



The UNIVERSITY of WESTERN ONTARIO

BOARD OF GOVERNORS MEETING

**1:00 p.m., Thursday, June 21, 2012
Room 4155 Stevenson Hall**

1. Adoption of Agenda - Open Session
2. [Report of the President](#) (Amit Chakma)
3. Unanimous Consent Agenda - [Appendix I](#)
 - Includes Open Session Minutes of the Meeting of April 18, 2012
4. Business Arising from the Minutes
5. Reports of Committees:
 - Property & Finance Committee - [Appendix II](#) (Chirag Shah)
 - Senior Operations Committee - [Appendix III](#) (Steve Coxford)
 - Audit Committee - [Appendix IV](#) (Jim Knowles)
6. Items Referred by Senate - [Appendix V](#) (Amit Chakma)
7. Questions from Members
8. Other Business
9. Adjournment to Confidential Session



The UNIVERSITY of WESTERN ONTARIO

MINUTES OF THE MEETING OF THE BOARD OF GOVERNORS

June 21, 2012

The meeting was held at 1:00 p.m. in Room 4155 Stevenson Hall.

PRESENT: Mr.S. Coxford, Chair
Ms. I. Birrell, Secretary

Mr. J. Adams
Dr. A. Chakma
Dr. J. Deakin
Mr. M. Dietrich
Mr. K. Goldthorp
Ms. L. Gribbon
Ms. S. Grindrod
Mr. H. Hassan
Mr. P. Jenkins
Mr. J. Knowles
Ms. G. Kulczycki
Mr. M. Lafortune

Mr. C. Lassonde
Mr. D. Lemieux
Ms. J. Moss
Mr. C. Shah
Mr. J. Silver
Dr. S. Sims
Dr. S. Singh
Ms. J. Vanderheyden
Dr. J. White
Mr. K. Zerebecki

By Invitation: M. Belanger, J. Capone, R. Langille,

REPORT OF THE CHAIR

BG.12-45 **Vice-President (Research)**

On behalf of the Board, the Chair welcomed Dr. John Capone, Western's new Vice-President (Research), whose term begins October 1, 2012, to the meeting.

BG.12-46 **REPORT OF THE PRESIDENT**

The President's report consisted of the following: Downtown proposal, leadership recruitment, internationalization, student enrolment and Global Opportunities Awards. Details are found in his report distributed with the agenda.

BG.12-47 **UNANIMOUS CONSENT AGENDA** [Appendix I]

It was moved by J. Knowles, seconded by S. Grindrod,

That the 14 items listed in Appendix I be approved and/or received for information by the Board of Governors by unanimous consent.

CARRIED

BG12-48 **Minutes of the Previous Meeting**

The open session minutes of the meeting of April 18, 2012 were approved as circulated.

REPORT OF THE PROPERTY & FINANCE COMMITTEE [Appendix II]

BG.12-49 **Information Items Reported by the Property & Finance Committee**

The Report of the Property & Finance Committee, detailed in Appendix II, contained the following items that were received for information by unanimous consent:

- UHIP Fees – 2012-13
- Investment Committee Membership
- New and Revised Scholarships and Awards

REPORT OF THE SENIOR OPERATIONS COMMITTEE [Appendix III]

BG.12-50 **University Discipline Appeals Committee – Membership**

It was moved by J. Knowles, seconded by S. Grindrod,

That the following be appointed to the University Discipline Appeals Committee for the terms and constituencies noted:

Chair

Chris Ellis, Department of Medical Biophysics, July 1, 2012 to June 30, 2013

Faculty

Jane Toswell, Department of English – July 1, 2012 to June 30, 2014

Kim Verwaayen, Dept. of Women's Studies & Feminist Research – July 1, 2012 to June 30, 2014

Graduate Students

Erica Carolyn Leighton – July 1, 2012 to June 30, 2013

Nedal Mohamed – July 1, 2012 to June 30, 2013

Undergraduate Students

Warren Cracknell – July 1, 2012 to June 30, 2013

Ahila Vithiananthan – July 1, 2012 to June 30, 2013

CARRIED (By Unanimous Consent)

BG.12-51 **Information Item Reported by the Senior Operations Committee**

The Report of the Senior Operations Committee, detailed in Appendix III, contained the following item that was received for information by unanimous consent:

- Vice-Provost (International Education)

REPORT OF THE AUDIT COMMITTEE [APPENDIX IV]

BG.12-52 **Retirement Income Funds Financial Statement for the Year Ended December 31, 2011**

It was moved by J. Knowles, seconded by J. Moss,

That the Board of Governors approve the audited financial statements for the University of Western Ontario Retirement Income Funds for the calendar year 2011, as attached in Appendix IV, Annex 1.

CARRIED

BG.12-53 **Information Items Reported by the Audit Committee**

The Report of the Audit Committee, detailed in Appendix IV, contained the following items that were received for information by unanimous consent:

- Western Retirement Plans – Report to the Audit Committee for the Year Ended December 31, 2011
- Harassment and Discrimination Report

ITEMS REFERRED BY SENATE [APPENDIX V]

BG.12-54 **Articulation Agreements**

BG.12-54a **Renewal of the Articulation Agreement between The University of Western Ontario, King's University College, Brescia University College, Huron University College and Fanshawe College: Social Service Worker, Child and Youth Worker and Early Childhood Education Programs**

It was moved by J. Knowles, seconded by S. Grindrod,

That the Articulation Agreement among King's University College at The University of Western Ontario; The University of Western Ontario; Brescia University College; Huron University College; and Fanshawe College, regarding the transfer of credit for students in Fanshawe's Social Service Worker, Child and Youth Worker, and Early Childhood Education programs be renewed and amended to include updated course codes and mapping as shown in Appendix V, Annex 1, effective September 1, 2012, as recommended by Senate.

CARRIED (By Unanimous Consent)

BG.12-54b **Renewal of the Articulation Agreement between The University of Western Ontario, King's University College, Brescia University College, Huron University College and Lambton College: Social Service Worker, Child and Youth Worker and Early Childhood Education Programs**

It was moved by J. Knowles, seconded by S. Grindrod,

That the Articulation Agreement among King's University College at The University of Western Ontario; The University of Western Ontario; Brescia University College; Huron University College; and Lambton College regarding the transfer of credit for students in the Social Service Worker, Child and Youth Worker and Early Childhood Education Programs be renewed and amended to include updated course codes and mapping as shown in Appendix V, Annex 2, effective September 1, 2012, as recommended by Senate.

CARRIED (By Unanimous Consent)

BG.12-55 **Western Research – Annual Report 2011**

Dr. Deakin, Acting Vice-President (Research), provided an overview of the Western Research Annual Report 2011, detailed in Appendix V, Annex 3. The key research objectives are: to be among the top five

in the G13 for CFI; second in Ontario for CFI and Tri-Council funding; and to double contract research and licensing income. In order to achieve these objectives the research culture must be nurtured from within - focus should be on strategic areas of research strength and strategic faculty hires must be made in support of research excellence. The "stage will be set" for the arrival of the new Vice-President (Research) in October.

Members thanked Dr. Deakin for providing a straightforward, transparent report, noting that Western's strengths and weaknesses are identified and strategies for the future are outlined.

BG.12-56

Information Items Referred by Senate

Appendix V, Items Referred by Senate, contained the following items that were received for information by unanimous consent:

- Western Libraries Annual Report – 2011-2012
- Annual Report of the University Research Board – Academic Development Fund Report
- Announcements
- Report on Promotion and/or Tenure 2011-12
- Reports of the Academic Colleague
- Report of the Honorary Degrees Committee

QUESTIONS FROM MEMBERS

BG.12-57

Harassment and Discrimination Report (see BG.12-53)

A member asked whether Western's record with respect to the number of harassment and discrimination incidents was improving.

Ms. Kulczycki replied that it was difficult to know. However, she noted that although the number of contacts reported by the Equity and Human Rights Office in 2011-12 is higher than in the past, the wide-scale awareness sessions relating to "Bill 168" and the hiring of an advisor in Equity and Human Rights Services have brought issues such as harassment to the forefront. Individuals are wanting and willing to take a more proactive approach to addressing such concerns.

The meeting adjourned to the confidential session.

S Coxford
Chair

I. Birrell
Secretary

To: Board of Governors
From: Amit Chakma
Date: June 21, 2012
Re: President's Report to the Board

I'm pleased to provide the following update on important developments and achievements since the last meeting of the Board on April 18, 2012.

1. Downtown proposal: Earlier this month, the University's response to the City of London's invitation to develop a proposal on the potential for creating a downtown campus at properties including City Hall, Centennial Hall and the adjoining Civic Square was made public. As part of the City's process to gather ideas for rejuvenating London's downtown core, the Provost and I were invited to further supplement Western's written proposal with a presentation to the City's Investment & Economic Prosperity Committee on June 9. Our presentation highlighted the central idea of relocating Western's Faculty of Education to the Civic Square property, as well as a brief summary of the key educational, social, cultural, health-related and economic benefits that could be generated by the proposal. Key decisions regarding next steps in the process now rest with City Council and are expected some time in the fall timeframe.

2. Leadership recruitment: Western recently announced the appointment of two senior administrative leaders. On May 16, Sociology professor Julie McMullin was named Western's first-ever Vice-Provost (International), beginning a five-year term on June 1. Prior to her appointment, Dr. McMullin had served an 18-month secondment as Special Advisor to the Provost on Internationalization, and she brings a wealth of experience, insight, and energy to this important new role for Western. On June 5, the current Dean of Science at McMaster University, John Capone, was named Vice-President (Research) at Western, with a five-year term commencing October 1. With an academic background as one of Canada's foremost molecular biologists, Dr. Capone will be focused on building Western's research capacity through faculty renewal, multi-disciplinary partnerships, embedding research at the undergraduate level, and connecting research activity to educational excellence. Decanal Review & Selection Committees have also now begun their work related to the leadership roles at Western's School of Graduate & Postdoctoral Studies, Faculty of Social Science, and Richard Ivey School of Business.

3. Internationalization: In April, our Provost joined London Mayor Joe Fontana and several other senior University and City officials in what constituted Western's largest-ever international delegation to explore education, research and economic development opportunities in China. Among the mission's outcomes:

- Western and Sichuan University signed an MOU building upon one signed in 2009 that made possible collaboration between the Schulich School of Medicine & Dentistry and West China Medical School. The renewed MOU provides a framework for the universities to explore relationships across additional academic disciplines including Engineering, Law, Science, Social

Sciences and Health Sciences.

