



MINUTES OF THE MEETING OF SENATE

January 19, 2024

The meeting was held at 1:30 p.m. in **Great Hall, Somerville House**

SENATORS:

M. Adler	J. Herrera	K. Olson
E. Ansari	R. Heyden	T. Orchard
G. Arku	A. Hodgson	I. Paul
K. Arora	S. Hodgson	G. Philip
P. Barmby	J. Hutter	S. Pitel
M. Bassnett	J. Ijam	A. Puvirajah
J. Beecroft	J. Jin	L. Rehmann
I. Berry	M. Joannis	C. Robinson
J. Binoy	I. Johnsrude	D. Robinson
N. Borradaile	A. Jokhu	B. Rubin
A. Bryson	E. Kalaydjian	M. Sanita Lima
J. Campbell	Z. Kamal	G. Santos
E. Chamberlain	H. Kirk	L. Shaw
B. Cheadle	K. Kirkwood	A. Shepard
S. Clarke	D. Kotsopoulos	Z. Sinel
M. Cleveland	D. Laird	D. Smith
K. Coley	K. Lawless	C. Steeves
R. DeKoter	C. Lengyell	F. Strzelczyk
S. Feagan	L. Lewis	J. Sutton
D. Ferri	J. Li	J. Toswell
L. Frederking	A. Liu	J. Welch
J. Garland	D. Malloy	S. Whitehead
B. Gillies	M. McGrath	J. Wild
M. Green-Barteet	M. H. McMurran	J. Yoo
N. Harney	K. Meyer	A. Zecevic
L. Henderson	J. Minac	
K. Henricus	M. Modeski	

Observers: S. Ajak, L. Cho, J. Doerksen, R. Isard, S. Lewis, M. Machado, M. McGlynn, O. Oloya, V. Sarkany

LAND ACKNOWLEDGEMENT

K. Meyer offered a Land Acknowledgement.

MINUTES OF PRIOR MEETING

S.24-1 **ITEM 2.0 – Minutes of the Meeting of December 1, 2023**

It was moved by B. Cheadle, seconded by L. Henderson,

That the minutes of the meeting of December 1, 2023, be approved as circulated.

CARRIED

S.24-2 **REPORT OF THE PRESIDENT**

The President's Report, distributed with the agenda, contained information on the following topics: Brescia-Western Integration, enrollment, Western's ranking among the top 10 for sustainability, the 2023 Ontario Research Fund, an \$8.5 million donation from MED-EL, accolades, and a leadership update.

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

- The recent release of admission application numbers for the year. Gratitude was extended to volunteers for their participation and efforts at the Ontario Universities' Fair held in Toronto and Open Houses on campus, as well as to the Office of the Registrar.
- An update on Western's upcoming campaign.

S.24-3 **REPORT OF THE PROVOST**

F. Strzelczyk, Provost & Vice-President (Academic) provided a verbal report on the updates and initiatives under her portfolio. The Provost began her report with an update on the budget and planning, highlighting ongoing consultations with academic and non-academic support units. She announced an upcoming budget-related town hall. Additionally, the subsequent stages of the budget planning process were outlined.

The Provost advised Senators on the ongoing searches for several senior leaders. She announced that Lisa Daniels has been named Director of the McIntosh Gallery.

The Provost continued her report by thanking Senators and Official Observers for their support and feedback in respect of the Brescia-Western integration. She advised that the Board of Governors for both Western and Brescia University College signed the binding Memorandum of Agreement, and that job offers will be extended to the faculty members and non-academic staff at Brescia University College. She commented on the ongoing efforts to support students during the transitional period, including with respect to course registrations. In her closing remarks, the Provost expressed her gratitude to the members of the Provost Advisory Committee for their diligent efforts and valuable contributions.

S.24-4 **REPORT OF THE VICE-PRESIDENT (RESEARCH)**

J. Burkell, Associate Vice-President (Research), provided a verbal update on the research security file, informing Senate that the Government of Canada has issued a Policy on Sensitive Technology Research and Affiliations of Concern, along with a list of research organizations that may pose a risk to Canada's national security. J. Burkell commented on the process of implementation and outlined the timeline associated with it. Additionally, she advised that the Policy applies only to academic research institutions. In her closing remarks, J. Burkell commented on the ongoing efforts to support researchers at Western.

S.24-5 **REPORT OF THE BOARD CHAIR**

K. Gibbons, Chair of the Board of Governors, presented the first verbal Board Chair's report to the Senate and announced that, based on the feedback received, this report would be presented twice per year. K. Gibbons acknowledged Board members who are also members of the Senate and provided insight into the work of the Board of Governors (Appendix A).

K. Gibbons continued his report with information on the items that Senate had submitted to the Board, highlighting that they were approved without any suggested changes. He also provided information on the specific focus and priority areas that are under purview of the Board of Governors.

In his closing remarks, K. Gibbons commented on the role of the Board of Governors with respect to the Brescia-Western integration.

REPORT OF THE SENATE NOMINATING COMMITTEE

S.24-6 **ITEM 8.1 – Membership – Honorary Degrees Committee**

Jenna Beecroft was acclaimed to the Honorary Degrees Committee as a student Senator representative for a term ending June 30, 2024.

