MINUTES OF THE MEETING OF SENATE

May 14, 2021

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

SENATORS:

L. Archibald       T. Granadillo       S. Morrison
P. Barmby          C. Harasym           A. Nelson
A. Baxter          L. Henderson         C. Nolan
J. Baxter          R. Heydon            A. Pahargarh
G. Belfry          H. Hill              P. Peddle
A. Borchert        V. Hocke             J. Nord
L. Briens          S. Hodgson           P. Peddle
D. Brou            D. Jeffrey           S. Pitel
S. Burke           T. Jenkyn            S. Powell
C. Burucúa         C. Jensen            S. Prichard
E. Chamberlain     G. Kelly             V. Radcliffe
L. Cipriano        R. Kennedy           G. Read
K. Coley           J. Kitz              L. Rigg
J. Compton         D. Kotsopoulos       S. Roland
J. Corrigan        J. Langille          G. Santos
J. Cuciurean       K. Lawless           E. Sapuridis
S. Datars Bere     W. Lehmann           A. Shepard
M. Davison         L. Lewis             V. Smye
R. Dekoter         J. Li                C. Steeves
J. Finegan         D. Malloy            P. Tarc
R. Flemming        M. McMurrnan          G. Tigert
L. Frederking      L. Melnyk Gribble     J. Toswell
M. Garabedian      K. Mequanint         G. West
J. Garland         M. Milde             J. Wilson
L. Ghattas         L. Miller             K. Yeung
K. Gibbons         K. Miller             J. Yoo
G. Gifford         J. Minac             B.A. Younker

Observers: B. Baron, T. Belton, C. Bressette, R. Bgeginski, C. Brunette-Debassige, R. Chelladurai, J. Doerksen, B. MacDougall-Shackleton, M. McGlynn, M. Reesor, k. seanor
Land Acknowledgement

D. Jeffrey offered a Land Acknowledgement.

S.21-104 MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting of April 16, 2021 were approved as circulated.

S.21-105 REPORT OF THE PRESIDENT

The President’s Report, distributed with the agenda, contained information on the following topics: COVID-19 update, accolades, and leadership updates.

The President additionally commented on the following items:

- The searches for Provost and Associate Vice-President (Equity, Diversity & Inclusion) are underway,
- The Equity, Diversity and Inclusion Advisory Council conducted its first meeting this week,
- Western University ranked in the top 5% of University participants in sustainability,
- COVID-19 update: Middlesex-London Health Unit approved a vaccine site at Western for staff, students and faculty members. Testing center will continue to operate in the fall term. Ventilation and air exchange filters have been modified to higher standards of safety,
- Discussions are ongoing with Middlesex-London Health Unit, faculty members and health advisors regarding fall term plans,
- Immigration and travel policies for international students continue to be adjusted by the Federal government in response to the ongoing COVID-19 pandemic. The government announced conditional offers of admission will delay students’ applications processing times.

A Senator inquired on the requirements and accommodations of student attendance if in-person instruction is to resume in the fall.
The President responded that the expectation is for students to attend in person if classes are offered in this format, unless there is a need for accommodation.

S.21-106 ITEM 4.1 – Draft Strategic Plan

The President thanked the Strategic Planning Steering committee members for their hard work on the plan. The three themes of the plan were presented:

1. Greater Impact
2. People, Community, and Culture
3. Western’s Place in the World

Senators who are members of the Strategic Planning Steering Committee were invited to provide comments on their experience of serving on the committee. Members noted the consultative process involved high engagement and participation and was inclusive of the Western community. It was noted that the work of the subcommittees established to work in parallel to the strategic planning committee was valuable to the consultation process.

A Senator inquired on how to promote EDI training and pedagogy within the departments and programs at Western.
The President responded that continuous recommendation to participate in training is a more favourable approach to mandating the training.

Senators were invited to provide any further input, questions or observations regarding the draft Strategic Plan to the President or T. Rice (Executive Director (Strategic Brand and Marketing)), to be presented to the Strategic Planning Steering Committee. The President advised the draft is also available on the web (https://president.uwo.ca/strategic-planning-20-21/planning.html)

S.21-107 **UNANIMOUS CONSENT AGENDA**

It was moved by G. Kelly, seconded by D. Kotsopoulos,

That the items listed in the Consent Agenda, except for ITEM 5.3(f) and 5.4(a), be approved or received for information by the Senate by unanimous consent.

