

MINUTES OF THE MEETING OF SENATE

November 10, 2023

The meeting was held at 1:35 p.m. in Room 1R40, Arts & Humanities Building

SENATORS:

| | | |
|------------------|----------------|---------------|
| M. Adler | J. Herrera | M. Modeski |
| G. Arku | R. Heydon | K. Olson |
| S. Bahadoor | A. Hodgson | T. Orchard |
| M. Bassnett | J. Hutter | P. Pexman |
| G. Beckett | J. Jin | S. Pitel |
| J. Beecroft | M. Joannis | J. Plug |
| I. Berry | I. Johnsrude | S. Powell |
| J. Binoy | E. Kalaydjian | L. Rehmann |
| A. Bryson | Z. Kamal | D. Robinson |
| G. Campbell | M. Kim | B. Rubin |
| E. Chamberlain | H. Kirk | G. Santos |
| B. Cheadle | D. Kotsopoulos | A. Shepard |
| S. Clarke | D. Laird | Z. Sinel |
| M. Cleveland | J. Lamarche | F. Strzelczyk |
| S. Feagan | C. Lengyel | J. Toswell |
| D. Ferri | J. Li | R. Ventresca |
| L. Frederking | A. Liu | J. Welch |
| T. Frost | L. Logan | S. Whitehead |
| J. Garland | M. McGrath | J. Wild |
| B. Gillies | M. H. McMurran | J. Yoo |
| M. Green-Barteet | K. Meyer | A. Zecevic |
| N. Harney | L. Miller | |
| L. Henderson | J. Minac | |
| K. Henricus | K. Moore | |

Observers: S. Ajak, C. Bressette, R. Chelladurai, K. Coulter, J. Doerksen, R. Isard, S. Lewis, L. Cho, O. Oloya, V. Sarkany, J. Weststar

LAND ACKNOWLEDGEMENT

D. Kotsopoulos offered a Land Acknowledgement.

MINUTES OF PRIOR MEETING

S.23-176 **ITEM 2.0 – Minutes of the Meeting of October 13, 2023**

It was moved by B. Cheadle, seconded by G. Santos,

That the minutes of the meeting of October 13, 2023, be approved as circulated.

CARRIED

S.23-177 **REPORT OF THE PRESIDENT**

The President's Report, distributed with the agenda, contained information on the following topics: the new chair in ethics and technology, the reopening of Western's Pride Library on October 19, Western Awards for excellence in teaching, the CleanTech conference, and accolades.

In his remarks, A. Shepard, President & Vice-Chancellor additionally commented on the following items:

- The recent launch of the Selection Committee for the Vice-President (University Advancement). The search is now underway.
- Establishing a safe and tolerant environment stands as a fundamental and unwavering commitment of Western University.
- Western strongly upholds the priority of academic freedom and free expression of opinion on matters of public interest. The President shared details about the recent release of the CAUT Statement on Academic Freedom in Times of Conflict (Appendix A).
- An overview regarding the situation around the athletic investigation.
- Commented on the situation regarding the departure of the Muslim Chaplain at Western.
- Expressing gratitude to volunteers for their participation at the Ontario Universities' Fair held in Toronto on October 21-23, 2023.
- An update on the Blue-Ribbon Panel, which was convened to ensure financial sustainability for Ontario's Postsecondary Sector.

During his final remarks, the Chair noted that the proposed Brescia-Western integration will be discussed under the Report of the Provost.

S.23-178 **ITEM 3.1 – Impact Project Update**

A. Blackburn-Evans, Chief Communications Officer provided a presentation of Western's Impact Project: brand work (Appendix B).

Senators expressed support and gratitude for the update on the Impact Project, providing their feedback.

S.23-179 **REPORT OF THE PROVOST**

F. Strzelczyk, Provost and Vice-President (Academic), provided a verbal report on the updates and initiatives under her portfolio, including participation of Western at the Ontario Universities' Fair, a brief overview of current leadership search efforts and information on the budget planning process.

The Provost continued her report by providing an update on Brescia's proposed integration with Western University (Appendix C).

L. Frederking, President of Brescia University College, provided background information on the decision made by Brescia to approach Western regarding the integration and then described the main challenges that Brescia faced. Additionally, she commented on insights into the expectations and opportunities arising from the integration process.

The Provost continued her report by providing information regarding the primary stages through which the integration process will unfold, offering a comprehensive overview of the anticipated timeline for each phase. She provided an update on the work of the Provost's Advisory Committee and noted specific areas of focus and the ongoing efforts of this dedicated group.