J. Toswell, Chair of the Nominating committee, provided comments on the committee's work in filling positions that were reported under the consent agenda.

REPORT OF THE SENATE COMMITTEE ON ACADEMIC POLICY

S.24-7 **ITEM 9.1 – Revisions to the Policy on “Progression Requirements – Dentistry”**

On behalf of the Senate Committee on Academic Policy, Melissa Adler presented the revision to the Policy on “Progression Requirements – Dentistry”.

A Senator raised a question with respect to the proposal, inquiring about the rationale behind designating every grade from 65 up to 100 as a "pass". Additionally, they emphasized the need to outline the method for assessing the top 10%, who will be named to the Dean's Honour List.

J. Yoo, Dean of the Schulich School of Medicine & Dentistry, advised that revised policy reflects that grades between 80-100 percent is no longer “Pass with Honours”, aligning with other schools of Medicine. He also explained the method by which the passing grade will be gradually increased and clarified that the policy designates “Dean’s Honour List” for the top 10% of graduates. J. Yoo proposed a friendly amendment to correct the listed grades. The Chair suggested tabling the motion for further consideration.

That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective September 1, 2024, the policy on “Progression Requirements – Dentistry” be revised as shown in Item 9.1, and

That effective September 1, 2024, the “Dean’s Honour List and Graduation “With Distinction”” policy be revised as shown in Item 9.1.

TABLED

S.24-8 **ITEM 9.2 – Revisions to the “Structure of the Academic Year” Policy**

S. Lewis, Vice-Provost (Academic Programs), provided a brief overview of the revision to the “Structure of the Academic Year” Policy. She informed that additional consultations with students are currently in progress, and the revised policy will be presented once the consultation is completed.

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

S.24-9 **ITEM 10.1 – School of Graduate and Postdoctoral Studies: Major Modification to the Course-Based Master of Arts (MA) and Master of Science (MSc) in Kinesiology**

On behalf of the Senate Committee on Academic Curriculum and Awards, S. Roland presented the Major Modification to the Course-Based Master of Arts (MA) and Master of Science (MSc) in Kinesiology for Senate approval.

It was moved by S. Roland,

That on the recommendation of ACA, Senate approve that effective September 1, 2024, the course-based Master of Arts (MA) and Master of Science (MSc) in Kinesiology be revised as shown in Item 10.1.

CARRIED

REPORT OF THE SENATE COMMITTEE ON UNIVERSITY PLANNING (SCUP)

S.24-10 **ITEM 11.1 – EDID Strategic Plan**

O. Oloya, Associate Vice-President (Equity, Diversity & Inclusion) and L. Oliver, EDI Specialist, provided a presentation on the draft EDID Strategic Plan (Appendix B).

O. Oloya outlined the guiding framework for the Equity, Diversity & Inclusion (EDI) Office in developing the EDID Strategic Plan and highlighted the initiatives undertaken by the EDI Office.

L. Oliver described the process used in the development of the EDID Strategic Plan and highlighted the significant insights and findings that were obtained during the extensive consultations that took place. She shared a high-level overview of the EDID Strategic Plan by outlining the strategic priorities, vision, and outcomes.

O. Oloya invited Senators to submit their feedback subsequent to the meeting, with assurance that all received input would be compiled for evaluation by the Steering Committee. The launch of the EDID Strategic Plan is anticipated in February.

A Senator expressed gratitude for recognizing the efforts of student organizations dedicated to establishing inclusive and safe spaces on campus.

S.24-11 **ITEM 11.2 – National Survey of Student Engagement Results**

S. Lewis, Vice-Provost (Academic Programs), provided a presentation on the updated high-level results generated from the National Survey of Student Engagement (NSSE) (Appendix C). Additionally, she pointed out that there were no major concerns regarding the Western results, and they are more or less comparable to those of comparator groups, including 22 colleges and universities in Ontario, the U15 and 18 comparable US institutions. S. Lewis outlined steps detailing how to enhance student participation and provide valuable support.

A Senator raised a question regarding whether, along with the increase in student participation, the primary definitions could be further clarified, given that students' perceptions of certain aspects directly influenced the outcomes. S. Lewis recognized that aligning data definitions is the primary objective for future work.

In response to a question of clarification, S. Lewis noted that the PowerPoint presentation would be circulated with the Senate minutes.

The Chair made an observation that initially, the use of NSSE was controversial in Canada, given its stronger alignment with US university culture, which had a notable impact. However, the prospect of having our own data for comparison with other institutions was seen as potentially beneficial.

A Senator commented on the prospective approaches that could be adopted to address the lack of engagement with internship and research opportunities for students at Western.

In response to a question with respect to the survey results, in an area where Western was underperforming compared to other institutions in Ontario, S. Lewis noted that this discrepancy may be due to different perceptions. More detailed information on the indicators associated with writing assignments and the feedback provided by instructors will be presented at a future meeting.

S.24-12 **ITEM 11.3 – Revisions to the Terms for Faculty Scholars**

On behalf of the Senate Committee on University Planning, D. Laird presented for approval Revisions to the Terms for Faculty Scholars.