CARRIED

**CONSENT AGENDA ITEMS**

**REPORT FROM THE OPERATIONS/AGENDA COMMITTEE**

S.21-108 **ITEM 5.1(a) – Don Wright Faculty of Music: Amendment of the Faculty Council Constitution**

It was moved by G. Kelly, seconded by D. Kotsopoulos,

That effective May 14, 2021, the Don Wright Faculty of Music Council Constitution be revised as shown.

CARRIED

S.21-109 **Information Items Reported by the Operations/Agenda Committee on Unanimous Consent**

- ITEM 5.1(b) – Senate Membership – General Community Member Information
- ITEM 5.1(c) – Appointment of Officers of Convocation

S.21-110 **REPORT FROM THE NOMINATING COMMITTEE**

It was moved by G. Kelly, seconded by D. Kotsopoulos,

Jonathan De Souza was acclaimed to complete the term of Paul Frehner (June 30, 2022) due to a sabbatical leave, but his term end date was indicated as June 30, 2023. A correction is required to Jonathan De Souza’s term end date, to June 20, 2022.

CARRIED
ITEM 5.3(a)(i) – School of Graduate and Postdoctoral Studies: Revisions to the PhD in French Studies

It was moved by G. Kelly, seconded by D. Kotsopoulos,

That effective September 1, 2021, the PhD in French Studies be revised as shown.

CARRIED

ITEM 5.3(a)(ii) – School of Graduate and Postdoctoral Studies: Introduction of a field in “Process Control and Safety” in the Master of Engineering (MEng) in Chemical and Biochemical Engineering

It was moved by G. Kelly, seconded by D. Kotsopoulos,

That effective September 1, 2021, a field in “Process Control and Safety” be introduced in the Master of Engineering (MEng) in Chemical and Biochemical Engineering.

CARRIED

ITEM 5.3(a)(iii) – School of Graduate and Postdoctoral Studies: Introduction of a Combined Master of Engineering (MEng) and Graduate Diploma (GDip) in Engineering Leadership and Innovation Option to the Master of Engineering Degree Programs

It was moved by G. Kelly, seconded by D. Kotsopoulos,

That effective September 1, 2021, a Combined Master of Engineering and Graduate Diploma (Engineering Leadership and Innovation) option be added to the Master of Engineering degree programs.

CARRIED

ITEM 5.3(a)(iv) – School of Graduate and Postdoctoral Studies: Introduction of fields in “Sport and Exercise Medicine” and “Upper Extremity Rehabilitation” in the Master of Clinical Science (MCISc) in Advanced Health Care Practice

It was moved by G. Kelly, seconded by D. Kotsopoulos,

That effective September 1, 2021 the fields of “Sport and Exercise Medicine” and “Upper Extremity Rehabilitation” be introduced in the Master of Clinical Science (MCISc) in Advanced Health Care Practice.

CARRIED
ITEM 5.3(b)(i) – Schulich School of Medicine & Dentistry: Revisions to the Admission Requirements of the Modules in the Basic Medical Sciences Departments

It was moved by G. Kelly, seconded by D. Kotsopoulos,
That effective September 1, 2021 the admission requirements for the modules listed below be revised as shown.

Honours Specialization in Medical Cell Biology
Major in Medical Cell Biology
Honours Specialization in Biochemistry
Honours Specialization in Biochemistry and Cancer Biology
Honours Specialization in Biochemistry and Cell Biology
Honours Specialization in Biochemistry and Pathology of Human Disease
Honours Specialization in Biochemistry of Infection and Immunity
Honours Specialization in Chemical Biology

Honours Specialization in Computational Biochemistry
Major in Biochemistry
Minor in Biochemistry

Honours Specialization in Epidemiology and Biostatistics
Major in Epidemiology and Biostatistics