M. Modeski, University Registrar, provided an update on current events and the work with Brescia students in terms of advising, program opportunities, and financing.

J. Doerksen, Vice-Provost (Students), commented on the principles contained in the non-binding Memorandum of Understanding (MoU) and the commitment of Western to Brescia students, listing various items such as housing, transition packages, creation of a body for student advisory services, and the traditional Brescia Convocation procession. Additionally, he commented on the main needs of students and the work of the Provost's Advisory Committee.

S. Lewis, Vice-Provost (Academic Programs), provided an update on the academic aspects of the integration process and commented on the overview of Brescia programming, noting that all Brescia academic programs have already been approved by Western's Senate. She continued her report by providing information on the process of changing the administrative home of Brescia's programs as well as Western's Institutional Quality Assurance Process (IQAP), which sets out Western's process for new program development, making changes to existing programs, and reviewing programs. The current work and future steps on the academic side were described.

In response to a question of clarification, the Provost described the role Senate and Senate committees will have in the integration process.

An Official Observer expressed concerns with respect to the integration of Brescia's programs to Western, S. Lewis advised that there are past examples of changing the administrative home for programs.

A Senator commented on the strategy adopted for the integration and expressed concerns

regarding the perceived lack of transparency in the governance procedures. J. Doerksen commented on the purview of Senate, highlighting that Western and its Affiliated University Colleges operate with independent Boards of Governors. Nevertheless, Western's Senate deals with academic matters for all campuses.

In response to a question of clarification with respect to the Brescia courses and modules, S. Lewis stated that should the integration proceed, the commitment will be that current Brescia students will be able to graduate from their current modules.

In the course of the discussion, Senators expressed concerns and posed questions about the potential implications, how this will affect Brescia faculty and staff, admission standards, and the role of Senate in the integration process.

In response to a question, the Chair informed Senate that there will be a delay in the timeline for Board approval that was announced previously.

In response to a question of clarification, the Provost advised that an announcement regarding a leadership update will be released in the next week.

REPORT OF THE NOMINATING COMMITTEE

S.23-180 **ITEM 6.1 – Membership – Subcommittee on Western Approved Micro-credentials (SWAM)**

Anton Puvirajah was acclaimed to SWAM as a faculty member for a term to June 30, 2025.

S.23-181 **ITEM 6.2 – Membership – University Research Board (URB)**

Manoj Reddy Medapati was acclaimed to URB as a postdoctoral representative for a term to June 30, 2024.

S.23-182 **REPORT OF THE SENATE COMMITTEE ON ACADEMIC POLICY**

ITEM 7.1 – Academic Policy Working Group – Update

S. Lewis, Vice-Provost (Academic Programs), and M. Modeski, University Registrar, provided an update regarding the Academic Policy Working Group (Appendix D). Their presentation included the following highlights:

- In response to feedback received at the September Senate meeting, the membership of the working group was expanded to include a more robust representation of faculty and students.
- Outlined the priorities and main objectives for both the working group and the subgroups within the working group, which will focus on specific policies.
- The main goal of the entire working group is to create guiding principles to serve as the foundation for Policies.

S.23-183 **ITEM 7.2 – Revisions to the Policy on “Course Outlines”**

S. Lewis, Vice-Provost (Academic Programs), proposed a discussion on the revisions to the policy on “Course Outlines”.

S. Lewis noted that the inclusion of a required statement on Gender-Based and Sexual Violence on course outlines was a recommendation included in the final report of the Action Committee on Gender-Based and Sexual Violence.

The proposed revision was presented only for discussion and will be returned to the Policy committee with feedback provided for approval and recommendation to Senate.

A lengthy discussion ensued regarding the proposed revisions to the Policy on “Course Outlines” and the following points were raised:

- A question regarding whether this statement should be included for both the undergraduate and graduate outlines.
- Concerns were raised regarding the efficiency of the methods currently adopted for delivering important information to students. S. Lewis noted that inclusion in course outlines will help to ensure that all students have access to this information.
- A Senator raised concerns regarding the challenge of sustaining student engagement when more information is required in course outlines.
- Concerns were raised with respect to the workload for course instructors. S. Lewis noted that Brightspace provides a course outline generator that could possibly be used for this purpose.
- A suggestion from the students’ perspective, that volunteers could potentially help with the addition of this statement.
- The Student Senators expressed their support for this initiative and emphasized the importance of ensuring that all students have access to this information.
- The location for the proposed statement in the course outline.