It was moved by D. Laird,

That, on the recommendation of the Senate Committee on University Planning, Senate approve and recommend to the Board of Governors, that effective September 1, 2024, the terms for Faculty Scholars be revised as shown in Item 11.3.

CARRIED

REPORT OF THE UNIVERSITY RESEARCH BOARD (URB)

S.24-13 **ITEM 12.1 – Western’s Research Funding Performance and Ranking**

K. Coley, Vice-Chair of the University Research Board, provided a presentation on Western performance on research funding and global rankings (Appendix D). He noted that among all the categories contributing to the ranking, Western is underperforming in the research component. Information on Western's standing in Tri-Agency and CFI funding was presented in comparison to other U-15 institutions.

In his report, K. Coley acknowledged that Western was underperforming in the number of funding applications in the past years; however, in the past year, Western has moved towards the trendline. He mentioned that discussions on ways to enhance Western's position in research funding are ongoing.

A Senator expressed appreciation for the report and voiced strong support for addressing the highlighted issue.

A Senator raised a question as to whether the URB could identify the action points to start addressing the issues. K. Coley advised that the work is underway, but it’s not a new problem for the university.

Questions of clarification regarding the presented data and the primary issue leading to the current situation were addressed by K. Coley.

A Senator made an observation, recognizing the role of librarians, archivists, and the library system in general in supporting the culture of research.

S.24-14 **REPORT OF THE ACADEMIC COLLEAGUE**

P. Barmby presented the Report of the Academic Colleague referring to materials in the agenda for information.

S.24-15 **CONSENT AGENDA ITEMS**

REPORT FROM THE OPERATIONS / AGENDA COMMITTEE (OAC)

S.24-16 Information Items Reported by OAC on Unanimous Consent:

- ITEM 14.1(a) – Annual Report on Convocation Statistics – 2023

REPORT FROM THE SENATE NOMINATING COMMITTEE

S.24-17 Information Items Reported by the Nominating Committee on Unanimous Consent:

- ITEM 14.2(a) – Senate Vacancy in the Graduate Student Constituency
- ITEM 14.2(b) – Distinguished University Professor Selection Committee

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

S.24-18 ITEM 14.3(a) – Faculty of Health Sciences, Arthur Labatt Family School of Nursing: Revisions to the Program Requirements of the Western-Fanshawe Collaborative Bachelor of Science in Nursing (BScN), the Compressed Time Frame Bachelor of Science in Nursing (BScN), and the RPN Pathway within the Compressed Time Frame Bachelor of Science in Nursing (BScN)

It was moved by B. Cheadle, seconded by D. Ferri,

That on the recommendation of ACA, Senate approve that effective September 1, 2024, the program requirements of the Western-Fanshawe Collaborative Bachelor of Science in Nursing (BScN), the Compressed Time Frame Bachelor of Science in Nursing (BScN), and the RPN Pathway within the Compressed Time Frame Bachelor of Science in Nursing (BScN) be revised as shown in Item 14.3(a).

CARRIED BY UNANIMOUS CONSENT

S.24-19 ITEM 14.3(b) – Faculty of Arts and Humanities, Department of English and Writing Studies: Revisions to the Admission and Program Requirements of the Honours Specialization in Creative Writing and English Language and Literature

It was moved by B. Cheadle, seconded by D. Ferri,

That on the recommendation of ACA, Senate approve that effective September 1, 2024, the admission and program requirements of the Honours Specialization in Creative Writing and English Language and Literature, offered by the Department of English and Writing Studies in the Faculty of Arts and Humanities, be revised as shown in Item 14.3(b).

CARRIED BY UNANIMOUS CONSENT

S.24-20 ITEM 14.3c(i) – School of Graduate and Postdoctoral Studies: Major Modification to the Master of Music (MMus) in Music Education

It was moved by B. Cheadle, seconded by D. Ferri,

That on the recommendation of ACA, Senate approve that effective September 1, 2024, the Master of Music (MMus) in Music Education be revised as shown in Item 14.3c(i).

CARRIED BY UNANIMOUS CONSENT

S.24-21 **ITEM 14.3c(ii) – School of Graduate and Postdoctoral Studies: Major Modification to the Master of Science (MSc) in Computer Science**

It was moved by B. Cheadle, seconded by D. Ferri,

That on the recommendation of ACA, Senate approve that effective September 1, 2024, the Master of Science (MSc) in Computer Science be revised as shown in Item 14.3c(ii).

CARRIED BY UNANIMOUS CONSENT

S.24-22 **Information Items Reported by ACA on Unanimous Consent:**

- ITEM 14.3(d) – Annual Report on Scholastic Offences
- ITEM 14.3(e) – Report of the Subcommittee on Undergraduate Academic Courses
- ITEM 14.3(f) – Faculty-Specific Sessional Dates
- ITEM 14.3(g) – New Donor-Funded Scholarships, Awards and Prizes

REPORT FROM THE SENATE COMMITTEE ON UNIVERSITY PLANING (SCUP)

S.24-23 **Information Items reported by the Senate Committee on University Planning on Unanimous Consent:**

- ITEM 14.4(a) – Western Office of the Ombudsperson Annual Report 2022/23
- ITEM 14.4(b) – Designated Chairs, Professorships and Faculty Fellowships Approved on Behalf of Senate in 2022 and 2023 by the Senate Committee on University Planning

S.24-24 **ITEM 14.4(c) – Evolution of Work Teaching Scholar**

It was moved by B. Cheadle, seconded by D. Ferri,

That, on the recommendation of the Senate Committee on University Planning, Senate approve the establishment of the Evolution of Work Teaching Scholar with an appointment in the Ivey Business School.