Honours Specialization in Medical Biophysics (Biological Science Concentration)
Honours Specialization in Medical Biophysics (Clinical Physics Concentration)
Honours Specialization in Medical Biophysics (Medical Science Concentration)
Honours Specialization in Medical Biophysics (Physical Science Concentration)
Major in Medical Biophysics
Minor in Medical Biophysics

Honours Specialization in Microbiology and Immunology
Honours Specialization in Microbiology and Immunology with Pathology
Major in Microbiology and Immunology
Honours Specialization in Pathology
Honours Specialization in One Health
Major in Pathology

Honours Specialization in Pharmacology
Honours Specialization in Physiology
Honours Specialization in Physiology and Pharmacology
Major in Pharmacology
Major in Physiology
Honours Specialization in Interdisciplinary Medical Sciences
Specialization in Interdisciplinary Medical Sciences
Major in Interdisciplinary Medical Sciences
Honours Specialization in Neuroscience

CARRIED
ITEM 5.3(b)(ii) – Schulich School of Medicine & Dentistry: Revisions to the Honours Specialization in Interdisciplinary Medical Sciences and the Weighted Average Chart in the “Admission to the Bachelor of Medical Sciences (BMSc) Program Years 3 and 4” Policy

It was moved by G. Kelly, seconded by D. Kotsopoulos,

That effective September 1, 2021, the Honours Specialization in Interdisciplinary Medical Sciences be revised as shown, and That the Weighted Average Chart in the “Admission to the Bachelor of Medical Sciences (BMSc) Program Years 3 and 4” policy be revised as shown.

CARRIED

ITEM 5.3(b)(iii) – Schulich School of Medicine & Dentistry: Revisions to the Weighted Average Chart in the “Admission to the Bachelor of Medical Sciences (BMSc) Program Years 3 and 4” Policy (Honours Specialization in Biochemistry and Cell Biology, Honours Specialization in Biochemistry of Infection)

It was moved by G. Kelly, seconded by D. Kotsopoulos,

That effective September 1, 2021, the Weighted Average Chart in the “Admission to the Bachelor of Medical Sciences (BMSc) Program Years 3 and 4” Policy be revised as shown for the Honours Specialization in Biochemistry and Cell Biology and the Honours Specialization in Biochemistry of Infection and Immunity.

CARRIED

ITEM 5.3(c) – Don Wright Faculty of Music: Revisions to the “Admission Requirements After Year II Music” for the Bachelor of Music (Honours) programs

It was moved by G. Kelly, seconded by D. Kotsopoulos,

That effective September 1, 2021, the "Admissions Requirements After Year II Music" for the Bachelor of Music (Honours) Composition, Bachelor of Music (Honours) Music Education, Bachelor of Music (Honours) Performance, and Bachelor of Music (Honours) Music Research be revised as shown for students admitted to the Common First Year in the Don Wright Faculty of Music.

CARRIED

ITEM 5.3(d) – Faculty of Science: Introduction of a Subject Area in Numerical and Mathematical Methods

It was moved by G. Kelly, seconded by D. Kotsopoulos,

That effective September 1, 2021, a subject area in Numerical and Mathematical Methods be introduced by the Faculty of Science and included in Category C for Breadth Requirements for Graduation.

CARRIED
ITEM 5.3(e)(i) – Faculty of Social Science, Department of History: Revisions to the Honours Specialization, Specialization, Major and Minor in History, and the Minor in Public History

It was moved by G. Kelly, seconded by D. Kotsopoulos,

That effective September 1, 2021, the Honours Specialization, Specialization, Major and Minor in History, and the Minor in Public History be revised as shown.

CARRIED

ITEM 5.3(e)(ii) – Faculty of Social Science: Revisions to the Progression Requirements (Overlapping Courses between Anthropology and Indigenous Studies Modules)

It was moved by G. Kelly, seconded by D. Kotsopoulos,

That effective September 1, 2021, the progression requirements for Social Science be revised as shown to include a policy on overlapping courses between Anthropology and Indigenous Studies modules.