S.23-184 **ITEM 7.3 – Revisions to the Policy on “Admission – Law”**

On behalf of the Senate Committee on Academic Policy, M. Adler presented the revision to the Policy on “Admission – Law” for approval.

A Senator raised a question of clarification regarding the discrepancy in admission requirements for applicants from different discretionary categories. E. Chamberlain, the Dean of the Faculty of Law, provided a brief rationale for this decision, noting that the “access” category remains unchanged.

It was moved by M. Adler,

That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective September 1, 2024, the policy on “Admission – Law” be revised as shown in Item 7.3.

CARRIED

REPORT OF THE SENATE COMMITTEE ON ACADEMIC CURRICULUM AND AWARDS (ACA)

S.23-185 **ITEM 8.1 – Huron University College: Introduction of a Major and Minor in Animal Ethics and Sustainability Leadership**

On behalf of ACA, S. Roland presented for approval the Introduction of a Major and Minor in Animal Ethics and Sustainability Leadership by Huron University College.

It was moved by A. Liu, seconded by L. Henderson,

That on the recommendation of ACA, and conditional on approval by the Quality Council, Senate approve that effective September 1, 2024, a Major in Animal Ethics and Sustainability Leadership be introduced by Huron University College as shown in Item 8.1, and

That on the recommendation of ACA, Senate approve that effective September 1, 2024, a Minor in Animal Ethics and Sustainability Leadership be introduced by Huron University College as shown in Item 8.1.

CARRIED

S.23-186 **CONSENT AGENDA ITEMS**

REPORT FROM THE OPERATIONS / AGENDA COMMITTEE (OAC)

S.23-187 **Information Items Reported by OAC on Unanimous Consent:**

- ITEM 12.1(a) – 2021-2022 Annual Report of the Senate Review Board Academic
- ITEM 12.1(b) – Senate Election Schedule for 2024
- ITEM 12.1(c) – Order of Ceremony – Spring Convocation 2024 (#323)

REPORT FROM THE SENATE NOMINATING COMMITTEE

Information Items Reported by the Nominating Committee

- S.23-188 - ITEM 12.2(a) – Temporary Replacements for OAC Member

REPORT FROM THE SENATE COMMITTEE ON ACADEMIC CURRICULUM AND AWARDS (ACA)

S.23-189 **ITEM 12.3(a)(i) – School of Graduate and Postdoctoral Studies: Major Modification to the Master of Engineering Science (MEngSc) and Doctor of Philosophy (PhD) in Civil and Environmental Engineering**

It was moved by B. Cheadle, seconded by J. Plug,

That on the recommendation of ACA, Senate approve that effective January 1, 2024, the Master of Engineering Science (MESc) and Doctor of Philosophy (PhD) in Civil and Environmental Engineering be revised as shown in Item 12.3(a)(i).

CARRIED BY UNANIMOUS CONSENT

S.23-190 **ITEM 12.3(a)(ii) – School of Graduate and Postdoctoral Studies: Major Modification to the Graduate Diploma (GDip) in Climate Risk Assessment and Opportunity**

It was moved by B. Cheadle, seconded by J. Plug,

That on the recommendation of ACA, Senate approve that effective January 1, 2024 the Graduate Diploma in Climate Risk Assessment and Opportunity be revised as shown in Item 12.3(a)(ii).

CARRIED BY UNANIMOUS CONSENT

S.23-191 **Information Items Reported by ACA on Unanimous Consent:**

- ITEM 12.3(b) – Report of the Subcommittee on Program Review – Graduate (SUPR-G): Cyclical Reviews of the Graduate Programs in Visual Arts, Environment and Sustainability, and Physics and Astronomy
- ITEM 12.3(c)(i) – New Donor-Funded Scholarships, Awards and Prizes
- ITEM 12.3(c)(ii) – New Western-Funded Scholarships, Awards and Prizes

ANNOUNCEMENTS AND COMMUNICATIONS

S.23-192 The following items reported through Announcements and Communications were received for information by unanimous consent:

- ITEM 12.4(a) – Election Results

ITEMS REMOVED FROM THE CONSENT AGENDA

S.23-193 **ITEM 12.4(a) – Honorary Degree Recipients- Autumn 2023**

A Senator requested the removal of this item from the consent agenda to make an observation, emphasizing that this information should be shared with the Senate before the Convocation. Also, additional information about the recipients would be useful for reference.