- Western Law renewed its exchange agreement with Hong Kong University.
- CSTAR (Canadian Surgical Technologies and Advanced Robotics) delivered the West China Hospital Primary Care Workshop to 100 participants at the hospital, as well as 30 participants at Jintang County People's Hospital No. 2 and 50 at the Mental Health Center of Guangyuan City, who took part in a live, interactive broadcast of a surgical procedure.
- Western's business-development arm, WORLDdiscoveries, celebrated the official opening of its Asia-Nanjing Centre—at an event jointly organized with Jiangsu Provincial Department of Science & Technology and Xin-Cheng Science and Technology Park—by signing three agreements to commercialize research and innovation originating from Western.

Also in April, I joined several Canadian university presidents on an AUCC-sponsored mission to Brazil, at which we strengthened Canada's capacity in research and innovation by signing 35 new agreements and MOUs with 18 Brazilian institutions. During the trip, 13 new scholarship and student mobility programs for Brazilian and Canadian students were also announced. The gathering, which began with an address by Governor General David Johnston, resulted in initiatives valued collectively at \$1.72M from Canadian universities, \$1.45M from the Government of Canada, and new scholarships and student mobility programs valued at \$1.71M.

In May, Ivey Asia announced a first-of-its-kind partnership with China University of Political Science and Law (CUPL) that will provide Chinese executives with case-based learning of leadership and legal practices in international business. Research conducted in 2005 estimated that China then had 5,000 globally capable business leaders, but projected the country would need at least 75,000 globally capable business leaders by 2020 to support globalization. As a result, Ivey Asia and CUPL have combined forces to respond to this need. Utilizing Ivey's globally recognized case library, participants will be placed in the shoes of decision-makers facing real business issues in markets around the world. Recognized as one of China's top law schools, CUPL will enhance the programs providing case-based learning about the international legal framework impacting business in other parts of the world.

4. Student enrolment: Western is presently projecting a 2012-13 entering undergraduate class of 4,745—including 300 out-of-province Canadian students and 445 international students—versus a total target of 4,800. While these are preliminary projections that are subject to change as we finalize offers and confirm acceptances, this will mark the third consecutive year that international enrolment figures have risen at Western, illustrating that we are making progress against our goal to admit one in 10 of our undergraduates from outside Canada. And given that minimum entrance standards have risen again this year, we anticipate that average entering grades will increase over last year's average of 87.6%, reflecting that Western continues to be a destination of choice for very high-achieving students across Ontario, Canada and abroad.

5. Global Opportunities Awards: We have received a tremendous response to the first year of our Global Opportunities Awards program, which provides financial support to students participating in a variety of international learning experiences. More than 450 students submitted applications to access \$200,000 in available funds, and 200 students have received awards. Given the positive reception from students, and the generous support of several donors who have contributed to the creation of this program, Global Opportunities Awards will be once again be offered in the 2012-13 academic year.

ACTIVITIES OF THE PRESIDENT

(April 14, 2012 – June 24, 2012)

April	16	London	Lunch with Andrew Forgione (USC President)
			Honorary Degree Committee
			Dr. Roopa Desai Trilokekar (Faculty of Education, York)
	18	London	Vice President Research Selection Committee
			IBM Announcement
			Board of Governors
	19	London	President's Scholarship Recipient Phone Calls
	20	London	Mike Strong (Dean, Schulich)
	24	Ottawa	International Education Strategy Panel
	25	Brazil	Dinner with Governor General David Johnston
	26	Brazil	AUCC Conference on International Education
	30	Bangladesh	Mr. Alnoor Maherali, Mrs. Shaheen Islam (Canadian High Commission)
May	2	Bangladesh	AUW (Asian University for Women) Board of Trustees
	5-6	London	Vice President Research Selection Committee
			U15 Teleconference
	7	Toronto	STIC (Science & Technology Innovation Council) Conference Call
			Lunch with James Bradshaw (Globe & Mail)
			Dr. Rob Leone (MPP Cambridge)
			Karim Bardeesy (Premier's Director of Policy), Kim Munro (Policy Advisor Education)
			Deputy Minister Deborah Newman
			Queen's Park Alumni Reception
	8	Ottawa	Education and Innovation Discussion and Reception with Israeli President Shimon Peres
	9	London	International Education Strategy Panel Teleconference
	10	Toronto	Research Ontario Expert Panel Teleconference
		London	Minister Gary Goodyear Phone Call
	11	London	Opening Remarks at The First Collaboration Conference on Leadership
			Senate
	14	London	Opening Remarks at Spring Perspectives on Teaching Conference
			COU Budget & Audit Committee Teleconference
	15	Ottawa	Killam Prize Ceremony & Dinner
	16	London	Kasi Rao, Barbara Smith (Exec Director National Youth Orchestra), Betty Anne Younker (Dean, Music)
	17	London	Melanie Lynn Caco (Student)
			Yibing Fan (Student)
	17	London	Photoshoot "Pay it Forward Bracelet" Campaign

	18	London	Governor General's Canadian Leadership Conference Teleconference
			Schulich Convocation & Honorary Degree Luncheon
	22	Toronto	Chancellor John Thompson
			Fundraising & Donor Relations Committee Meeting
			Perry Dellelce (Managing Partner, Wildeboer Dellelce LLP), Geoff Beattie
	24	Hong Kong	Lincoln Yu (Director, SBI Development)
	25	Hong Kong	Ivey Announcement with University of Political Science and Law and Signing Ceremony
	26	Hong Kong	Ivey EMBA Graduating Class Dinner
	27	Hong Kong	Ivey Convocation and Honorary Degree Dinner
	28	Hong Kong	Ken and Catherine Chu (CEO and Chairman Mission Hills)
			Ivey Advisory Board
			Simon Leung (Chairman & CEO, Microsoft)
	29	Sydney	University of Sydney Visit (Vice-Chancellor's Office)
			University of New South Wales Visit (Vice President's Office)
			Macquarie University Visit (Deputy Vice Chancellor & Provost's Office)
	30	Gold Coast	Bond University Visit
	31	Sydney	Jack Cowin (Chairman, Competitive Foods Australia)
			Jonathan Lerner (Founder and Director, Envy Group Pty Ltd)
			Alastair Sloan (Director, Red Centre Capital)
			Paul Mirabelle (CEO and Executive Director, Life Audiology Pty Ltd)
			Australian Alumni Event
June	4	London	40 th Anniversary of D B Weldon Library Celebration
			Henry Barnett Honorary Degree Luncheon
			Hospitality Recognition Ceremony (Gibbons)
	5	London	Bill Thomas (KPMG)
			Coaches Appreciation Dinner
	6	London	Opening Remarks at Canadian Materials Science Conference
			London Free Press Telephone Interview
			CTV London News Interview
			WUSC Executive Committee Teleconference
			Professor Emeritus Receptions (Gibbons)
	7	London	USC Executive (Incoming Members)
			STIC Teleconference
			Free FM Telephone Interview
			Long Service Awards (Gibbons)
	8	London	Senior Admin Travel Strategy Meeting

			Senate
	9	London	City of London Investment and Economic Prosperity Committee
	10	London	Governor General's Canadian Leadership Conference Panel
	12-20	London	Spring Convocation Ceremonies
	21	London	Board of Governors
	23	Victoria, BC	WUSC Board of Directors

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 the Board of Governors 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 item be approved or received for information by the Board of Governors by unanimous consent:

Minutes

1. Open Session Minutes of the Meeting of April 18, 2012	ACTION
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Report of the Property & Finance Committee – [Appendix II](#)

2. UHIP Fees 2012-13	INFORMATION
3. Investment Committee Membership	INFORMATION
4. New & Revised Scholarships and Awards	INFORMATION

Report of the Senior Operations Committee – [Appendix III](#)

5. University Discipline Appeals Committee - Membership	ACTION
6. Vice-Provost (International)	INFORMATION

Report of the Audit Committee – [Appendix IV](#)

7. Harassment & Discrimination Report	INFORMATION
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Items Referred by Senate – [Appendix V](#)

8. Articulation Agreements	ACTION
9. Western Libraries Annual Report 2011 – 2012	INFORMATION
10. Report of the University Research Board – Academic Development Fund Report	INFORMATION
11. Announcements	INFORMATION
12. Report on Promotion and/or Tenure 2011 – 2012	INFORMATION
13. Reports of the Academic Colleague	INFORMATION
14. Report of the Honorary Degrees Committee – Honorary Degree Recipients – Autumn 2012 (to be distributed at the meeting)	INFORMATION

The Unanimous Consent Agenda

The Board'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.

A number of Canadian university Boards have employed the consent agenda format to include not only routine approval items, but also information items. One reason for using this format is to allow the Board to focus on major items of business. While approval of an omnibus motion saves time at Board meetings, Board members will want to review the agenda materials carefully in order that they properly discharge their responsibilities.

How it works:

The Secretary identifies action and information items that are routine and/or likely non-controversial. In so doing, she may consult with the Chair of the Board, the relevant committee chair, and principal resource persons. 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 Board 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 Board of Governors 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 Board meeting, before the unanimous consent motion is presented for approval, the Chair of the Board (1) will advise the Board of items that are to be removed from the list, based on prior requests from Board 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 Board 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 PROPERTY AND FINANCE COMMITTEE

Contents	Consent Agenda
UHIP Fees 2012-13	Yes
Investment Committee Membership	Yes
New and Revised Scholarships and Awards	Yes

FOR INFORMATION

1. **UHIP Fees – 2012-13**

Each year, as part of the budget approval process, the Property and Finance Committee reviews and recommends to the Board of Governors for approval various supplementary fees. These fees cover items such as printed course packs, dental instrument kits, special activities, co-op placements, etc. These fees are often variable and the amount of an individual fee may not be known in April/May.

The Property & Finance Committee has delegated authority from the Board of Governors to deal with proposed supplementary and ancillary fees that are not available at the time the budget is approved. New fees or continuing fees that are more than 10 per cent greater than the amount estimated in the budget document are submitted to the Committee for approval. Continuing fees that are lower than the estimated amount or no more than 10 per cent higher are reported to the Committee for information. The proposed UHIP fees for 2012-13 fall into the latter category. There is no change in the fees from last year. See [Annex 1](#).

2. **Investment Committee Membership**

At its meeting of May 12, 2012, the Property and Finance Committee appointed Douglas Greaves to the Investment Committee for a five-year term (ending August 31, 2017).

3. **New and Revised Scholarships and Awards**

See [Annex 2](#).