CARRIED

ITEM 5.3(g) – Report of the Subcommittee on Program Review – Graduate (SUPR-G): Cyclical Program Reviews of the Graduate Programs in Political Science and the Collaborative Specialization in Transitional Justice and Post-Conflict Resolution

It was moved by G. Kelly, seconded by D. Kotsopoulos,

That effective September 1, 2021, the MA in Political Science be revised to:
• eliminate the MA thesis stream, and
• introduce a new course-based stream consisting of one course in research design and six course electives (3.0 credits), and

That effective September 1, 2021, the PhD in Political Science be revised to:
• require students to complete 13 graduate courses over the first two years of the program (6.5 credits), and
• to introduce a new milestone requirement for students to attend and participate in a mandatory publishing workshop during the summer of Year 1 (Term 3), and
• to rename the “Local Government” field to “Urban Political and Local Governance.

CARRIED
S.21-123 **Information Items Reported by the Senate Committee on Academic Policy and Awards**

The following items reported by the Senate Committee on Academic Policy and Awards were received for information by unanimous consent:

- ITEM 5.3(g) – SUPR-G Report: Cyclical Reviews of the Graduate Programs in Political Science and the Collaborative Specialization in Transitional Justice and Post-Conflict Resolution
- ITEM 5.3(h) – New Scholarships and Awards

S.21-124 **ANNOUNCEMENTS AND COMMUNICATIONS**

S.21-124 **Information Items Reported through Announcements and Communications on Unanimous Consent**

The following items were reported through Announcements and Communications and were received for information by unanimous consent:

- ITEM 5.5(a) – Election Results - Selection/Review Committee for the Vice-Provost (School of Graduate and Postdoctoral Studies)- Faculty Representation
- ITEM 5.5(b) – Academic Administrative Appointments

S.21-125 **ITEMS REMOVED FROM CONSENT AGENDA**

S.21-125 **ITEM 5.3(f) – Huron University College: Introduction of a Minor in Global Great Books**

A Senator submitted the following question in advance:

As someone who teaches in the program of Comparative Literature and Culture offered on Main Campus, I am wondering if Senate could have an explanation as to how the proposed Minor in Global Great Books differs from the ethos and practice of that longstanding program? Would Huron be interested in working out a partnership with the Department of Languages and Cultures (Faculty of Arts and Humanities) so that these programs could be better aligned to be complementary?

G. Read (Provost and Dean, Faculty of Arts and Social Science) responded that Global Great Books is a program already offered at Huron University College, as the Major in Global Great Books was previously approved by Senate. The proposed Minor will be established to address a desire by students, and it will be based on existing courses. In terms of differences, G. Read advised that literature is part of the program, but it is not the sole focus. Influential texts of the global community will be studied, and the material is substantially different from a comparative literature program.

G. Read noted that discussions regarding partnerships should be addressed to Dr. S. McDonald, Coordinator of the program.

It was moved by G. Kelly, seconded by D. Kotsopoulos,

That effective September 1, 2021, a Minor in Global Great Books be introduced at Huron University College.

CARRIED
ITEM 5.4(a) – Annual Report of the Working Group on Information Security (WGIS)

A Senator submitted the following questions in advance:

a) What is the percentage takeup rate at this point for the Multi-Factor Authentication system? I'm worrying that alumni, students, faculty, staff might have very different takeup rates, and that the rate might vary by home faculty as well. I am concerned as a member of the Board of Governors to be sure that our alumni who use their Western email continue to be able to do so--but possibly they have high takeup rates and know what they are doing, more than I do as a faculty member.

R. Chelladurai, Associate Vice-President (Planning, Budgeting & Information Technology), responded that over 70% of the total active user group of Office 365 is currently enabled for MFA. The remaining 28% will be enabled by June 22. Within this group, current students are all now required to use MFA. Alumni are presently not required to use MFA. If the decision is made to enable Alumni for MFA, it will be at a future phase. Over a third of faculty and staff are currently MFA enabled. The goal is to have all staff and faculty members enabled by June 22. Data on faculty breakdown for MFA rates was unavailable prior to the Senate meeting, however, C. Couchman (Director, Cyber Security and Business Services) can retrieve the data if of interest.

b) We used in these reports to get the very scary numbers about how many phishing attacks and other cyberattacks were coming in the course of a year. This report indicates several million a day. Can these be identified or classified in a more coherent way (I like taxonomies). Are 50% of them efforts to extract money, for example? From national bad actors or individuals? Do we know the greatest source of these?