A. Bryson, University Secretary, noted that normally this information is presented to Senate in advance of Convocation. However, this year, there was a delay in information delivery due to staffing constraints in the University Secretariat. The Secretariat will endeavor to provide brief information about the recipients as well.

S.23-194 **DISCUSSION AND QUESTION PERIOD**

The full text of questions submitted in advance of the meeting was posted in the Agenda at Item 14.0 prior to the meeting. The questions and responses are summarized below.

1. Responding to an inquiry about the recent external group demonstration on campus, the Chair noted that external group was invited by students and faculty members. L. Logan, Vice-President (Operations & Finance), advised that additional security measures were coordinated by the London Police and the University did not cover the costs associated with the extra security.
2. A Senator raised questions seeking clarification on the previous practice of soliciting comments on senior administrator through an annual request. A. Bryson noted that past practices will be review and an answer presented at the future meeting.
3. In response to a question whether the University Research Board is reviewing or planning measures to streamline processes and improve the grant submission process particularly, concerning research security issues, P. Pexman, Vice-President (Research), noted that any feedback regarding the submission process is welcomed and expressed a commitment to support Western research funding success. In addition, she provided information regarding the research security measures and the hiring of the Research Security Officer.
4. In response to a question regarding the strategic plans for faculty complement from the academic units with respect to the proposed integration of Brescia faculty members, F. Strzelczyk advised funding is currently being assessed, with the intention that it will be incorporated into the budget. Western will follow the current process for budget review. Additionally, she noted that the second year of the three-year budget cycle is currently underway.
5. In response to a question regarding the support's provided to the athletics community, J. Doerksen noted that student athletes on some teams have access to a sports psychologist, although the focus is game preparation and performance. Efforts are underway to continually address all the needs of the student athletes.

By request of a Senator two questions submitted in advance of the Senate meeting were deferred to the next Senate meeting in December.

ADJOURNMENT

The meeting adjourned at 4.08 p.m.

A. Shepard
Chair

A. Bryson
University Secretary

NOVEMBER 2, 2023 **NEWS ARTICLE**

CAUT Statement on Academic Freedom in Times of Conflict

(November 2, 2023) Academic freedom, like all expressive freedoms, is particularly vulnerable during periods of war, conflict, and social unrest. The widespread dismissals of controversial professors and subsequent constraints on academic discourse during and after the two world wars of the last century serve as warning that politically motivated restrictions on academic expression must never be countenanced.

Today, the war between Israel and Hamas has become the subject of increasingly intense and acrimonious debate. The nature of this debate has prompted questions about what expression by academic staff is covered by academic freedom, what limits there may be, and what institutions should do to ensure that academic freedom rights are upheld.

CAUT's policies provide that all academic staff have the right to engage in public debate, both within and outside of their areas of disciplinary expertise. The protection, within the law, of extramural expression, including the ability to espouse highly controversial and unpopular views, fulfills an essential mission of universities and colleges. As the [CAUT Policy Statement on Academic Freedom](#) states: "Academic staff must not be hindered or impeded in exercising their civil rights as individuals including the right to contribute to social change through free expression of opinion on matters of public interest. Academic staff must not suffer any institutional penalties because of the exercise of such rights."

Academic freedom has limits. It is not a licence to break the law, such as libeling someone, engaging in harassment or discrimination, violating hate speech laws, or disregarding professional duties and responsibilities. It is not a defence against academic dishonesty or breach of ethical and disciplinary standards.

However, these legal and professional limits do not preclude vigorous debate, intemperate language, or sharply negative criticism. Academic staff need not be gentle, nice, or diplomatic in their expression, so long as they do not violate the law or their professional obligations.

Academic freedom does not confer immunity from criticism. That an academic may face harsh critique or condemnation from colleagues, students, or members of the public is not in itself a violation of academic freedom. On the contrary, it is academic freedom that permits robust discussion and debate, including often pointed and heated exchanges.

However, if an academic is subject to malicious, libelous, abusive, threatening, or harassing speech, then their ability to exercise their academic freedom is compromised. In such instances, as specified in the [CAUT Policy Statement on Targeted Online Harassment of Academic Staff](#), college and university administrators have “a positive obligation to protect academic freedom” and should take decisive action to defend academic staff from such harassment. If institutions fail to defend academics from illegal harassment or true threats, they violate their obligation to uphold academic freedom.

The exercise of academic freedom further requires that universities and colleges resist external pressures to censor members of the academic community, including any attempt by governments, donors, politicians, or pressure groups to target academic staff and students for exercising their expressive rights within the law.