UHIP FEES

		<u>2011-2012</u>	<u>2012-2013</u>	<u>%</u>
		<u>Amount</u>	<u>Amount</u>	<u>change</u>
<u>University Health Insurance Plan for International Students</u>				
Undergraduates, Full-time and Part-time	12 month term	684.00	684.00	0%
Graduates, excluding MBA	per term	228.00	228.00	0%
Graduates, MBA	12 month term	684.00	684.00	0%
Exchange students	per term	228.00	228.00	0%

SCHOLARSHIPS/AWARDS/PRIZES

FOR INFORMATION

1. New Scholarships, Awards and Bursaries

On behalf of the Board of Governors, the Property and Finance Committee approved the following terms of reference for new scholarships, awards, bursaries and prizes.

Class of '86 HBA Leaders Scholarship (Richard Ivey School of Business)

Awarded annually to full-time students entering HBA 1 at the Richard Ivey School of Business, based on academic achievement and demonstrated community leadership. The award will be renewed for HBA 2 provided the candidate maintains a minimum 80% average. If the Year 1 recipient does not meet this requirement, Year 2 students will have an opportunity to apply for this award. The HBA Scholarship Committee will make the final selection of the award recipient. This award was established with a generous gift from the HBA Class of 1986 in celebration of their 25th reunion.

Value: 2 at \$10,750, continuing

Effective: 2012-2013 through 2017-2018 academic years, inclusive

Dr. René R. Roth Memorial Award (School of Graduate and Postdoctoral Studies, Biology)

Awarded annually to a full-time graduate student pursuing a master's or doctoral degree in Biology with a high standing in academics and research. Preference will be given to an international student or landed immigrant. The scholarship committee in the Department of Biology (with at least one representative who holds membership in the School of Graduate and Postdoctoral Studies) will select the student. This memorial award was established with Foundation Western by family and friends of Dr. René Roth to honour his contributions at Western.

Dr. René Romain Roth was born in 1928 in Timisoara Romania where he obtained a Master of Science in Biology from the University of Cluj. In 1962 Dr. Roth immigrated to Canada to pursue a PhD in Physiology at the University of Alberta in Edmonton. He began teaching Biology, Physiology and the History of Science at Western in 1966 and continued to pass on his love of the sciences to students for 26 years. A true Renaissance man, Dr. Roth was fluent in six languages and had a broad knowledge of history and the arts. Dr. Roth retired as Professor Emeritus in 1992. This scholarship was created in memory of Dr. Roth by friends and family, to commemorate his life-long accomplishments and to support students who, like Dr. Roth, have come to Canada to pursue their dreams.

Value: 1 at \$1,000

Effective: May 2012

Spence Volleyball Award (Any Undergraduate, Graduate or Affiliated University College Student – Athletic Award [Volleyball])

Awarded 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 Men's or Women's Volleyball 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). Preference will be given to a student athlete from London or surrounding area who has participated in the Forest City Volleyball Club. This award was established with Foundation Western by Mr. Patrick Spence (BA'98 HBA).

Value: 1 at \$2,000

Effective: 2012-2013 academic year

Meena and Amit Chakma International Student Scholarship (Any Undergraduate Faculty)

Awarded to an international student in any year of any full-time undergraduate program at Western based on academic achievement. This scholarship was established by a generous gift from Mrs. Meena Chakma and Dr. Amit Chakma.

Value: 1 at \$1,500

Effective: 2012-2013 academic year

Meena and Amit Chakma Global Opportunities Award (International Matching Award - School of Graduate and Postdoctoral Studies, Any Undergraduate Faculty)

Awarded to graduate students or to undergraduate students beyond their first year who wish to study abroad on: exchange programs; approved study-abroad programs; curriculum-based international field courses, international study, or international community service; internships; and other University-led international credit or non-credit learning experiences. Awards will be based on a combination of academic achievement, cost of experience, proposed length of study, and a short (250 word maximum) student statement outlining what the student expects to learn through his or her program of study and how he or she will be an effective Ambassador for Western. Only students who have been approved for any of the above-listed programs and who are registered at the constituent University will be considered. Students must have completed their prescribed academic program the previous year and currently be registered in a full-time course load (minimum 3.5 full courses). Applications are available from the International Exchange Student Centre and must be submitted along with the student statement described above. Transcripts are required for students who studied elsewhere in their previous academic year. Applications are due on either November 1 or March 1, whichever is most applicable to the desired program. Receipt of the award will be based on the candidate's acceptance into the specified study-abroad program, although students may apply in advance of acceptance. This award was established by a generous gift from Mrs. Meena Chakma and Dr. Amit Chakma.

Value*: 1 at \$2,000 or 2 at \$1,000 each

Effective: 2012-2013

**The donors' original expendable gift and the amount available for disbursement from the Meena and Amit Chakma Global Opportunities Award Fund are expected to provide \$1,000 annually for the award. The University will provide a match of \$1,000 annually through the Global Opportunities Awards initiative to increase the total amount available for the award.*

Audrey Amo Global Opportunities Award in Classical Studies (International Matching Award – Faculty of Arts and Humanities, Classical Studies)

Awarded to a full-time student enrolled in Classical Studies in the Faculty of Arts and Humanities with preference to a student who is participating in an international exchange or study-abroad program (including the Vindolanda Field School). This includes exchange programs; approved study-abroad programs; curriculum-based international field courses, international study, or international community service; internships; and other University led international credit or non-credit learning experiences. Students must submit a one-page statement outlining what they expect to learn through their program of study and how they will be an effective Ambassador for Western. Only students who have been approved for any of the above-listed programs and who are registered at the constituent University will be considered. Students must have completed their prescribed academic program the previous year and currently be registered in a full-time course load (minimum 3.5 full courses). Applications are available from the International Exchange Student Centre and must be submitted along with the statement described above. Transcripts are required for students who studied elsewhere in their previous academic year. Applications are due on either November 1 or March 1, whichever is most applicable to the desired program. Receipt of the award will be based on the candidate's acceptance into the specified study-abroad program, although students may apply in advance of acceptance. This award was established by a generous gift from Audrey Amo (BA'69, MA'70, Classical Studies).

Value*: 1 at \$2,000

Effective: 2011-2012 academic year only

**The donor's gift of \$1,000 will be matched by the University through the Global Opportunities Awards initiative.*

Eudaemon Global Opportunities Award in Classical Studies (International Matching Award – Faculty of Arts and Humanities, Classical Studies)

Awarded to a full-time student enrolled in Classical Studies in the Faculty of Arts and Humanities with preference to a student who is participating in an international exchange or study-abroad program (including the Vindolanda Field School). This includes exchange programs; approved study-abroad programs; curriculum-based international field courses, international study, or international community service; internships; and other University-led international credit or non-credit learning experiences. Students must submit a one-page statement outlining what they expect to learn through their program of study and how they will be an effective Ambassador for Western. Only students who have been approved for any of the above-listed programs and who are registered at the constituent University will be considered. Students must have completed their prescribed academic program the previous year and currently be registered in a full-time course load (minimum 3.5 full courses). Applications are available from the International Exchange Student Centre and must be submitted along with the one-page statement described above. Transcripts are required for students who studied elsewhere in their previous academic year. Applications are due on either November 1 or March 1, whichever is most applicable to the desired program. Receipt of the award will be based on the candidate's acceptance into the specified study-abroad program, although students may apply prior to being accepted. This award was established by a generous gift from an anonymous donor.

Value*: 1 at \$2,000

Effective: 2011-2012 academic year

**The donor's gift of \$1,000 will be matched by the University through the Global Opportunities Awards initiative.*

David J. Stenason Global Opportunities Award (International Matching Award - School of Graduate and Postdoctoral Studies, Any Undergraduate Faculty)

Awarded to a graduate student or to an undergraduate student beyond their first year who wishes to study abroad on: exchange programs; approved study-abroad programs; curriculum-based international field courses, international study, or international community service; internships; and other University-led international credit or non-credit learning experiences. The candidate must be a Canadian citizen. Awards will be based on a combination of academic achievement, cost of experience, proposed length of study, and a short (250 word maximum) student statement outlining what the student expects to learn through his or her program of study and how he or she will be an effective Ambassador for Western. Only students who have been approved for any of the above-listed programs and who are registered at the constituent University will be considered. Students must have completed their prescribed academic program the previous year and currently be registered in a full-time course load (minimum 3.5 full courses). Applications are available from the International Exchange Student Centre and must be submitted along with the student statement described above. Transcripts are required for students who studied elsewhere in their previous academic year. Applications are due on either November 1 or March 1, whichever is most applicable to the desired program. Receipt of the award will be based on the candidate's acceptance into the specified study-abroad program, although students may apply in advance of acceptance. This award was established with Foundation Western by a generous gift from Mr. David Stenason (BA'78, Economics).

Value: 1 at \$2,000*

Effective: 2011-2012 academic year, to be reviewed annually thereafter

**The donor's gift of \$1,000 will be matched annually by the University through the Global Opportunities Awards initiative.*

Cathy and Craig Smith Global Opportunities Award (International Matching Award - School of Graduate and Postdoctoral Studies, Any Undergraduate Faculty)

Awarded to graduate students or to undergraduate students beyond their first year who wish to study abroad on: exchange programs; approved study-abroad programs; curriculum-based international field courses, international study, or international community service; internships; and other University-led international credit or non-credit learning experiences. Preference will be given to a student enrolled in the Don Wright Faculty of Music. Awards will be based on a combination of academic achievement, cost of experience, proposed length of study, and a short (250 word maximum) student statement outlining what the student expects to learn through his or her program of study and how he or she will be an effective Ambassador for Western. Only students who have been approved for any of the above-listed programs and who are registered at the constituent University will be considered. Students must have completed their prescribed academic program the previous year and currently be registered in a full-time course load (minimum 3.5 full courses). Applications are available from the International Exchange Student Centre and must be submitted along with the student statement described above. Transcripts are required for students who studied elsewhere in their previous academic year. Applications are due on either November 1 or March 1, whichever is most applicable to the desired program. Receipt of the award will be based on the candidate's acceptance into the specified study-abroad program, although students may apply in advance of acceptance. This award is made possible by a generous gift from Mr. and Mrs. Craig (BA '85) and Cathy (BA '86) Smith held with Foundation Western.

