the region, Western has cultivated an integrated approach to studies of the brain that brings together some of the most accomplished minds at the forefront of neuroscience research.

When considered as a whole, this work has a gene-to-behaviour breadth, spans the lifespan and includes emphases on curiosity-based approaches to the study of neural systems work using biological, behavioural and computational approaches, as well as applied studies into diagnostics, technologies, processes of development and disease, and treatments. The need for neuroscience research across this continuum of approaches continues to grow due to its potential to impact the health, security and vitality of society in this time of shifting age demographics, addictions, globalization and the rapidly expanding digital world.

At Western, Neuroscience is recognized as a core research strength that engages more than 100 investigators, including 14 Canada Research Chairs and a Canada Excellence Research Chair Emeritus, are actively engaged in leading these research activities. Recent successes have included the emergence of several new centres, rapid expansion of the Brain & Mind Institute and a successful \$66-million Canada First Research Excellence Fund grant, leading to the creation of BrainsCAN. This grant will end in 2023. Expectations to leverage this exceptional support into a sustainable and transformative platform must be considered now.

**To continue building upon this history of excellence, we propose the creation of a new Western Institute for Neuroscience (Research).**

The institute's vision is to unlock the mysteries of the brain for societal benefit. To pursue this vision, the institute's overarching goal is to elevate and accelerate impactful neuroscience research that would otherwise be impossible without a unifying organization. To that end, the WIN will integrate the region's neuroscience expertise into a coordinating body that provides leadership related to vision, alignment and advocacy. Also, the WIN will enable sustained advances in neuroscience research through support of novel and high-risk collaborative ventures, emerging opportunities and the attraction and retention of high-quality personnel.



To be successful, this initiative will require a stable funding model and a mechanism that catalyzes multiple neuroscience-related disciplines, faculties, departments, hospitals, community partners and affiliated research institutes under a common theme that focuses on consistent approaches to strategy, fundraising and delivery.

Therefore, this new overarching, centrally reporting entity aims to better integrate interrelated efforts across disciplines in London and across the region. This action will make this institute a unique city-wide program in Canada, leveraging considerable breadth in perspective, expertise and methods in pursuit of the institute's mission to accelerate the discovery of fundamental knowledge, development of novel applied research practices and delivery of beneficial outcomes for human function and health.

### Value-Added Aspects

To turn the vision into action and advance the mission, the WIN will provide a framework that coordinates and unifies activities in research, outreach and training across the neuroscience community at Western and region. This will elevate and accelerate impactful research outcomes that would not otherwise be accomplished. Specifically, the WIN will:

- Create a new city-wide entity, centred at Western, that coordinates neuroscience research and application at Western, Lawson Health Research Institute, hospitals, community partners and academic groups in all faculties toward strategically important outcomes.
- Provide a governance structure and scientific director with a vision to coordinate existing research and expand areas of research that strengthen neuroscience amongst partners.
- Equip the neuroscience community with leadership in vision, advocacy and alignment.
- Provide administrative support to value-added activities.
- Provide a mechanism to achieve sustained funding and resource access that catalyzes value-added programs and outcomes.
- Improve nimbleness to address emerging opportunities.
- Train the next generation of neuroscientists through unique cross-disciplinary experiences.
- Provide a single voice for neuroscience in the City of London and a single point of contact for communications, fundraising and partnership building activities.
- Align neuroscience objectives and strengths with Western's strategic plan and other city-wide initiatives to enable multidisciplinary research programs that address 'big challenges' and/or strategically important opportunities that require fast responses.



- Provide a mechanism to consider and sustain the long-term viability of research partners within the institute's purview.

The WIN will elevate and accelerate the impact of neuroscience research on society by:

- Creating new opportunities to do important and impactful neuroscience research.
- Constructing a unifying and visible brand for neuroscience at Western.
- Coordinating efficient economies of scale for resources that support advancement of a city-wide neuroscience platform.
- Building community among neuroscience groups .
- Enhancing funding opportunities, including philanthropic gains.
- Expanding current training opportunities.
- Developing strategic cooperative alliances.