Politically controversial cases involving college and university teachers in part helped motivate the founding of the CAUT in 1951. The Cold War period witnessed many professors unjustly fired and blacklisted. Typically, academics were targeted and dismissed not because of what they taught in their classrooms or published in scholarly journals, but because of their political views and social activism.

This history shows that it is during times when political threats to academic freedom intensify, that the need for academic staff to contribute to public discourse becomes even more important. CAUT’s role is not to weigh in on the subjects being debated, but rather to ensure that all academic staff in Canada can exercise their right to engage in controversial discussion free from reprisal or

Senate Minutes

November 10, 2023

Appendix A

penalty by the administration.

Western's Brand Story

Update for Senate

November 10, 2023

Althea Blackburn-Evans, Chief Communications Officer

The goal: An authentic,
differentiated and consistent
brand story for Western



Changing the World, Today

At Western, we passionately pursue our purpose and collaborate to drive meaningful impact in the world today.



The Impact Project

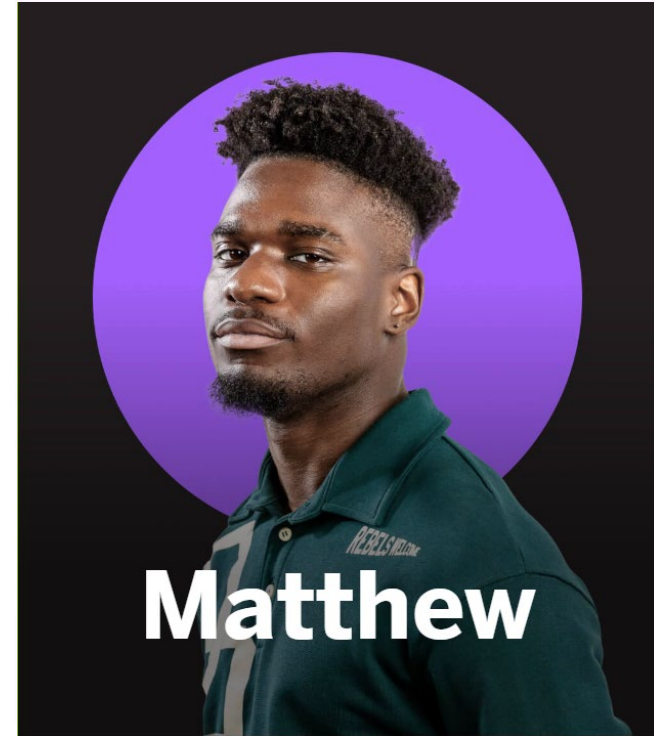
The project brings together the global Western University community to understand how we can all be more intentional about the difference we make in the world.

The individuals featured will demonstrate that there is a place in the Western story for every kind of aspiration or endeavour. The project will uncover insights from those with 'frontline experience' on how each of us can contribute to lasting, positive and collective change.

Over the next 5 years, The Impact Project will document the impact of our community through 150 unique and compelling interviews. The initiative will carry Western into the public phase of our major fundraising campaign and through to our 150th anniversary.



How
vulnerability
can **normalize**
mental health
disorders.





@westernuniversity
#theimpactproject

Nominate Someone



Update to Senate: Brescia-Western Proposed Integration

Florentine Strzelczyk, Provost and Vice-President Academic – Western University
Lauretta Frederking, President – Brescia University College
John Doerksen, Vice-Provost (Students) – Western University
Susan Lewis, Vice-Provost (Academic Programs) – Western University
Marisa Modeski, University Registrar – Western University

Recap

- Why are we doing this?
- Who benefits?
- What phase are we in?
- How can Senate shape the proposed BWI?

Today's Focus:

- Students
- Academic programs



Provost Advisory Committee

Senate-elected members:

Tracey Adams

Professor, Department of Social Sciences

Rita A. Gardiner

Assistant Professor, Faculty of Education

Andrew Johnson

Associate Dean, Undergraduate Programs and
Associate Professor, Faculty of Health Sciences

Karin Schwerdtner

Acting Associate Dean (Academic),
Faculty of Arts & Humanities

Ken Yeung

Associate Dean (Academic), Faculty of Science

Appointed members:

Sunday Ajak

President, Western University Students' Council

Tom Belton

Head - Archives and Special Collections,
Western Libraries

John Doerksen

Vice-Provost (Students)

Lauretta Frederking

President, Brescia University College

Maathangi Rudranantha

President, Brescia University College Students' Council

Student Features and Engagement



Provost Advisory Committee recommendations

- Clare Hall residence would remain all female-identifying residence (subject to demand).
- Dedicated Brescia Student Lounge for Brescia students to stay connected outside of the classroom.
- Transition packages for all Brescia students with information on available on- and off-campus supports.
- Brescia-specific student supports within the Student Experience portfolio to connect students to the assistance they need.
- June 2024 convocation walk for Brescia students from Ursuline Hall to Alumni Hall before the ceremony, and a reception on Brescia campus for graduates and their families afterwards.
- Brescia clubs would be accepted into USC with one-year grace period for ratification.