Value*: One at \$2,000 or two at \$1,000 each.
Effective Date: 2012-2013

**The Donors' original expendable gift and the amount available for disbursement from the Cathy and Craig Smith Global Opportunities Award Fund are expected to provide \$1,000 annually for the award. The University will provide a match of \$1,000 annually through the Global Opportunities Awards initiative to increase the total amount available for the award.*

Walter M. Lobb Ontario Graduate Scholarship (School of Graduate and Postdoctoral Studies, Education)

Awarded to a graduate student conducting research in the Faculty of Education at the master's or doctoral level who is a current holder of an Ontario Graduate Scholarship, based on academic achievement (minimum 78%) and research merit. Preference will be given to a student whose research focuses on children's mental health issues and who is studying with faculty affiliated with the Centre for Inclusive Education. The School of Graduate and Postdoctoral Studies will select the recipient in consultation with the Faculty of Education. This scholarship is made possible by a gift from the Estate of Walter M. Lobb (BEd'78, MEd'93) with Foundation Western.

Value: 1 at \$5,000*
Effective: May 2012

**Ontario Graduate Scholarships (OGS) funding ensures a 2:1 match through the Provincial Government, increasing the value of the scholarships to \$15,000 each.*

Jonathan & Joshua Memorial Graduate Scholarship (School of Graduate and Postdoctoral Studies, Medicine)

Awarded to a full-time graduate student in a master's or doctoral program at the Schulich School of Medicine & Dentistry who is specializing in mental health research. A committee within the Schulich School of Medicine & Dentistry, with representation from a current member of the School of Graduate and Postdoctoral Studies, will select the recipient. This scholarship was established by Mr. Robert McKinnon (as well as many other family and friends) in memory of his sons Jonathan and Joshua.

Value: 1 at \$1,000
Effective: May 2012

The following new scholarships and awards will be funded through the operating budget and the Terms of Reference, therefore, are submitted for information only:

Global Opportunities Award (International Matching Award; School of Graduate and Postdoctoral Studies, Any Undergraduate Faculty)

Awarded to graduate students or to undergraduate students beyond their first year who wish to study abroad on: exchange programs; approved study abroad programs; curriculum-based international field courses, international study, or international community service; internships; and other University-led international credit or non-credit learning experiences.

Awards will be based on a combination of academic achievement, cost of experience, proposed length of study, and a short (250 word maximum) student statement outlining what the student expects to learn through their program of study and how he or she will be an effective Ambassador for Western. Only students who have been approved for any of the above-listed programs and who are registered at the constituent University will be considered. Students must have completed their prescribed academic program the previous year and currently be registered in a full-time course load (minimum 3.5 full courses). Applications are available from the International Exchange Student Centre and must be submitted along with the statement described above. Transcripts are required for students who studied elsewhere in their previous academic year. Applications are due on either November 1 or March 1. Receipt of the award will be based on the candidate's acceptance into the specified study abroad program, though students may apply prior to being accepted. The awards will be issued to students before they leave on their exchange or study abroad programs. These awards are provided through Western University's International Matching Program.

Value: Up to \$100,000 is available to provide funding for exchanges, with \$1,000 awarded for programs less than 3 weeks in duration and up to \$2,000 for programs 3 weeks or more.
Effective: 2011-2012 academic year only

Value: Up to \$200,000 is available to provide funding for exchanges, with \$1,000 awarded for programs less than 3 weeks in duration and up to \$2,000 for programs 3 weeks or more.
Effective: 2012-2013 academic year only with funding to be reviewed thereafter

National Scholarship Program: President's Entrance Scholarships (Any Undergraduate Faculty)

Change in value from: 10 at \$10,000 per year plus \$10,000 towards residence

To: Up to 15 at \$10,000 plus \$10,000 towards residence

Effective: 2012-2013 academic year

National Scholarship Program: Faculty Entrance Scholarships (Any Undergraduate Faculty)

Change in value from 10 at \$6,000 per year plus \$6,000 towards residence

To: Up to 15 at \$6,000 plus \$6,000 towards residence

Effective: 2012-2013 academic year

Suncor Energy Emerging Leaders Award (Richard Ivey School of Business)

Awarded annually to students entering HBA 1 at the Richard Ivey School of Business. Candidates will be evaluated on three attributes: leadership (40%), academic achievement (30%), and demonstrated interest in the energy sector (30%). Interest in the energy sector will be measured by each candidate's response to a short essay question. This award will be renewed for HBA 2 provided the recipient maintains a minimum average of 75%. If the recipient does not meet this requirement, the award will not be given out. The HBA Scholarship Committee will make the final selection of the award recipient. This award was established with a generous gift from Suncor Energy Foundation.

Value: 4 at \$5,000, continuing

Effective: 2012-2013 to 2017-2018 academic years inclusive

Elizabeth T. Dorner Award (Faculty of Education)

Awarded annually to a student completing a Bachelor of Education degree in the Faculty of Education, based on academic achievement and excellence in practicum teaching in a Catholic Board of Education. The Faculty of Education Awards Committee will select the recipient from a list of qualified individuals. This award was established with Foundation Western by a generous gift from Ms. Elizabeth T. Dorner (BA'68, Psychology).

Value: 1 at \$1,000
Effective: 2012-2013 academic year

Igor Lukac Engineering Global Opportunities Award (Faculty of Engineering and Richard Ivey School of Business)

Awarded annually to a full-time student entering his or her 4th or 5th year in the Integrated Engineering Program. Preference will be given to a student in the combined BESC (Integrated Engineering) and HBA degree program who is participating in an international exchange or study-abroad program including: exchange programs; approved study-abroad programs; curriculum-based international field courses; international study or international community service; summer co-ops or internships; and other university-led credit or non-credit learning experiences.

This award will be based on a combination of academic achievement, cost of experience, length of experience, proposed length of study, and a short (250-word maximum) student statement outlining what the student expects to learn through the program of study and how he or she will be an effective ambassador for Western. Only students who have been approved for any of the above-listed programs and who are registered at the constituent University will be considered. Students must have completed their prescribed academic program the previous year and currently be registered in a full-time course load. Applications are available from the International Exchange Student Centre and must be submitted along with the statement described above. Transcripts are required for students who studied elsewhere in their previous academic year. Applications are due on either November 1 or March 1 (the most applicable to the desired program). Receipt of the award will be based on the acceptance of the candidate into the specified study-abroad program, though students may apply in advance of acceptance. The award will be issued to the student before they leave on their exchange or study-abroad program. This award was established by a generous gift from Igor Lukac (BESC (Integrated)/HBA 2010).

Value: 1 at \$2,000*
Effective: 2012-2013 to 2021-2022 academic years inclusive

**The donor is contributing \$1,000 which will be matched by the University through the Global Opportunities Award Program. If in any academic year, there are no students in the Integrated Engineering program who are participating in an international exchange or study-abroad program, then a student in the Integrated Engineering program will be selected based on academic achievement, but he or she will receive \$1,000 rather than \$2,000. Preference will be given to a student in the Combined Integrated Engineering and HBA program.*

Student Legal Society Entrance Scholarship (Faculty of Law)

Awarded annually to a full-time undergraduate student entering first year in the Faculty of Law who has achieved academic excellence and who is involved with volunteer work. The recipient will be selected by the Scholarship and Awards Committee in the Faculty of Law. This scholarship was established with Foundation Western by the 2009-10 Student Legal Society in honour of the Faculty of Law's 50th Anniversary.

Value: 1 at \$1,000
Effective: 2012-2013 academic year

Darlene and Brian Empey Law Award (Faculty of Law)

Awarded to a full-time undergraduate student entering Year 1 Law who has achieved a minimum B+ average and has demonstrated financial need. Online financial need assessment applications can be

accessed through the Office of the Registrar's Web site and must be submitted by September 30. The Scholarship Committee in the Faculty of Law will select the recipient once the Office of the Registrar has determined financial need. This award will continue into Year 2 Law as long as the student maintains a minimum B average and continues to have financial need. Only one student may hold this award in any given year. If the student does not retain the award, another student in the same year will be selected. This award is made possible by a gift from Darlene Melanson and Brian Empey (BA'85, LLB'88).

Value: 1 at \$3,000 (renewable for Year 2)
Effective: 2012-2013 to 2017-2018 academic years inclusive

Ingrid VanHuystee Graduate Scholarship in Biology (School of Graduate and Postdoctoral Studies, Biology)

Awarded annually to a graduate student conducting research in Biology at the Masters or Doctoral level based on academic achievement and research merit. The School of Graduate and Postdoctoral Studies will select the recipient in consultation with the Faculty of Science, Department of Biology. This scholarship was established by a generous gift from Dr. Robert VanHuystee, Professor Emeritus, Department of Biology, with Foundation Western, in honour of his beloved wife Ingrid VanHuystee (MA,'73, German). If there is an OGS or QEII/SST recipient in the Biology program in any given year, the value of the award will be used to support Western's contribution to the OGS/QEII program. In such a year this award will not be offered.

Value: 1 at \$1,000
Effective: May 2012

Each Ontario Graduate Scholar receives private funding of \$5,000 and is ensured a 2:1 match through the Provincial Government, increasing the value of the scholarship to \$15,000.

CGA Ontario Accounting Theory Award (Faculty of Social Science, Management and Organizational Studies)

Awarded to members of the top-performing teams in a competition that forms part of the Accounting Theory course in the Aubrey Dan Program in Management and Organizational Studies. Winning teams are determined based on performance in the course competition with final approval by the Director of Aubrey Dan Program in Management and Organizational Studies. This award is made possible by a gift from CGA Ontario.

Value: A total of \$5,000 will be divided among the top teams in each of the course sections that are taught annually.
Effective: 2012-2013 to 2016-2017 academic years inclusive

CGA Ontario Future Leaders in Accounting Prizes for Post-Graduate Study (Faculty of Social Science, Management and Organizational Studies)

Awarded annually to five students in their final year of an Honors Specialization, Specialization or Major in Accounting in the Aubrey Dan Program in Management and Organizational Studies who intend to enroll in the Program in Professional Studies with CGA Ontario, based on a minimum 75% academic average in third year. To be eligible, candidates must have passed all CGA-required courses during their program. Recipients will be selected by the holder of the CGA Ontario Professorship in Accounting in consultation with the Director of the Aubrey Dan Program in Management and Organizational Studies. These prizes are made possible by a gift from the Certified General Accountants of Ontario.

Value: Five tuition waivers are available annually consisting of a credit of \$1,500 in tuition and course fees for the Program in Professional Studies with Certified General Accountants of Ontario. Recipients must begin the CGA Ontario Program in Professional Studies within one year of graduation from Western for the credit to be valid.
Effective: 2012-2013 to 2016-2017 academic years inclusive

Dr. John D. Brown Memorial Resident Award (Schulich School of Medicine & Dentistry, Medicine)
Awarded to a postgraduate trainee in a residency program in any area of Medicine who displays excellence in patient-centered care and reflects the values and practices of Dr. John D. Brown who always put his patients first. Nominations from other residents/faculty must be submitted to the Office of the Dean, Schulich School of Medicine & Dentistry, by March 31. Final selection will be made by a committee coordinated by the Dean. This fund was established with Foundation Western by Dr. Adalsteinn Brown in honour of his father, Dr. John D. Brown, a much-loved physician and retired faculty member in Clinical Neurological Sciences. Additional memorial donations were also made by colleagues, family and friends.