CARRIED BY UNANIMOUS CONSENT

ANNOUNCEMENTS AND COMMUNICATIONS

S.23-25 The following items reported through Announcements and Communications were received for information by unanimous consent:

- ITEM 14.5(a) – Academic Administrative Appointments

S.23-26 **DISCUSSION AND QUESTION PERIOD**

The full text of a question submitted in advance of the meeting was posted in the Agenda at Item 16.0 prior to the meeting. The questions and responses are summarized below:

1. A Senator raised a question of clarification concerning the hiring practices in relation to the forthcoming implementation of the new EDID Strategic Plan.

The Chair stated that the recruitment for faculty members with a focus on diverse representation and engagement in 2024 will be sourced from the Provost Academic Renewal Fund (PARF).

A Senator made a comment about the upcoming hosting of the CUBA conference by Western and proposed the idea of inviting a representative from the broader Western community to address the Brescia-Western integration.

In response to a question regarding the financial difficulties in the university sector in Ontario, K. Gibbons advised that Western is not experiencing financial difficulties, which is attributed to the financial discipline that the university has consistently adhered to over the course of many years. Additionally, he commented on the situation in universities that claimed structural deficits and discussed potential strategies aimed at steering these institutions toward a more positive trajectory. The Chair highlighted the significant anticipation surrounding the government response to the recommendation of the Blue-Ribbon Panel.

In response to a question of clarification regarding the representation from the Affiliates on Western's Board of Governors, K. Gibbons noted that this is defined by The University of Western Ontario Act and that each Affiliate has their own Board.

In his closing remarks, the Chair informed Senate that the schedule of regular meetings of Senate and its committees for the 2024-25 academic year has been delayed due to the proposal to revise the Structure of the Academic Year Policy.

ADJOURNMENT

The meeting adjourned at 3:51 p.m.

A. Shepard
Chair

A. Bryson
University Secretary

Bicameral Governance

BOARD

Responsible for:

- Property & financial matters
- Participating in setting strategic direction
- Appointing the President and Vice-Chancellor
- Appointing senior management

SENATE

Responsible for:

- Academic policy
- Courses of study and admission standards
- Exams
- Scholarships
- Convocation

1

Membership

Board of Governors

27 Voting Members
63% of whom are “external”

Voting Representation:
Board of Governors



■ Internal ■ External

Voting Representation:
Senate



■ Internal ■ External

Senate

102 Voting Members
93% of whom are “internal”

2

Responsibilities of the Board

- Ensure accountability and effective scrutiny, e.g. review of financial statements. **HINDSIGHT**
- Ensure obligations of the University are being met. **OVERSIGHT**
- Ensure strategy and risk are appropriate and the talent is in place to keep the University functioning well into the future. **FORESIGHT**

Board Committees

Audit

Fund Raising and Donor Relations

Governance and By-laws

Investment

McIntosh Gallery

Property and Finance

Senior Policy and Operations

University Discipline Appeals



1

Western's EDID Strategic Plan

January 19, 2024



Office of Equity, Diversity & Inclusion

2

Today's Agenda

TOPIC	Presenter
Introduction <ul style="list-style-type: none">What is guiding the work of the EDI Office?Key highlights of the EDI Office to date	Opiyo Oloya
Strategic Planning Process <ul style="list-style-type: none">Review of the timelineKey Findings	Anne Becker
Where we are and moving forward	Anne Becker
Feedback	Opiyo Oloya
Wrap-up	Opiyo Oloya

What Is Guiding Our Work?

'TOWARD WESTERN AT 150' Strategic Commitments

1. Create a welcoming and inclusive campus community.
2. Increase diversity and equity in Western's workforce and student population.
3. Invest to combat racism and all forms of discrimination.
4. Engage diverse Western communities.

President's Anti-Racism Working Group Final Report – May 2020

1. Institutional Policy Response & Action
2. Policy, Structures & Leadership
3. Institutional Communications
4. Hiring & Supports
5. Curriculum, Education, Training & Programming
6. Scholarship & Community

EDI Office: Highlights To Date

- Created meaningful working relationships with Equity Deserving (ED) student groups as well as Western and London ED communities.
- Initiated EDID Census Survey for Students, Staff and Faculty in October 2021. Will launch new and improved EDID Census in January 2024.
- Delivered interactive/experiential training for leaders, faculty, staff, students and alumni.
- Established EDI Central Working Group for sharing best practices and action priorities.
- Launched the successful Western B.L.U.E. program in October 2022, 2023.
- Launched the Black Student Scholarships initiative.
- Delivered many successful Black History Month speakers' series, 2022 and 2023



Office of Equity, Diversity & Inclusion

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EDI Strategic Planning Process