Academic Programs

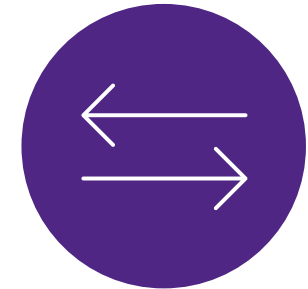
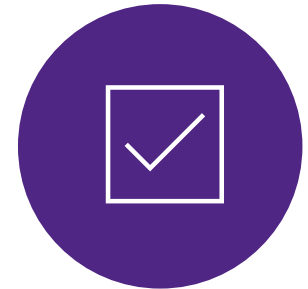
Brescia students at Western

- 800 Brescia students registered in a Main Campus course
- Psychology, Sociology, Kinesiology, Health Sciences, Geography, History



Brescia's academic programming

- Brescia University College currently offers one graduate program, and undergraduate programs that include Honours, Specializations, Majors, and Minors in 36 areas, along with five diplomas and two certificates.
- All of Brescia's degree programs have been reviewed and approved by Senate.
- All students at affiliates and main campus receive a Western University degree upon graduation.



Program Relocation Process

- Program mapping and relocation through the Vice-Provost (Academic Programs), University Registrar, Deans, academic and administrative leaders
- Brescia programs will be relocated to units that most closely align with their disciplinary area, keeping all current content and program requirements. For instance:

| Brescia Module or Program | Western Home Unit |
|-------------------------------|-------------------|
| Creativity & Literature | English |
| English for Teachers | English |
| English Language & Literature | English |
| General English | English |

Program Mapping Process

- Informed by modular enrollment by year
- Program mapping worksheet review
- Anti-Requisites are listed in the Academic Calendar

| Brescia Module | Main Campus Anti-Requisites | Remarks |
|----------------|--------------------------------|---------|
|----------------|--------------------------------|---------|

- Program mapping process started late October and aim to complete by end of November
- Intent to Register – 2024



Next steps on academic programming

- Program mapping process continues
- Develop guiding principles around course offerings
- Provost's Advisory Committee
- Work with Deans, academic and administrative leaders
- Ongoing updates through Senate

Policy Review Framework and Timeline: Presentation to Senate

November 10, 2023

Academic Policy Working Group

- Working Group Membership Update
- Terms of Reference
- Policy Overview, Practices and Guiding Principles

Working Group Membership - Updated

- Susan Lewis (Co-Chair), Vice-Provost Academic Programs
- Marisa Modeski (Co-Chair), University Registrar
- Jeffrey Hutter, Acting Dean, Science
- Andrew Johnson, Associate Dean, Health Sciences
- Susan Knabe, Associate Dean, FIMS
- Vicki Sweeney, Associate Dean, Huron University College
- Valery Sarkany, Associate Registrar
- Maria Farooq, VP University Affairs, USC
- Emilie Kalaydjian, Student
- Lana Abdelellah, Student
- Maria Ferraro, Professor, DAN Management
- Anne Schuurman, Professor, Department of English and Writing
- James Noel, Professor, Science

Policy Subgroups

- Scholarships and Awards
- Student Absences
- Undergraduate Courses

Policy Subgroups

- Scholarships and Awards
 - Admissions and In-Course Scholarships Policy,
 - General Policy on Scholarships, Awards and Prizes

Members: Valerie Sarkany, Susan Knabe

Policy Subgroups

- Student Absences
 - Academic Considerations Policy, Make-up Exam Policy, Accommodation for Religious Holidays, Undergraduate Leave of Absence

Members: entire working group

Policy Subgroups

- Undergraduate Courses
 - Adding and Dropping Courses, Course Load, Course Numbering Policy, Essay Courses and Hours of Instruction

Members: Maria Farooq, Andrew Johnson, Maria Ferraro, Anne Schuurman, Vicki Sweeney

Feedback and Questions

Email: academicpolicy@uwo.ca