Value: 1 at \$4,000
Effective: 2012-2013 academic year

Elizabeth Sullivan Award in Business (Richard Ivey School of Business)
Awarded annually to full-time students entering HBA 1 at the Richard Ivey School of Business with a minimum 70% average and demonstrated financial need, with preference given to those who are graduates of a public high school from the City of Windsor or Essex County. Candidates must complete a financial assistance application, available on-line through the Office of the Registrar, by April 30. The Office of the Registrar will determine financial need eligibility and the HBA Scholarship Committee will make the final selection of the recipient. These awards were established by a bequest from Mrs. Elizabeth C. Sullivan (BA'46) with Foundation Western.

Value: 2 at \$1,250
Effective: 2012-2013 academic year

Elizabeth Sullivan Award in Economics (Faculty of Social Science, Economics)
Awarded annually to full-time students entering their third or fourth year in Economics (Major or Honors Specialization) with a minimum 70% average and demonstrated financial need. Preference will be given to graduates of a public high school from the City of Windsor or Essex County. Online financial need assessment applications are available through the Office of the Registrar's Web site and must be submitted by September 30. The scholarship and awards committee within the Faculty of Social Science will select the recipients after the Office of the Registrar assesses financial need. These awards were established by a bequest from Mrs. Elizabeth C. Sullivan (BA'46) with Foundation Western.

Value: 2 at \$1,250
Effective: 2012-2013 academic year

Birch Hill Equity Partners HBA Leaders Scholarship (Richard Ivey School of Business)
Awarded annually to a full-time student entering HBA 1 at the Richard Ivey School of Business, based on academic achievement and demonstrated community leadership. This scholarship will be renewed for HBA 2 provided the candidate maintains a minimum 80% average. If the Year 1 recipient does not meet this requirement, Year 2 students will have an opportunity to apply for this scholarship. The HBA Scholarship Committee will make the final selection of the recipient. This scholarship was established with a generous gift from Birch Hill Equity Partners.

Value: 1 at \$10,000, continuing
Effective: 2012-2013 through 2017-2018 academic years inclusive

Birch Hill Equity Partners HBA2 Leaders Scholarship (Richard Ivey School of Business)
Awarded to a full-time student entering HBA 2 at the Richard Ivey School of Business, based on academic achievement and demonstrated community leadership. The HBA Scholarship Committee will make the final selection of the recipient. This scholarship was established with a generous gift from Birch Hill Equity Partners.

Value: 1 at \$10,000
Effective: 2012-2013 academic year only

Italian Studies Prizes (Faculty of Arts and Humanities, Modern Languages and Literatures)

Awarded annually to the highest-ranking students in Italian Studies (minimum 80% average), with preference given to those pursuing a Minor in Italian Studies. The Department of Modern Languages and Literatures will select the recipients each spring. These prizes were established with the support of the Italian Community of London.

Value: 4 at \$250

Effective: 2012-2013 to 2017-2018 academic years inclusive (with adjustments in the prize amounts to be made in the final year).

Global Opportunities Award in Classical Studies (Faculty of Arts and Humanities, Classical Studies)

Awarded to a full-time student enrolled in Classical Studies in the Faculty of Arts and Humanities who is participating in an international exchange or study-abroad program including the Vindolanda Field School. This includes exchange programs; approved study-abroad programs; curriculum-based international field courses, international study or international community service; internships; and other University-led international credit or non-credit learning experiences. Award recipients will be selected based on a combination of academic achievement, proposed length of international program, and a short (250 word) student statement outlining expected learning through the program and how the student will be an effective ambassador for Western.

Students participating in any of the above-listed programs who are registered at the constituent University may be considered. Students must have completed their prescribed academic program the previous year and currently be registered in a full-time course load (minimum 3.5 full courses). Students may apply for this award in advance of being accepted into an eligible international learning program with receipt of the award contingent upon acceptance into the program.

Applications are available from and should be submitted to the International Learning office along with the required statement. Transcripts are required for students who studied elsewhere in their previous academic year. Applications are due on either November 1 or March 1 as most applicable to the desired program. This award was established by a generous gift from Sally Lane (BA '73, BEd'74).

Value: 1 at \$2,000 (program 3 weeks or more) or 2 at \$1,000 (program less than 3 weeks)

Effective: 2011-2012 academic year only

Peter Kalen Prize in Classical Studies (Faculty of Arts and Humanities, Classical Studies)

Awarded annually to the full-time student with the highest academic standing in one of the Classical Studies' courses in Greek or Roman History. Students must be registered in at least two or more Classical Studies courses at the 2200-level or above to be considered. The Department of Classical Studies will select the recipient each spring. This prize was established by Mr. Peter Kalen (MBA'01, HBA'95).

Value: 1 at \$500

Effective: 2012-2013 to 2016-2017 academic years inclusive

The following scholarships, bursaries and awards are funded through the University's operating budget and are presented for information only:

President's Entrance Scholarship (any Undergraduate Faculty)

Awarded annually to outstanding secondary school students from across Canada entering year one studies at Western. Candidates must have a very strong academic record (minimum 90% or equivalent) and, as well, demonstrate broad interests and leadership qualities through participation in school and/or community activities. Applicants will be expected to submit an essay for consideration in the selection process and must also obtain a nomination from their secondary school. The application and all supporting documents must be received by Western by February 14th. Candidates will be selected by

the University for a personal interview during April. Award winners will be announced before the end of May.

Value: 5 at \$65,000 each (\$20,000 for year one, \$15,000 annually for years two to four)
Effective: 2013-2014 academic year

International President's Entrance Scholarships (any Undergraduate Faculty)

Awarded to an outstanding international student entering year one studies at Western from secondary school (or equivalent). International students studying in Canada or abroad can be considered. Candidates must have a very strong academic record (minimum 90% or equivalent) and, as well, demonstrate broad interests and leadership qualities through participation in school and/or community activities. Applicants will be expected to submit an essay for consideration in the selection process and must also obtain a nomination from their secondary school. The application and all supporting documents must be received by Western by February 14th. Candidates will be selected by the University for a personal interview during April. Award winners will be announced before the end of May.

In the event that an international student does not qualify, these scholarships can be awarded to a domestic student.

Value: 3 at \$50,000 (\$10,000 annually for four years plus \$10,000 towards first year residence costs)
Effective: 2013-2014 academic year

National Scholarship Study Abroad Awards (any Undergraduate Faculty)

Awarded to a National Scholarship recipient who has been accepted into an international exchange/study abroad program through Western. This award is available one time in each student's undergraduate academic career and will be awarded upon confirmation of participation in an exchange/study abroad program.

Value: up to 30 awards, \$2,500 for up to 4 months (one term), \$5,000 for over 4 months (more than one term)
Effective: 2013-2014 academic year

Western Study Abroad Bursaries (any Undergraduate Faculty)

Awarded to undergraduate students participating in a formal outbound exchange/study abroad program. This bursary program is designed to provide financial assistance and encourage students to participate in study abroad programs. Students must demonstrate financial need to be considered. Online Financial Assistance Applications can be accessed through the Office of the Registrar's Web site and must be submitted by October 31. The Office of the Registrar will select the recipients.

Value: Up to 75 Bursaries available
\$1,000 for one month to one term of study
\$2,000 for two terms of study
Effective: 2013-2014 academic year

Background:

The creation of new external scholarships has increased competition for top students across Ontario Universities. In support of Western's strategy of recruiting the best students, the commitment to the National Scholarship program will be growing effective for the 2013-2014 academic year. Elimination by MTCU of funding for international study has resulted in a need for exchange bursaries that reflect Western's priority of encouraging the pursuit of study-abroad opportunities.

2. **Scholarship and Award Revisions**

On behalf of the Board of Governors, the Property and Finance Committee approved the following revisions to the terms of reference of scholarships, awards, bursaries and prizes:

David Clark MBA Award (School of Graduate and Postdoctoral Studies, Business)

Change in value from: 1 at \$10,000

To: 1 at \$7,000

Effective: May 2012

Towers Perrin Graduate Scholarship (School of Graduate and Postdoctoral Studies, Statistics)

Change in name to: Towers Watson Graduate Scholarship

Effective: May 2011 to April 2014

Dr. Tom Munro Imaging Resident Prize (Schulich School of Medicine & Dentistry, Medical Imaging)

Change in effective date from: 2011-12 to 2020-21 (after ten years, the value of the prize will be reviewed)

To: 2010-2011 to 2019-2020 (after ten years, the value of the prize will be reviewed)

Vaughan Peckham Volleyball Award (Any Undergraduate, Graduate or Affiliated University College Student – Athletic Award [Volleyball])

Change in criteria from:

Awarded 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 significant playing contribution to the Men's Volleyball Team. 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%.

Candidates must be in compliance with current OUA and CIS regulations. The Western Athletic Financial Awards Committee will select recipients. ~~This committee will base its decision~~ on its evaluation of academic performance/potential (20%) and the written recommendation from the Head Coach assessing athletic performance/potential and team/campus leadership (weighted as 60% and 20% respectively).

This recipient must also exemplify an excellent work ethic, knowledge of the game, reliability of execution and a tremendous amount of heart. This award was established by Lee Alexander Pettigrew (HBA '89) through Foundation Western.

To: Awarded 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 significant playing contribution to the Men's Volleyball Team. 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%. Candidates must be in compliance with current OUA and CIS regulations. The Western Athletic Financial Awards Committee will select recipients **based** on its evaluation of academic performance/potential (20%) and the written recommendation from the Head Coach assessing athletic performance/potential and team/campus leadership (weighted as 60% and 20% respectively). This recipient must also exemplify an excellent work ethic, knowledge of the game, reliability of execution and a tremendous amount of heart. This award was established by Lee Alexander Pettigrew (HBA '89) **Alan G. Sellery (HBA '87), John Findlay (BA '87) and Michael Killeen (LLB '90) held with** Foundation Western.