## Long-Term Goals

These long-term goals are proposed to enhance the quality and impact of neuroscience research:

1. Nurture neuroscience research that benefits society.
2. Bring researchers together for collaborations by co-locating PIs and trainees.
3. Ensure top-functioning research facilities.
4. Ensure researcher success through an organized mentorship model and establishing a world-class model of neuroscience training, emphasizing interdisciplinary opportunities and applications.

## Short-Term Goals

Short-term goals relate to three fundamental activities: 1) Research, 2) Training and 3) Outreach.

### Research

1. Ensure researcher success by financial support of novel collaborative research initiatives, and short-term release of faculty from faculty duties.
2. Enhance recruitment of research participants.
3. Build capacity in neuroscience by supporting research facilities that provide tools and expertise to serve a broad range of neuroscience initiatives and scientists.

## Training

1. Graduate training: The WIN vision for graduate training is not to modify the existing program in neuroscience, but to add value. The WIN would provide short-term intensive training of skills and knowledge that will accelerate a trainee's shift into a new area of investigation, including through a model that includes laboratory and/or clinical rotations.
2. Postdoctoral researcher and clinician training: The WIN aims to develop a world-class training program into research-intensive (or extensive) programs for new postdoctoral and clinical research fellows.

## Outreach

1. Engage philanthropic support: A major provision of WIN will be its ability to work with Western's Advancement team and local foundations to develop a strategy for donor-based funding mechanisms.
2. Establish an effective mentorship plan for early career researchers.
3. Form committed partnerships with other neuroscience research and treatment centres.
4. Advance the impact of neuroscience research through formation of a single voice for neuroscience in the London region, and by embracing models of research that supports the translation of excellent fundamental observations and technologies into breakthroughs in the clinic, in education, and for society as it adapts to changing demographics in the digital age.

## Budget

The table below outlines notional expenditure ranges of the inaugural budget.

Personnel	Scientific Director (stipend)	20,000
	Administration Team (Executive Director, Support personnel) - salary	120,000 – 400,000
	Associate Directors **	50,000 - 150,000
Operations	Research*	200,000 - 700,000
	Training **	100,000 - 500,000
	Outreach	50,000 - 100,000
TOTAL		590,000 – 1,870,000

\* Recoverable in part or in whole from research grants, contracts and donors.

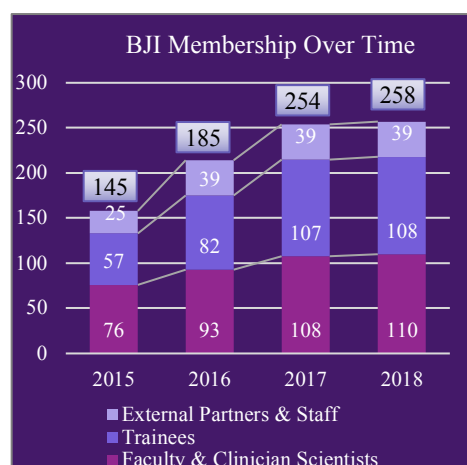
\*\* Includes financial compensation to Deans for release of instructional or service workload to Institute. Anticipated rates of compensation for any commitment in Training are \$20k/0.5 credit course (for Boot Camp involvement) or 10-\$50k/yr for a 5-40% service commitment as Associate Director.

## Executive Summary: Bone and Joint Institute First Term Report (2014-2018) & Second Term Strategic Directions (2019-2024)

### The Burden & The Opportunity

Musculoskeletal (MSK) conditions are a leading cause of pain and disability worldwide, with tremendous and growing personal and financial costs for patients, families, and society. Western University invested in the Cluster of Research Excellence in MSK Health in 2014 and Bone and Joint Institute (BJI) in 2015 to maintain cohesion, growth and excellence in the area of MSK health through transdisciplinary research and applied innovation.