EDI Strategic Planning

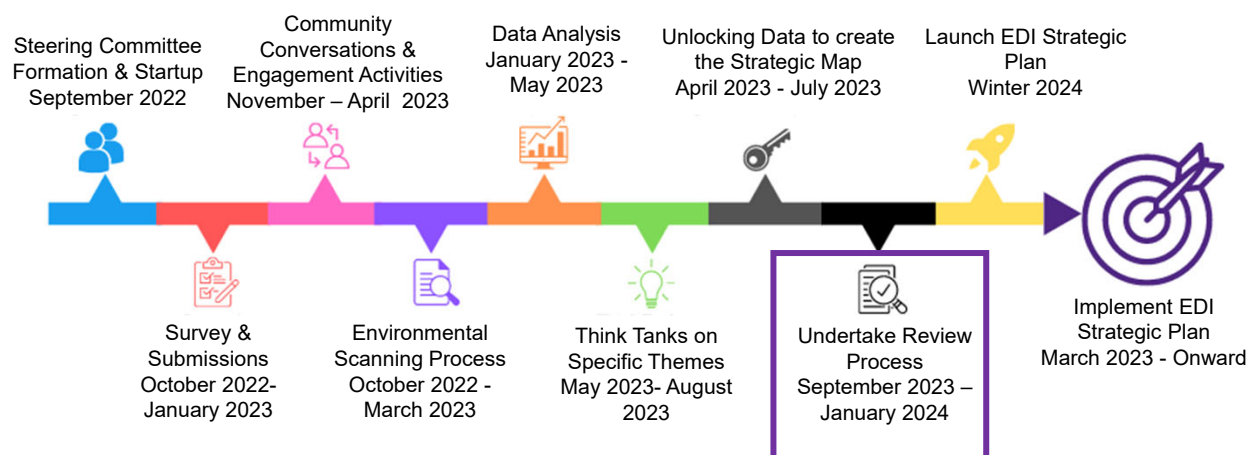
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Steering Committee Members

- Adeyemi Opeyemi (Student Experience – Wellness Education Team)
- Chris Alleyne (Housing)
- Christy Bressette (Office of Indigenous Initiatives)
- Waliu Alaka (SOGS President)
- Erica Lawson (Faculty/ED)
- Erin Huner (Ivey)
- Sunday Ajak (USC President)
- Eunjung Riauka (Western International)
- Jane O'Brien (Human Resources)
- Kyle Gervais (Faculty/ED)
- Mariam Hayward (Western Research)
- Mark Daley (Chief Artificial Intelligence Officer)
- Melanie Katsivo - Schulich
- Nancy Stewart (Office Of the President)
- W.G. Pearson (Faculty/ED)
- Tracy Isaacs (Special Advisor to the Provost in Gender-Based and Sexual Violence)

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Timeline



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EDI Community Conversations Themes

- Positive change is happening and making a difference.
- Exclusion, racism and discrimination continue to occur in systems, policies, practices, places, and behaviours.
 - Micro and macro-aggressions are still a reality for many.
 - Individual and system-wide cultural biases and beliefs.
 - Experiences of isolation and being ignored.
- Inconsistent commitment and action across Western to create and sustain real EDI change.
- Inadequate cultural competence and sensitivity of leaders, staff and faculty.
- Persistent accessibility barriers: physical, communication, attitudinal (stigma), financial, accommodation access, etc.

Key Survey Findings

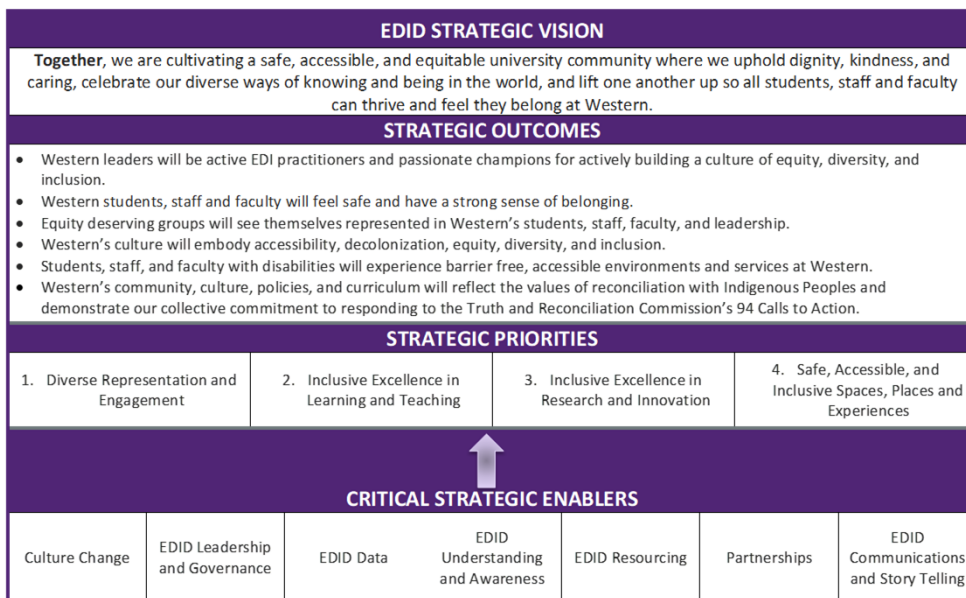
- Students, staff, faculty, and leaders have a strong sense of inclusion, belonging, and community.
- Most equity deserving groups perceive **some** degree of belonging, community, and inclusion at Western.
- Individuals who are cisgender, white, heterosexual, and do not have a disability have highest perceptions of belonging, community, and inclusion.
- Equity deserving groups feel included in consultation processes for institutional decisions but see many of these and other EDI processes as performative.