Effective: 2012-2013 academic year

Jean Ann Maynard Scholarship in Electrical Power Engineering (Faculty of Engineering)

Change in criteria from:

Awarded to a full-time student entering the fourth year of the Electrical Engineering program based on academic achievement. The recipient will be a Canadian citizen who achieved a minimum average of 80% in ~~year three and had the highest standing in subjects~~ that are directly related to the electric power industry. The recipient will be selected by the Scholarship and Awards Committee in the Faculty of Engineering. This scholarship was established ~~through Foundation Western~~ by Mr. Murray Coultres, a 1967 Electrical Engineering alumnus, in memory of his wife Jean Maynard who was a 1968 Western graduate.

To: Awarded to a Canadian citizen and full-time student entering the fourth year of the Electrical Engineering program who has achieved a minimum average of 80% in **Year 3, is taking courses** that are directly related to **power systems engineering, and is most likely to pursue a career in** the electrical power industry. **A separate award application must be completed online through the Engineering**

Undergraduate Services Web site (<http://www.eng.uwo.ca/undergraduate>) and submitted along with a one-page statement outlining career plans and ambitions by September 30. The recipient will be selected by the Scholarship and Awards Committee in the Faculty of Engineering. This award was established by Mr. Murray Coultres, a 1967 Electrical Engineering alumnus, in memory of his wife Jean Ann Maynard who was a 1968 Western graduate.
Effective: 2012-2013 academic year

W. K. Kellogg Foundation Award in Medicine (Schulich School of Medicine & Dentistry, Medicine)

Change in criteria and value from:

Awarded to a medical student in Year I or Year II who is progressing satisfactorily in the "Community Health" curriculum and can demonstrate financial need. To be eligible, Year I students will have demonstrated exceptional potential in the area of population health, community health, or social health issues and satisfactorily completed a related community-based activity. Year II students will have satisfactorily completed a community-based project in the core curriculum. This award was made possible by a generous donation from the W. K. Kellogg Foundation. Students must apply for this award. Application forms will be available for pick up in January of the year applying. Completed forms must be returned to Admissions/Student & Equity Affairs Office of the Faculty by March 31st. Applications must be accompanied by a short essay (maximum 500 words) describing the student's interest and participation in population health, community health, or social issues. Final selection will be made by the Department of Family Medicine.

Value: 1 at \$1,400

To: Awarded annually to an undergraduate Doctor of Medicine (MD) student who is completing Year II and has excelled in the course, "Health Care Systems," who has demonstrated financial need. An online financial need application must be submitted through the Office of the Registrar's Web site by September 30. Final selection will be made by the Progressions and Awards Committee in the Schulich School of Medicine & Dentistry after Registrarial Services has assessed financial need. This award was made possible by a generous donation from the W.K. Kellogg Foundation.

Value: 1 at \$1,100

Effective: 2012-2013 academic year

Alumni Essay Prizes in Economics (Faculty of Social Science, Economics)

Change in Criteria from:

Awarded each term to undergraduate students in Economics who submit the best economics essays as part of their course work. Nominations are requested from each of the instructors teaching an economics essay course shortly after the end of each term. A departmental faculty committee will select the best essays based on content, spelling and grammar, originality and use of references. One award per term will be given to a student in an honors-level economics essay course (except Economics 4400E) and one award per term will be given to a student in a 1000-level economics essay course. Students are eligible to receive this award only once. These prizes are made possible by gifts from Western alumni through Foundation Western.

To: Awarded each term to undergraduate students in Economics who submit the best economics essays as part of their course work. Nominations are requested from each of the instructors teaching an economics essay course shortly after the end of each term. A departmental faculty committee will select the best essays based on content, spelling and grammar, originality and use of references. One award per term will be given to a student in an honors-level economics essay course (except Economics 4400E) and one award per term will be given to a student in a **2100**-level economics essay course. Students are eligible to receive this award only once. These prizes are made possible by gifts from Western alumni with Foundation Western.

Effective: 2011-2012 academic year

Canadian Embroiderers' Guild, London, Memorial Award (Faculty of Arts and Humanities, Visual Arts)

Change in effective date from: 2009-10 to 2010-2011 academic years inclusive

To: 2011-2012 academic year only

Enbridge Award (Richard Ivey School of Business)

Change in value from: 1 @ \$1,500

To: 1 at \$1,000

Effective: 2012-2013 academic year

Paul de Mayo Award for Excellence in Chemical Research (School of Graduate and Postdoctoral Studies, Chemistry)

Change in value from: 1 at \$2,000 or 2 at \$1,000 - medal and certificate

To: 1 at \$2,000 and 1 at \$1,000 - medal and certificate

Effective: May 2011

Change in value from: 1 at \$2,000 and 1 at \$1,000 - medal and certificate

To: 1 at \$2,000 or 2 at \$1,000 - medal and certificate

Effective: May 2012

Ivey HBA Association Award (Richard Ivey School of Business)

Change in value and effective date from: 1 at \$2,500

Effective: May 2002-2011 only

To: 1 at \$3,750

Effective: 2012-2013 academic year only

Society of Industrial and Office Realtors Scholarship (Faculty of Social Science, Geography)

Change in value and effective date from: 2 at \$1,000

Effective: 2007-2008 to 2011-2012 academic years inclusive

To: 2 at \$750

Effective: 2011-2012 academic year only

Society of Industrial and Office Realtors Urban Development Scholarship (Faculty of Social Science, Geography)

Change in value and effective date from: 1 at \$2,000

Effective: 2007-2008 to 2011-2012 academic years inclusive

To: 1 at \$1,500

Effective: 2011-2012 academic year only

Szilard Award in Theoretical Computer Science (Faculty of Science, Computer Science)

Change in criteria, value and effective date from:

Awarded to a full-time student in fourth year of an Honors Specialization in Computer Science whose fourth year thesis in theoretical computer science is deemed most meritorious in the opinion of the Chair, the Curriculum Chair, and the Thesis Administrator for Computer Science 490 in the Department of Computer Science. This scholarship was established by Dr. Andrew Szilard, Professor Emeritus (Computer Science), BA '62, MA '68, Ph.D. '74 (Mathematics), who has taught in the Department of Computer Science since 1965, and the Department of Computer Science to encourage an outstanding theoretical computer science student to pursue graduate education in the field.

Value: 1 at \$300 for a period of seven years. In the last year, the award value will exceed \$300 and will be based on funds remaining in the award account

Effective: 2009-2010 to 2010-2011 academic years inclusive

To: Awarded to a full-time graduating student in fourth year of an Honors Specialization in Computer Science whose thesis is deemed to have the highest theoretical merit in the opinion of the Chair, the Undergraduate Chair, and the Thesis Administrator for Computer Science 4460 or 4490 in the Department of Computer Science. This award was established by Dr. Andrew Szilard, Professor Emeritus (Computer Science), BA'62, MA'68, PhD'74 (Mathematics) to encourage outstanding theoretical computer

science students to pursue graduate education in the field. Dr. Szilard taught in the Department of Computer Science from 1965 to 1997.

Value: 1 at \$1,000
Effective: 2012-2013 to 2022-2023 academic years inclusive

John A. Thomas Award (School of Graduate and Postdoctoral Studies, Microbiology & Immunology)
Change in value from: 1 at \$1,500
To: 1 at \$1,000
Effective: May 2012

David Robert Graham Memorial Bursary (Any Undergraduate Faculty)
Change in criteria from:
Available to a student with demonstrated financial need who has a **serious** medical condition **or who is disabled**. This bursary fund was established through Foundation Western.

To: Awarded annually to a full-time undergraduate student in any year of any degree who has a medical condition and demonstrated financial need. The bursary fund was established by the friends and family of David R. Graham with Foundation Western.

Effective: 2012-2013 academic year

Faculty of Education Students' Council Award For Practice Teaching Excellence (Faculty of Education)
Change in criteria from:
Established by the Students' Council, four annual awards to encourage and reward excellence in Practice Teaching will be made in the Program Division of: Primary/Junior, Junior/Intermediate, Intermediate/Senior, Technological Studies.

To: Awarded annually to an undergraduate student completing a Bachelor's Degree in Education at any teaching level, to encourage and reward excellence in Practice Teaching. Students in the Program Divisions of Primary/Junior, Junior/Intermediate, Intermediate/Senior, and Technological Studies are eligible to receive the award. The Faculty of Education will select the recipient. This award was established with Foundation Western by the Faculty of Education Students' Council.

Effective: 2011-2012 academic year
Universal Music Continuing In-Course Award (Don Wright Faculty of Music)
Change in value from: 1 at \$1,500, continuing for 3 years
To: 1 at \$800, continuing for 3 years
Effective: 2012-2013 academic year

Chorley & Bisset Ltd. Consulting Engineers Engineering Award (Faculty of Engineering)
Change in value from: 1 at \$1,000
To: 1 at \$1,400
Effective: 2012-2013 academic year

Sylvia D. Chrominska HBA Award (Richard Ivey School of Business)
Change in effective date from: 2008-2009 to 2012-2013
To: 2012-2013 to 2015-2016 academic years inclusive

3. Discontinued Awards

The following have been discontinued effective May 2011:

- Ontario Law Foundation Graduate Scholarship
- Radiologists of Western Ontario Award in Diagnostic Radiology
- Cassels, Brock & Blackwell LLP Centennial Award in Constitutional Law
- Cassels, Brock & Blackwell LLP Centennial Award in Practice Skills

Professor Denys C. Holland Award
McKenzie Lake Lawyers LLP Award
McKenzie Lake Lawyers LLP Award for Mature Students
The Canada Law Book Limited Prizes
Scotiabank Scholarship in Trusts
Scotiabank Scholarship in Wills
Leslie V. Balogh Memorial Scholarship

The following will be discontinued effective May 2012:

Ontario International Education Opportunity Scholarship
Nortel Networks Scholarship of Excellence in Information and Media Studies
Shad Valley Ivey HBA Scholarship
Shad Valley Ivey Entrance Scholarship

REPORT OF THE SENIOR OPERATIONS COMMITTEE

Contents	Consent Agenda
University Discipline Appeals Committee – Membership	Yes
Vice-Provost (International)	Yes

FOR APPROVAL

Recommended: That the following be appointed to the University Discipline Appeals Committee for the terms and constituencies noted:

Chair

Chris Ellis, Department of Medical Biophysics, July 1, 2012 to June 30, 2013

Faculty

Jane Toswell, Department of English – July 1, 2012 to June 30, 2014

Kim Verwaayen, Dept. of Women's Studies & Feminist Research – July 1, 2012 to June 30, 2014

Graduate Students

Erica Carolyn Leighton – July 1, 2012 to June 30, 2013

Nedal Mohamed – July 1, 2012 to June 30, 2013

Undergraduate Students

Warren Cracknell – July 1, 2012 to June 30, 2013

Ahila Vithiananthan – July 1, 2012 to June 30, 2013

Background

The University Discipline Appeals Committee is committee of the Board of Governors charged with hearing final appeals in cases involving non-academic misconduct. Its membership is prescribed by the Code of Student Conduct <http://www.uwo.ca/univsec/board/code.pdf> With the exception of Warren Cracknell's, all of the appointments listed above are reappointments.