### BJI's Overview and Term 1 - 2015 to 2018 Accomplishments

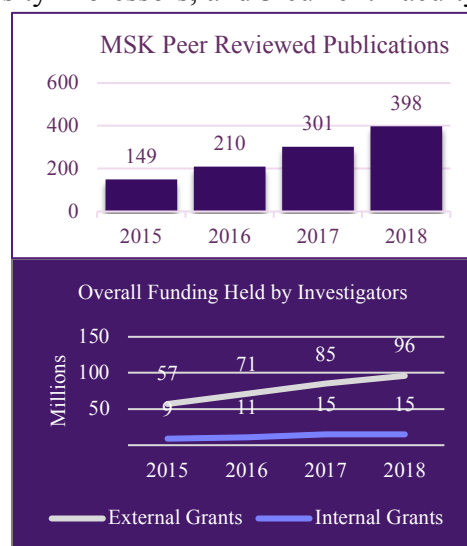


In its first term, BJI's goal was to establish programs and activities that: 1) promote transdisciplinary collaborative research; 2) deliver research training; 3) support applications for major external funding; 4) foster outreach, partnerships, globalization and knowledge translation; 5) facilitate internal and external communications; and 6) conduct appropriate performance evaluation. BJI created an *adaptive research environment that brings experts together to mobilize and integrate diverse perspectives, skills and infrastructure*. The fluidity of the teams allows the right experts to tackle high-impact projects as they arise, with the transdisciplinary collaborators required for accelerated success and impact.

**Transdisciplinary Experts:** Membership grew to ~ **260 people across 5 Faculties** including: 14 Research Chairs (6 Endowed/ Industry-funded), 2 Fellows of the Royal Society of Canada, 3 Fellows of the Canadian Academy of Health Sciences, 1 NSERC Fellow, ~ 10 recipients of Early Career or New Investigator Awards, 3 Distinguished University Professors, and 3 current Faculty Scholars.

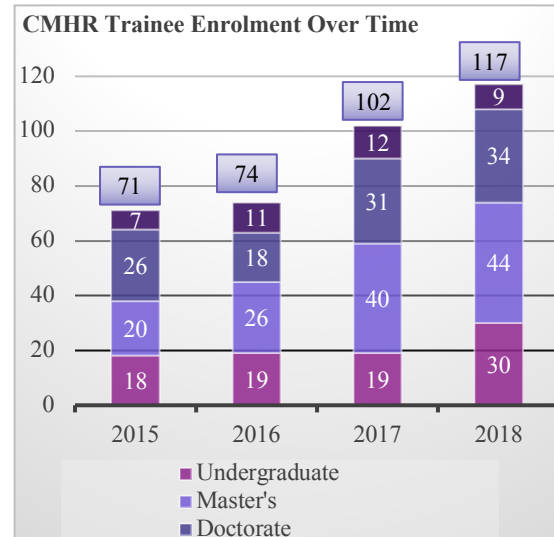
**Publications:** Members published over **1000 MSK-related papers in 4 years**, with the average number of publications per BJI member increasing from 1.9 in 2015 to 3.2 in 2018. Cited by 103 different regions around the world, the average citation impact remained above the world average across all years.

**Research Funding:** The BJI Catalyst Grant Program funded 23 early-stage high-impact projects to increase leveraging potential for external funds. Members increased the total number of external funding proposals by nearly 175 applications, compared to the previous 4 years. They maintained a greater than 50% success rate, with mean funding per proposal per PI at an average of \$50K higher



than non-BJI faculty. In 2018, members held **570 grants totaling over \$110M in multi-year funding**. Since 2015, nearly 60 technology disclosures were submitted by BJI members and 41 patent applications filed. A total of 22 patents were issued and BJI was crucial to the launch of the Medical Innovation Fellowship program at Western.

**Training:** Over 50 graduate students completed (76 in progress) the **Collaborative Training Specialization in MSK Health Research** (CMHR - <https://cmhr.uwo.ca/>) receiving an “in *MSK Health Research*” degree designation. BJI has awarded transdisciplinary training awards to 55 graduate and 25 undergraduate trainees and over 85 students have engaged in the undergraduate summer program. In 2018 alone, trainees attracted over 30 external scholarships (e.g. NSERC, CIHR, OGS) totaling over \$1.1 M in multi-year funding and published 30+ MSK peer-reviewed articles.