R. Chelladurai responded that Western’s network is probed by cyber threats and phishing attacks on a daily basis, looking for vulnerabilities in the security infrastructure. The threats are a combination of threat groups, state-sponsored groups and individuals seeking to cause difficulties in the security infrastructure or financial gain. Western’s automated detection processes are able to quickly identify and repel those probes without impacting the environment in a serious way. MFA has proven to be effective in limiting the number of accounts compromised through phishing, and discussions regarding training for faculty and staff are underway.

REPORT FROM THE OPERATIONS/AGENDA COMMITTEE

ITEM 7.1 – Nominating Committee Membership

The following members were acclaimed to the Nominating Committee:

D. Laird (Schulich), for a term to June 30, 2023, and V. Jaremek (GRAD), for a term to June 30, 2022
ITEM 7.2 – Amendment of the Adopted Policies and Procedures of Senate

It was moved by G. Kelly, seconded by D. Kotsopoulos,

That the Adopted Policies and Procedures of Senate be amended as shown effective July 1, 2021.

CARRIED

REPORT FROM THE NOMINATING COMMITTEE

ITEM 8.1 – Academic Colleague

The following member was acclaimed as the Academic Colleague:

P. Barmby (Sci), for a term to June 30, 2024.

ITEM 8.2 – Senate Committee on Academic Policy and Awards (SCAPA)

The following member was acclaimed to the Senate Committee on Academic Policy and Awards:

I. Namukasa (SGPS), for a term to June 30, 2023.

ITEM 8.3 – Senate Review Board Academic (SRBA)

The following members were acclaimed to the Senate Review Board Academic:

L. Dagnino (Schulich) (Chair), for a term to June 30, 2022.

M. Capretz (Engg), I. DeCoito (Edu), R. DeKoter (Schulich), D. Lacasse (Law), E. Lawson (AH), E. Simpson (SS), V. N. Staroverov (Sci), J. Wilson (Ivey), for a term to June 30, 2023.


K. Gagnon, M. Glover, S. Kadish, S. Pellizzari, (GRAD), for a term to June 30, 2022

ITEM 8.4 – Nominating Subcommittee to Nominate a Senator from the General Community

G. Kelly was acclaimed to the Nominating Subcommittee to Nominate a Senator from the General Community following her nomination from the floor, for a term to June 30, 2023.

ITEM 8.5 – Operations/Agenda Committee (OAC)

The following member was acclaimed to the Operations/Agenda Committee:

S. Roland (Mus), for a term to June 30, 2022.
ITEM 8.6 - Selection/Review Committee for the Vice-Provost (School of Graduate and Postdoctoral Studies)

B. Tuinstra (GRAD) was acclaimed to the Selection/Review Committee for the Vice-Provost (School of Graduate and Postdoctoral Studies).

REPORT FROM THE SENATE COMMITTEE ON ACADEMIC POLICY AND AWARDS

ITEM 9.1 – Introduction of a “General Definition of Western Approved Micro-credentials” Policy and Establishment of the SCAPA Subcommittee for Western Approved Micro-credentials (SWAM)

It was moved by G. Kelly, seconded by D. Kotsopoulos,

That effective July 1, 2021, a “General Definition of Western Approved Micro-credentials” policy be introduced.

CARRIED

The Establishment of Subcommittee for Western Approved Micro-credentials was received for information.

REPORT OF THE UNIVERSITY RESEARCH BOARD

ITEM 11.0 Report of the University Research Board

A Senator submitted the following question in advance:

Please provide Senate with an update on any searches for Associate Vice-Presidents reporting to the Vice-President (Research).

L. Rigg Vice-President (Research) responded that a large selection of applicants was received for the three Associate Vice-President (Research) positions. The selection committee narrowed the search to three candidates for each position. After interviews were conducted, the selection committee put their recommendations forward for the finalists identified. Negotiations are currently underway with the final candidates, and an announcement will be made once the appointment process is finalized.