FOR INFORMATION

Vice-Provost (International)

At its meeting of May 15, 2012, in accordance with paragraph 3 of Special Resolution 1-M (the terms of reference of the committee) and on behalf of the Board of Governors, the Senior Operations Committee approved the appointment of Dr. Julie McMullin as Vice-Provost (International) for the term June 1, 2012 to June 30, 2017.

REPORT OF THE AUDIT COMMITTEE

Contents	Consent Agenda
Retirement Income Funds Financial Statement for the Year Ended December 31, 2011	No
Western Retirement Plans – Report to the Audit Committee for the Year Ended December 31, 2011	No
Harassment and Discrimination Report	Yes

FOR APPROVAL

1. **Retirement Income Funds Financial Statement for the Year Ended December 31, 2011**

Recommended: That the Board of Governors approve the audited financial statements for the University of Western Ontario Retirement Income Funds for the calendar year 2011, as attached in [Annex 1](#).

Background:

The UWO Retirement Income Funds are individual retirement products administered by the University for former faculty and staff and their spouses. The program was initiated in 2000 and the investments are selected and monitored by the academic and administrative staff pension boards in a manner consistent with the pension plans sponsored by the University. There are currently 356 former faculty and staff for whom the University administers individual Retirement Income Funds. The market value of the accounts amount to \$197 million as at December 31, 2011. The University recovers the administrative expenses by charging a flat dollar fee per member per month. Fees are set on a non-profit basis. In 2011 approximately \$299,000 was recovered to cover the costs of internal salaries, systems and other non-investment costs. *The expenses are outlined in note 9 of the Retirement Income Fund financial statements.*

FOR INFORMATION

2. **Western Retirement Plans – Report to the Audit Committee for the Year Ended December 31, 2011**

The academic and administrative staff pension boards have been delegated the authority by the Board of Governors to approve the Master Trust financial statements and the financial statements for each of the pension plans. On May 22, 2012, the Joint Pension Board approved the audited financial statements for the Master Trust, the academic staff pension plan and the administrative staff pension plan. The annual report on the Western Retirement Plans is attached as [Annex 2](#).

3. **Harassment and Discrimination Report**

See [Annex 3](#).

DRAFT Financial Statements of

THE UNIVERSITY OF WESTERN ONTARIO
RETIREMENT INCOME FUND

Years ended December 31, 2011 and 2010

INDEPENDENT AUDITORS' REPORT

To the Board of Governors of The University of Western Ontario

We have audited the accompanying financial statements of the University of Western Ontario Retirement Income Fund, which comprise the statement of net assets as at December 31, 2011 and December 31, 2010, the statement of changes in net assets available for retirement income payments for the years then ended, and notes, comprising a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the Canadian accounting standards for pension plans; this includes determining that the basis of accounting is an acceptable basis for the preparation of these financial statements in the circumstances, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform an audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on our judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained in our audits is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the statement of net assets of the University of Western Ontario Retirement Income Fund as at December 31, 2011 and December 31, 2010 and its changes in net assets available for retirement income payments for the years then ended in accordance with Canadian accounting standards for pension plans.

Chartered Accountants, Licensed Public Accountants

June 5, 2012

London, Canada

THE UNIVERSITY OF WESTERN ONTARIO

RETIREMENT INCOME FUND

Statement of Net Assets

DRAFT

December 31, 2011 and 2010

	2011	2010
Assets		
Cash	\$ 2,147,917	\$ 2,516,950
Accrued income	63,954	50,928
Investment in Master Trust (note 4(a))	196,495,611	200,081,047
	<u>198,707,482</u>	<u>202,648,925</u>
Liabilities		
Accrued expenses	435,901	412,524
Retirement income payments payable	1,230,502	1,675,693
	<u>1,666,403</u>	<u>2,088,217</u>
Net assets available for retirement income payments	\$ 197,041,079	\$ 200,560,708

See accompanying notes to financial statements.

On behalf of the Board of Governors:

_____ Chair _____ Secretary

THE UNIVERSITY OF WESTERN ONTARIO

RETIREMENT INCOME FUND

Statement of Changes in Net Assets Available for Retirement Income Payments

DRAFT

Years ended December 31, 2011 and 2010

	2011	2010
Investment income (loss) (note 4(b))	\$ (231,739)	\$ 16,412,191
Increase in net assets:		
Transfers (note 6)	18,988,819	21,063,242
Transfers in to fund	877	1,100
	<u>18,989,696</u>	<u>21,064,342</u>
Decrease in net assets:		
Benefit payments (note 7)	(21,637,129)	(22,885,624)
Fund managers' fees (note 10)	(102,140)	(382,360)
Agency fees	(113,000)	(110,855)
Administrative costs recovered by the University (note 9)	(298,834)	(252,457)
Custodian fees	(99,116)	(107,460)
Transaction costs	(27,367)	(49,609)
	<u>(22,277,586)</u>	<u>(23,788,365)</u>
Net increase (decrease) for the year	(3,519,629)	13,688,168
Net assets available for retirement income payments, beginning of year	200,560,708	186,872,540
Net assets available for retirement income payments, end of year	<u>\$ 197,041,079</u>	<u>\$ 200,560,708</u>

See accompanying notes to financial statements.

THE UNIVERSITY OF WESTERN ONTARIO

RETIREMENT INCOME FUND

DRAFT Notes to Financial Statements

Years ended December 31, 2011 and 2010

1. Description of program:

The University of Western Ontario Retirement Income Fund (the "UWO RIF", "RIF" or "Fund") is a periodic payment program that provides income to former members of the University of Western Ontario Pension Plans for Academic Staff and Administrative Staff (the "University pension plans"). The Northern Trust Company, Canada is the trustee of the Fund which is managed by The University of Western Ontario (the "University"). The Fund was initiated effective October 1, 2000. The following description of the Fund is a summary only. For more complete information, reference should be made to the Declaration of Trust, registered under the Income Tax Act, Canada, registration number RIF 1220.

Former members of the University pension plans may allocate all or a portion of their entitlement accrued under the pension plans to either a Registered Retirement Income Fund ("RRIF"), a Life Income Fund ("LIF") or a Locked in Retirement Income Fund ("LRIF"). These transfers may be made directly from the pension plans or from another registered retirement vehicle trusted by another financial institution, provided the funds originated in the University pension plans. Surviving spouses and former spouses of the former members of the University pension plans may also make transfers to the Fund, provided the funds originated from the University pension plans. Funds held in the pension plans and that transferred in from outside the Province of Ontario are subject to the transfer requirements of their originating province's pension legislation and as such may not be eligible for transfer into the UWO RIF.

Upon death, the annuitant's total accumulated entitlement is equal to the amount allocated plus the pro-rata share of net investment earnings less cumulative retirement income payments that have been made. If the annuitant has a spouse at the date of death, that individual may continue to receive periodic payments or may transfer the funds to another registered retirement vehicle on a tax deferred basis. If there is no spouse at the date of death, the balance of the funds are payable to the last named beneficiary in a taxable lump sum payment. At any time, the annuitant may choose to transfer his or her funds to a registered retirement vehicle trusted by another financial institution or use the funds to purchase a life annuity.

THE UNIVERSITY OF WESTERN ONTARIO

RETIREMENT INCOME FUND

DRAFT Notes to Financial Statements (continued)

Years ended December 31, 2011 and 2010

1. Description of program (continued):

Funds are invested at the discretion of the annuitant into units of the Master Trust for the Academic and Administrative Staff Pension Plans and Retirement Income Fund Program (the "Master Trust"). The investment policies of the Master Trust are determined jointly by the Academic and Administrative Pension Boards. The Master Trust consists of eighteen separate investment pooled funds as follows:

- Money Market Fund
- Target Date Fund 2012
- Target Date Fund 2014
- Target Date Fund 2016
- Balanced Income Fund
- Balanced Growth Fund
- Diversified Bond Fund
- Canadian Bond Fund
- Canadian Long Term Bond Fund
- Immunized Bond Fund - Admin
- Immunized Bond Fund - Academic
- Diversified Equity Fund
- Canadian Equity Fund
- U.S. Equity Hedged Fund
- U.S. Equity Unhedged Fund
- Non-North American Equity Fund
- Socially Responsible Global Equity Fund
- Liquidating Trust Fund

The Balanced Income Fund and the Balanced Growth Fund are portfolios that hold units of the Diversified Bond Fund and Diversified Equity Funds. They were established in September, 2001.

The Master Trust holds units in each of the eighteen investment pooled funds. These pooled funds contain investments in units of external pooled funds and individual securities.

Some of these investment funds are not available for the annuitants of the UWO RIF since they do not yet qualify as registered investments under the Income Tax regulations (Balanced Funds, Diversified Bond Fund, Immunized Funds, and Non-North American Equity Fund). The investment options that are offered to the annuitants of the RIF have all been registered effective October 1, 2000 with Canada Revenue Agency as Quasi-Mutual Fund Trusts.

The contributions or transfers of each annuitant are credited to an individual account in the annuitants' name and accumulated together with pro-rata net investment earnings. This account is fully vested and payable to the annuitant on termination of retirement income fund or to the annuitants' beneficiary on death.

THE UNIVERSITY OF WESTERN ONTARIO

RETIREMENT INCOME FUND

DRAFT Notes to Financial Statements (continued)

Years ended December 31, 2011 and 2010

1. Description of program (continued):

Annuitants can choose, as frequently as each month, the proportion of his or her personal account which is to be invested in any of the active investment funds. The valuation of each investment fund is established by the fund manager at the end of each month based on policies set by the Pension Board.

2. Basis of presentation:

(a) Basis of presentation:

The Fund is a participant in the University of Western Ontario Master Trust which was established by the University to facilitate the collective management of investment assets for the Pension Plans for the Academic and Administrative Staff and the Retirement Income Fund of the University.

The Fund has prepared these financial statements in accordance with Canadian accounting standards for pension plans.

In selecting or changing accounting policies that do not relate to its investment portfolio, Canadian accounting standards for pension plans require the Fund to comply (on a consistent basis) with either International Financial Reporting Standards ("IFRS") in Part I of The Canadian Institute of Chartered Accountants' ("CICA") Handbook - Accounting or Canadian accounting standards for private enterprises ("ASPE") in Part II of the CICA Handbook - Accounting. The Fund has chosen to comply on a consistent basis with ASPE.