### National Engagement & Partnerships:

BJI researchers led the creation of the **Canadian MSK Rehabilitation Research Network** in 2016 and its renewal for 5 years by CIHR (\$2M) in 2019. In 2017, BJI launched a series of meetings (co-funded by CIHR, BJI, and the McCaig Institute) to unify academic leaders, consumers, advocacy groups, decision-makers, and funders across Canada. Now named the **Canadian Network for Mobility**, this self-assembled group aims to advance national research priorities and raise Canada's research profile globally. This effort is supported by many BJI hosted events including the **Biennial Canadian Bone and Joint Conference and the Canadian Bone and Joint Young Investigator Forum that attracted over 300 attendees from around the world in 2018**.

### External Review & Strategic Priorities for 2019-2024

The Institute began its grassroots strategic planning process in the last quarter of 2017. The draft strategic plan, annual reports and other supportive documents were included in the formal review process conducted in 2018. Key reviewer recommendations included: obtaining a stable budget to maintain administrative support; developing a business plan to establish strategies for financial security; engaging additional private sector / community partners on the Board; strengthening relationships with surgical and other MSK-relevant clinical specialties; increasing the recruitment of quality non-Western trainees; and sustaining the catalyst and trainee award programs. The recommendations influenced the development of budget projections (2019-2024) with increased allocations to sustainability related activities (e.g. improved marketing and communication) and the introduction of an innovation program to help expand private-sector engagement and activities.

### BJI's Second Term

BJI's overarching goal in the second term is to enhance programs and activities to: 1) maintain its **inclusive and adaptive research environment** (integrating diverse perspectives, skills and infrastructure), and 2) continue to enable **high-impact transdisciplinary research** that investigates the causes, prevention, diagnosis, treatment for MSK conditions, enhances movement, mobility

and participation in daily life, and improves support systems and rehabilitation for a wide range of MSK conditions.

#### Accelerate Research Success & Innovation

Fluidity in the teams will remain a priority so that experts can move from team to team, enabling the right experts to tackle the right project at the right time with the right group of collaborators. Programs and activities will continue to encourage and support the development of novel, relevant, and timely research ideas (independent team formation around grassroots ideas). The facilitation of team mobilization for the development of major external grant submissions will remain a priority to enable high-impact research and publications. New programming will be put in place to: 1) engage new members with unique expertise; 2) enhance entrepreneurial culture & skills (i.e. MSK Innovation Program); 3) advance BJI strategic initiatives related to clinical and cost effectiveness studies; and 4) improve data sharing the use of standardized research tools/protocols.

#### Enhance Education

The education of the next generation of transdisciplinary MSK researchers remains a high priority, and so the collaborative training program will continue to offer transdisciplinary training to enhance home programs across campus (i.e. courses, seminars, workshops, outreach and internship opportunities, mentorship, etc.). The transdisciplinary training awards program will be maintained to support outstanding graduate and undergraduate trainees and their research. New programming will be put in place to: 1) increase enrollment of doctoral students & post-doctoral fellows; 2) expand post-doctoral programming related to career (academic and non-academic sectors) progression post-graduation; and 3) improve trainee's success rate in external funding competition.

#### Improve Knowledge Translation

BJI will continue to enhance the interconnectedness of the MSK community locally, nationally and internationally via its networks and events. New programming will be put in place to: 1) facilitate coordinated national efforts and 2) increase our national and international profile.

#### Financial Projections

In the second term, funds to support BJI programs and activities will include the annual contribution of \$300,000 from the VPR's office and \$4,000 from membership fees. The remaining budget needs will be covered by in-year allocation from the Institute and Cluster carry-forward until external fundraising and other grants and/or sponsorship can be secured. Expenses include: membership initiatives and events to support the research environment and activities, such as think tanks, catalyst grants, innovation competition, strategic initiatives (\$215,000 *per annum*), training program to grow the next generation (\$265,000 *per annum*), national initiative and communication to expand our reach (\$30,000 *per annum*), operations (\$20,000 *per annum*), and staffing required to implement programs and facilitate activities (\$290,000 *per annum*).



**REPORT TO SENATE OF THE ACADEMIC COLLEAGUE, COUNCIL OF ONTARIO UNIVERSITIES**

Contents	Consent Agenda
<b>Academic Colleague Report on the April and May 2020 Meetings</b>	No

**FOR INFORMATION**

The spring COU Council meeting was cancelled due to COVID-19. The Academic Colleagues held shorter virtual meetings on April 23 and May 13. Colleagues shared their experiences on the pandemic-related changes to course delivery, assessments, and research. We also received updates on COU's efforts to coordinate sector-wide responses to the pandemic and engage in advocacy with the federal and provincial governments.