EDI Strategic Planning Where We Are and Next Steps



Office of Equity, Diversity & Inclusion

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← Strategic Goals are nested within each Strategic Priority and each Strategic Enabler



Office of Equity, Diversity & Inclusion

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Moving Forward

1. Incorporate input from staff / faculty associations and reconvene with our EDI Steering committee to finalize report and discuss strategic priorities and enablers and how they can be operationalized.
2. Identify accountability leads for key strategic goals & actions and develop KPIs for strategic priorities. Engage the next levels of leaders to support sustainable change.
3. Create an integrated action framework to drive collective and individual action toward embedding equity, inclusion and diversity across Western University.

Questions & Feedback



Are we missing anything?



Is there anything that concerns you?

Submit your ideas to: lolive@uwo.ca

Thank you!

National Survey of Student Engagement 2023 Update

Presentation to Senate
January 19, 2024

Susan Lewis
Vice-Provost (Academic Programs)



1

What is the NSSE

• National Survey of Student Engagement (NSSE)
assesses:

- extent to which students engage in programs & activities that post-secondary institutions provide for learning & development
- estimate of how undergraduate students spend their time & what they gain from post-secondary education



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More about the NSSE

- Focus 1st and Senior year undergraduate students
- First administered @ Western in 2004
- Now administered @ Western in Winter/Spring every 3 years (e.g., 2020, 2023)



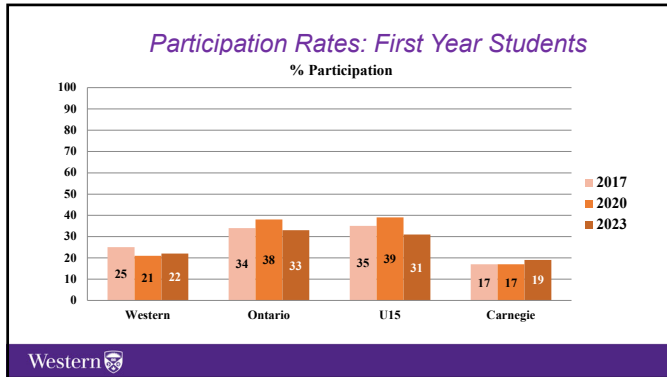
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Comparison Groups

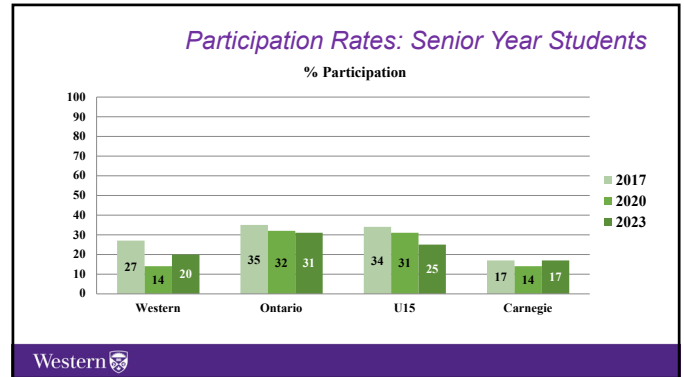
- Ontario: 22 universities across the province (Western excluded from this group when compared)
- U15: 15 universities across Canada (Western excluded from this group when compared)
- Carnegie: 18 comparable US institutions, Research Universities (Very High Research Activity), Enrolment > 20,000



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6

Next Step: Increase Participation

- Help students better understand what NSSE is and the importance of participation
- Promote within first-year courses
- Social media engagement (ex. USC Instagram)
- More accessible
- Incentivize participation
- Best practices among Ontario and U15 peers

Western

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NSSE Reports

- NSSE Reports on:
 - 10 Engagement Indicators (e.g., Higher Order Learning, Supportive Environment)
 - 6 High Impact Practices (e.g., Service Learning, Research)

Western

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Summary: Engagement Indicators

- No major red flags
- Comparable to U15 and Ontario groups (no meaningful differences in any engagement indicator categories)
- Western meaningfully different than Carnegie group in the following areas:
 - 1st year student-faculty interaction
 - 1st year and senior effective teaching practices
 - 1st year quality of interaction
 - 1st year and senior supportive environment

Key Engagement Indicators

Reflective and Integrative Practices

- Western significantly lower than all comparison groups for 1st year students
- **Strategic Plan:** Personalizing the Learning Experience and Learning by Doing