11.1 Update on Western Research Parks Re-visioning

L. Rigg provided Senators with a presentation on the Visioning and Strategic Planning of Western Research Parks. Stiletto Consulting firm was hired to carry out consultations; they have consulted with Deans, Associate Deans (Research), University Research Board committee, key stakeholders across the community, staff of the Research Park, Research Park Board, and other industries. The information collected will be incorporated into the University Strategic plan in the fall.
S.21-138

**DISCUSSION AND QUESTION PERIOD**

A Senator submitted the following questions in advance:

**Follow-up Regarding Budget**

a) During the budget presentation and in the budget documents there is information about a hiring of 77 tenure-track/probationary faculty, 17 limited-term faculty, and 100 staff. It is also stated that more specific information is not yet available. Do we now have the specific information so that we can see the breakdown of faculty hires by home faculty, and staff hires by faculty or by academic support unit or by administrative support unit? If faculties are to engage in hiring they should probably be starting on the process in the next month or two, given the complexities of hiring at the moment?

S. Prichard, Acting Provost & Vice-President (Academic) responded that through the planning and budget process, Deans came forward with their proposal for tenure track and limited term faculty appointments to be presented in the budget for approval. All the requests submitted from the faculties for the faculty complement planning has been approved this year. The number of hires vary by faculty; however, a breakdown of faculty hires by home faculty was not available to present at the Senate meeting. Faculty Deans can also provide the figures of their proposals for tenure track and limited term faculty appointments that was submitted for approval.

S. Prichard advised the recruiting process begins once the requested positions and budget are approved. The recruiting cycle could take a year or longer to complete. Even though it would be preferable to start the hiring cycle early, it would be based on budget proposals and the requested faculty complement plans, and it would carry a risk of not being approved.

b) The budget presented in April presented several options for curricular development, including $500K for summer teaching support internships for undergraduate students, $2M for interdisciplinary curriculum initiatives approved by the provost and deans, $1M for EDI curricular development through a Pathways program run by the Center for Teaching and Learning, $1M for indigenizing university curriculum (including an Indigenous Curriculum Grant). Faculty members who have approached me have indicated they want to indigenize their courses, and to apply EDID principles to their courses, and to develop interdisciplinary initiatives. However, they need to know exactly what application systems are in place and when. It is already too late to set up programs that would have peer review and adjudication for courses in September 2021, but colleagues are anxious to see the possibility of some funding and research help for developing curricular initiatives for courses and programs in January 2022. Is there any clarity as to what the different competitions supervised by several different offices will be, and when they will become available. Also, will course release be available for developing new curricula, as well as library support, and funding for graduate students to help with developing new courses and programs?

S. Prichard responded that the Center for Teaching and Learning has drafted a plan that is under review. Opportunities to join in developing components of the plan will likely begin to develop in September. As the Strategic Plan is addressing these three areas identified in the question, further investments may be made in EDI curriculum development. Discussions regarding the interdisciplinary curriculum initiatives have recently started. A process is expected to be developed in the fall, and will likely include a request for proposals. As the process is developing, proposals will be adjudicated, and funds will be allotted. S. Prichard noted student involvement in the curriculum development is strongly endorsed, as student participation on previous initiatives has received positive feedback.
Vaccination and Training Reports

A Senator inquired if information on the vaccination rate of students by faculty and program can be made available in the fall. The Senator also queried if reports on the number of individuals who participated in various trainings offered such as EDI, sexual violence, anti-discrimination, can be made available by faculty.

The President responded that if information is collected on vaccinations, it must be contained and distributed in an anonymous format. In regard to reports on training participation by faculty, the President advised the idea will be taken into consideration as it could prompt an increase in participation.

Micro-credentials

A Senator inquired on the next steps for micro-credentials and if Faculties will be involved in creating micro-credentials.

The President responded it is the anticipation for micro-credentials to become a separate unit that could offer academic credits through the Faculties, and lifelong learning would carry out the logistics of student acceptance and registration.

New Business

G. Tigert (University Registrar) provided an oral update on Remote Proctoring.

ADJOURNMENT

The meeting adjourned at 3:34 p.m.

________________________________________  ______________________________________
A. Shepard                                      A. Bryson
Chair                                          University Secretary