COU advocacy contributed to the development of several programs, including the suspension of student loan repayments until September 2020, the extension of research periods for the Ontario Research Fund and Early Researcher award programs, and the postponement of the implementation of SMA3 and outcomes-based funding.

Turning to planning for the fall, each institution has established a representative to help manage and provide data in response to the provincial government's ongoing requests for information, ensure that information about policy directions are disseminated, and facilitate information-sharing among universities. The COU has also created three-cross-functional working groups to help guide the sector's planning and advocacy:

***Working Group on Student Supports:*** Major sources of student income (for example: employment opportunities and parental income) have been significantly affected by policies enacted to control the spread of COVID-19. This working group will develop recommendations on financial supports to address students' education and living costs. Members of the group include Financial Aid Administrators, Institutional Planners, Registrars, and representatives from Student Affairs and Government Relations.

***Working Group on Alternative Program Delivery:*** The need for continued physical distancing requires that universities move to remote delivery of programs. This shift is not without challenges for institutions who have to transition large numbers of courses to online delivery and for students who may have limited access to technology and broadband internet.

This working group will:

1. Analyze costs to institutions associated with developing digital courses and infrastructure for the Spring/Summer and Fall 2020 terms;
2. Explore opportunities for shared course delivery and/or credit transfer; and
3. Develop recommendations for increasing students' ability to access the technology needed to participate in online learning.

Members of this group include Provosts, members of the Ontario Universities Council on E-Learning and the Council of Ontario Educational Developers, and a COU Academic Colleague (Erika Chamberlain).

***Working Group on Financial Sustainability:*** The COVID pandemic will have broad financial implications for universities over the short-, medium- and long-terms, including:

- potential decreases in tuition revenue as a result of lower international and domestic enrolment in the Spring/Summer and Fall terms;
- refunds to students and lost revenue for services cancelled as a result of closing campuses and residences;
- additional costs of online learning;
- increases in the cost of borrowing; and
- pension solvency challenges.

The working group will focus on calculating the current and projected financial impact of COVID-19 and will develop a series of recommendations on how the government can help stabilize the postsecondary sector. This working group is composed of Administrative Officers, Finance Officers, Institutional Planners, as well as a VP of Research and a Government Relations Officer.

**ANNOUNCEMENTS AND COMMUNICATIONS**

Contents	Consent Agenda
<b>Academic Administrative Appointments</b>	Yes

**FOR INFORMATION**

1. **Academic Administrative Appointments**

Faculty Relations advised of the following academic administrative post(s) approved on behalf of the Board of Governors during the month of May 2020:

Name	Department/School	Administrative Post	Effective Date	End Date
McCauley, William	Schulich - Office of the Dean	Assistant Dean	3/1/2020	2/28/2025
Baxter, Jamie	Social Science - Office of Dean	Associate Dean (Graduate, PostDoc)	7/1/2020	6/30/2021
Singh, Ram Nivas	Paediatrics	(Interim) Clinical Department Co-Chair/Chief	5/1/2020	12/31/2020
Campbell, Craig	Paediatrics	(Interim) Clinical Department Co-Chair/Chief	5/1/2020	12/31/2020
Yoo, John	Schulich - Office of the Dean	Dean	5/1/2020	6/30/2025
Huang, Yining	Chemistry	Department Chair	7/1/2020	6/30/2022
Sica, Robert	Physics and Astronomy	Department Chair	7/1/2020	6/30/2022
Nelson, Andrew	Anthropology	Department Chair	7/1/2020	6/30/2025
Ramos, Howard	Sociology	Department Chair	7/1/2020	6/30/2025
Leclerc, Jean	French Studies	Department Chair	7/1/2020	6/30/2025
Schmid, Susanne	Schulich - Office of the Dean	Vice Dean	7/1/2020	6/30/2025
Baron, Britta	Western International	Vice-Provost and Associate Vice-President (International)	7/1/2020	6/30/2025