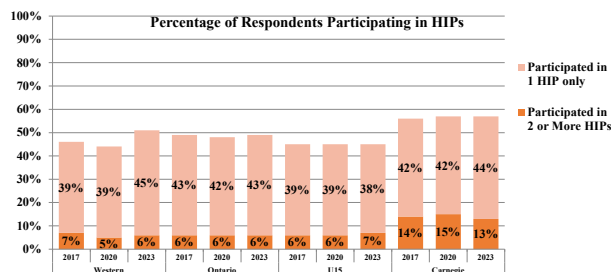
Discussions with Diverse Others

- Significantly higher than U15 and significantly lower than Carnegie group in 1st year
- Significantly higher than U15 and Ontario comparison groups in senior students
- **Strategic Plan:** Create a More Equitable and Inclusive Western

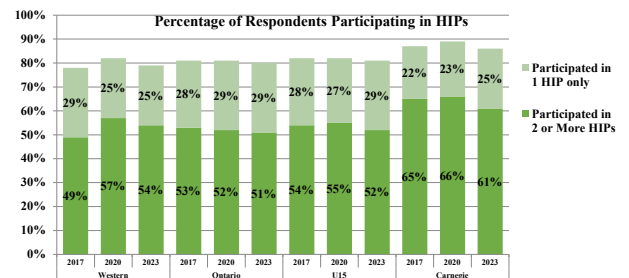
Supportive Environment

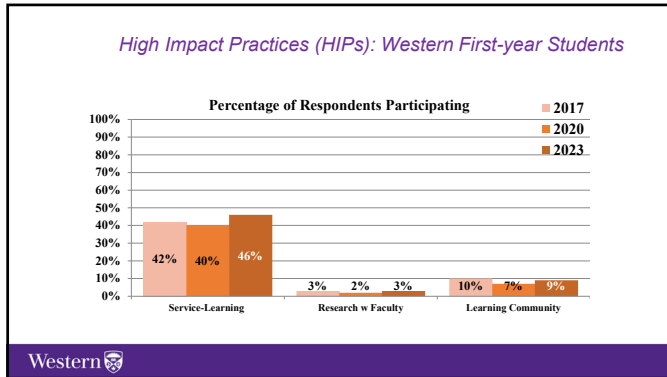
- Significantly and meaningfully lower than Carnegie group in 1st year and senior students
- **Strategic Plan:** Thriving Through Belonging

High Impact Practices (HIPs) – First-year Students

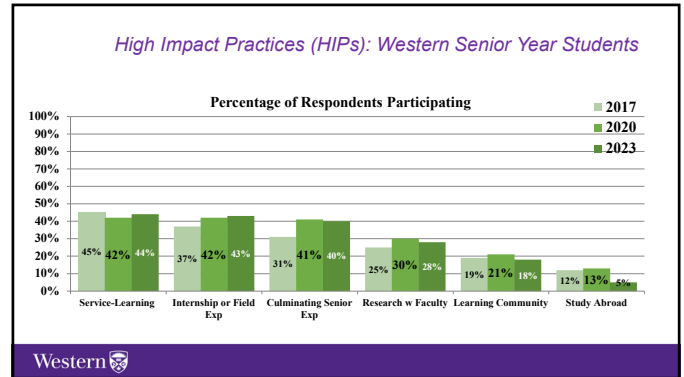


High Impact Practices (HIPs) – Senior Year Students

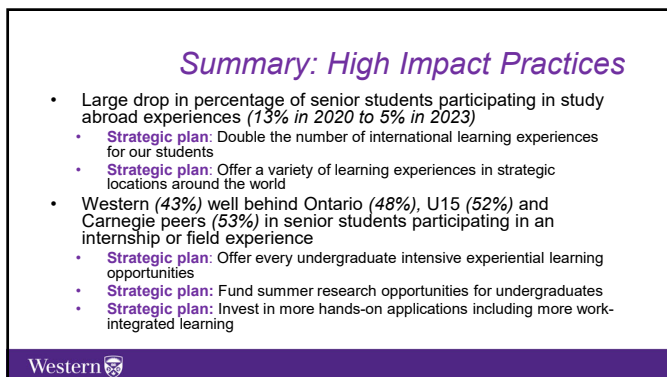




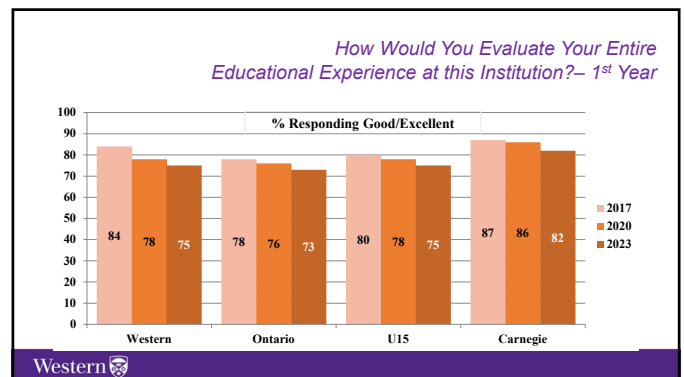
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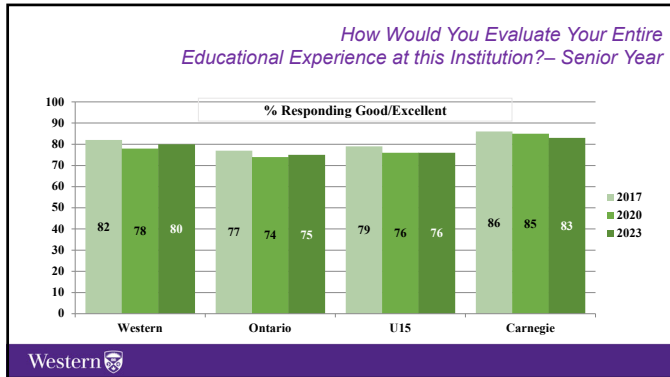
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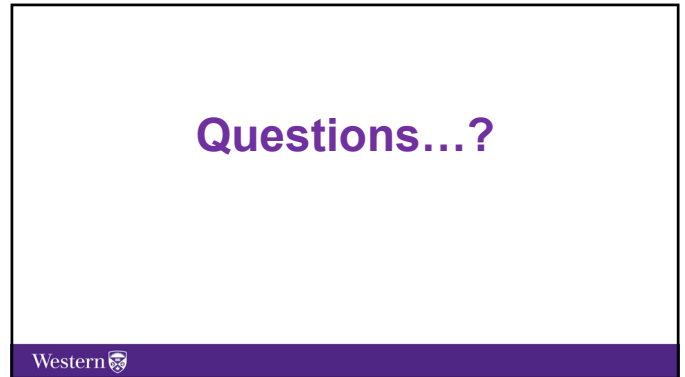
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Western

Report of the University Research Board



January 19, 2024

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Western

Global Rankings


QS

QS World University Rankings 2024

114

Canada: 6

5 subjects in global top 50




THE

Times Higher Education Rankings 2024

201-250

Canada: T-9




U.S. News & World Report

U.S. News & World Report 2023

300

Canada: 10




ARWU

ARWU Shanghai Rankings 2023

301-400

Canada: T12



CWTS

CWTS Leiden Ranking 2023


172

SSAH: 98

Physical Science & Eng.: 312

Biomedical & Health: 130

Life & Earth Science: 309



Categories that contribute to rankings

Reputation

Teaching

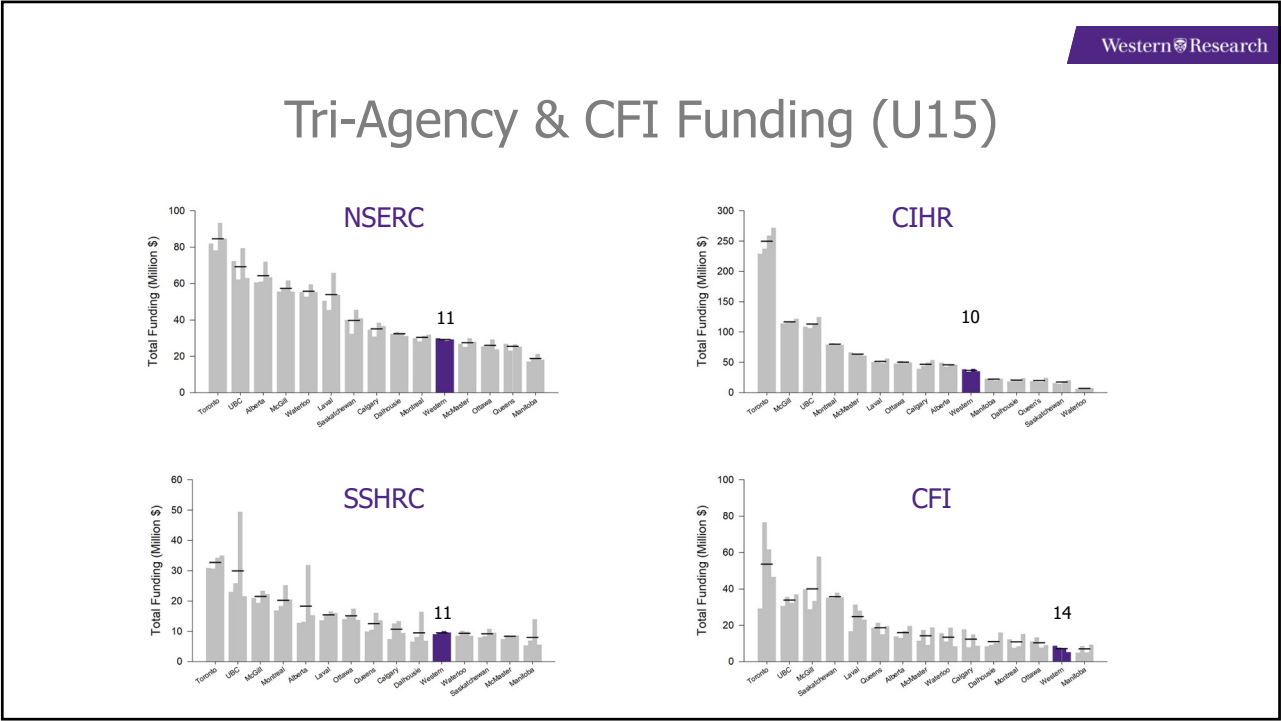
Research

Internationalization

Alumni

Other

2



3



4