Canadian accounting standards for pension plans also require the Fund to follow general standards for financial statement presentation with respect to comparative information and retrospectively apply accounting changes. Accordingly, these standards were applied retrospectively by management to the comparative information in these financial statements including the statement of net assets as at December 31, 2010, and the statement of changes in net assets available for retirement income payments for the year ended December 31, 2010 and related disclosures. No retrospective adjustments were required to be made to the comparative information presented in the statement of net assets and statement of changes in net assets available for retirement income payments.

THE UNIVERSITY OF WESTERN ONTARIO
RETIREMENT INCOME FUND
DRAFT Notes to Financial Statements (continued)

Years ended December 31, 2011 and 2010

2. Basis of presentation (continued):

(a) Basis of presentation (continued):

These financial statements have been prepared by management in accordance with Canadian accounting standards for pension plans and present the information of the Fund as a separate financial reporting entity independent of the University and the Fund's annuitants.

(b) Basis of measurement:

The financial statements have been prepared on the historical cost basis, except for investments and derivative financial instruments which are measured at fair value through the statement of changes in net assets available for retirement income payments.

3. Significant accounting policies:

(a) Revenue:

Interest earned on investments, within the pooled funds held by the Master Trust, is recorded on an accrual basis. Dividends are recorded as income, within the pooled funds held by the Master Trust, on the date the dividend is declared. Investment income is allocated each month among the annuitants' accounts under the assumption that all interfund transfers of assets occurred at the month end following the request for transfer. Transfers into the Fund are allocated to annuitants' records effective the end of the month in which the transfer occurs.

(b) Financial assets and financial liabilities:

Under a management and administration agreement for the Fund, the Academic and Administrative Staff Pension Boards of the University of Western Ontario have been delegated the responsibility for investing the Fund's assets. The assets available for investment are pooled with the Academic Staff Pension Plan and the Administrative Staff Pension Plan in the Master Trust.

Investment transactions are recorded on the trade date of the transactions, which is the date that the Master Trust becomes a party to the contractual provisions of the instrument. Transaction costs are recognized in the statement of changes in net assets available for retirement income payments when incurred.

THE UNIVERSITY OF WESTERN ONTARIO

RETIREMENT INCOME FUND

DRAFT Notes to Financial Statements (continued)

Years ended December 31, 2011 and 2010

3. Significant accounting policies (continued):

(b) Financial assets and financial liabilities (continued):

The assets of the Master Trust are exposed to market, interest rate, exchange rate and liquidity risks. The Master Trust uses derivatives with the primary investment objective to gain market exposure on a passive basis and to manage currency risk at the portfolio level. As a policy, the Master Trust does not speculate in currencies when using derivatives. The notional amounts of these derivative financial instruments is not recognized in the financial statements when initiated. Unrealized gains or losses on these instruments are recognized in the financial statements. The Master Trust's present use of derivative financial instruments is restricted to pooled funds that invest in exchange traded, unleveraged, U.S. and foreign equity index futures, currency forwards and swaps.

Investments are stated at their fair value. The change in the difference between the fair value and cost of investments at the beginning and end of each year is reflected in the statement of changes in net assets available for retirement income payments as net unrealized change in fair value of investments. On sale of an investment, the difference between the carrying amount of the asset and consideration received is recognized in the statement of changes in net assets available for retirement income payments as a net realized gain (loss) on sale of investments.

All other financial assets and liabilities, being cash, accrued income, accrued expenses and retirement income payments payable are measured at amortized cost.

(c) Fair value measurement:

Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction on the measurement date.

In determining fair value, the Master Trust has early adopted the guidance in IFRS 13, Fair Value Measurement ("IFRS 13"), in Part I of the CICA Handbook. As allowed under IFRS 13, if an asset or a liability measured at fair value has a bid and an ask price, the price within the bid-ask spread that is the most representative of fair value in the circumstances shall be used to measure fair value. The Master Trust uses closing market price as a practical expedient for fair value measurement.

When available, the Master Trust measures the fair value of an instrument using quoted prices in an active market for that instrument. A market is regarded as active if quoted prices are readily and regularly available and represent actual and regularly occurring market transactions on an arm's length basis.

THE UNIVERSITY OF WESTERN ONTARIO

RETIREMENT INCOME FUND

DRAFT Notes to Financial Statements (continued)

Years ended December 31, 2011 and 2010

3. Significant accounting policies (continued):

(c) Fair value measurement (continued):

If a market for a financial instrument is not active, then the Master Trust establishes fair value using a valuation technique. Valuation techniques include using recent arm's length transactions between knowledgeable, willing parties (if available), reference to the current fair value of other instruments that are substantially the same, discounted cash flow analyses and option pricing models.

The best evidence of the fair value of a financial instrument at initial recognition is the transaction price, i.e. the fair value of the consideration given or received, unless the fair value of that instrument is evidenced by comparison with other observable current market transactions in the same instrument or based on a valuation technique whose variables include only data from observable markets. When transaction price provides the best evidence of fair value at initial recognition, the financial instrument is initially measured at the transaction price and any difference between this price and the value initially obtained from a valuation model is subsequently recognized in profit or loss on an appropriate basis over the life of the instrument but not later than when the valuation is supported wholly by observable market data or the transaction is closed out.

Within the Master Trust all changes in fair value, other than interest and dividend income and expense, are recognized in the statement of changes in net assets available for retirement income payments as a change in net unrealized gains. Fair values are determined as follows:

- (i) Publicly traded bonds, debentures and equities are valued at published closing market quotations where available.
- (ii) Short-term notes, treasury bills and term deposits maturing within a year are stated at cost, which together with accrued interest income approximates fair value given the short-term nature of these investments.
- (iii) Guaranteed investment certificates, term deposits maturing after a year, mortgages and real estate debentures are valued at the present value of estimated future cash flows discounted at interest rates in effect on the last business day of the year for investments of a similar type, quality and maturity.
- (iv) Units in pooled funds are valued based on published unit values supplied by the pooled fund administrator, which represents the Plan's proportionate share of underlying net assets at fair values determined using closing market prices.
- (v) Illiquid securities are valued based on a calculation performed by the investment manager using a discounted cash flow model.

THE UNIVERSITY OF WESTERN ONTARIO

RETIREMENT INCOME FUND

DRAFT Notes to Financial Statements (continued)

Years ended December 31, 2011 and 2010

3. Significant accounting policies (continued):

(d) Unit valuation:

Annuitants are issued units in the Master Trust based on the unit value at the end of the month in which any transfers are made. Investment income, net of custodian fees and fund managers' fees, is credited to unit holders each month. Redemptions are made each month to recover trustee fees and operating costs.

Fund units are redeemed at net asset market value per unit at the end of the month in which the request for redemption is made by the annuitant. The redemption amount is paid in the following month and includes interest for the interim period.

(e) Foreign exchange:

These financial statements are presented in Canadian dollars, which is the Fund's functional currency. Transactions in foreign currencies are accounted for using the exchange rates in effect at the transaction date. At year end, investments in foreign currencies are accounted for at the rates of exchange in effect at year end and the resulting unrealized gains or losses are included in the net unrealized change in fair value of investments.

(f) Capital risk management:

The main objective of the Fund is to sustain a certain level of net assets in order to meet the retirement income obligations of the University. The Fund fulfills its primary objective by adhering to specific investment policies outlined in its Statement of Investment Policies and Procedures (the "SIPP"), which is reviewed annually by the University. The Fund manages net assets by engaging knowledgeable investment managers who are charged with the responsibility of investing existing funds and new funds transferred in to the Fund in accordance with the approved SIPP. The main use of the net assets is for retirement income payments to annuitants. There are no regulatory requirements relating to the level of net assets to be maintained by the Fund.

(g) Related party transactions:

Related party transactions with the University, in the form of administrative cost recoveries, are in the normal course of operations and are measured at the exchange amount, which is the amount of consideration established and agreed to by both parties.

THE UNIVERSITY OF WESTERN ONTARIO

RETIREMENT INCOME FUND

DRAFT Notes to Financial Statements (continued)

Years ended December 31, 2011 and 2010

3. Significant accounting policies (continued):

(h) Estimates:

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of changes in net assets available for retirement income payments during the year. Actual amounts could differ from these estimates.

4. Investments and investment income:

- (a) The following table provides details of the underlying investments held within the Master Trust, representing a 18.5% (2010 - 18.1%) position in the Master Trust based on units held by individual members of the Fund:

	2011		2010	
	Cost	Market	Cost	Market
Short-term:				
Money Market Fund	\$ 7,384,990	\$ 7,385,476	\$ 8,484,207	\$ 8,490,590
Bonds:				
Target Date Fund 2012	7,575,397	8,960,532	7,100,135	8,146,509
Target Date Fund 2014	9,073,620	10,224,933	8,295,723	9,005,422
Target Date Fund 2016	5,096,991	5,614,131	4,520,806	4,635,918
Canadian Bond Fund	40,403,933	56,063,930	40,493,757	52,328,074
Long Term Bond Fund	11,640,267	13,339,498	8,962,010	9,417,940
Equities:				
Diversified Equity Fund	73,198,247	72,252,674	73,879,730	82,126,417
Canadian Equity Fund	18,658,870	17,647,763	19,829,737	21,327,133
Socially Responsible Investments	428,248	450,287	232,726	256,488
U.S. Equity Hedged Fund	1,115,150	1,215,762	1,257,932	1,425,514
U.S. Equity Unhedged Fund	790,724	868,618	385,995	425,853
Liquidating Trust	3,284,041	2,472,007	3,322,019	2,495,189
	\$178,650,478	\$196,495,611	\$176,764,777	\$200,081,047

THE UNIVERSITY OF WESTERN ONTARIO

RETIREMENT INCOME FUND

DRAFT Notes to Financial Statements (continued)

Years ended December 31, 2011 and 2010

4. Investments and investment income (continued):

(b) The investment income within the Master Trust consists of the following:

	2011	2010
Interest:		
Securities lending	\$ 15,084	\$ 21,489
Short-term notes	229,688	129,148
Cash balances	320,787	149,373
Bonds and debentures:		
Government	985,500	1,000,696
Corporate	767,769	554,397
Dividends:		
Domestic	5,581,054	6,315,752
Foreign	783,825	644,983
Net realized gain on sale of investments	13,690,780	1,517,753
Net unrealized change in fair value of investments	(34,805,779)	79,805,684
	<u>\$ (12,431,292)</u>	<u>\$ 90,139,275</u>
Allocated to:		
Academic Staff Pension Plan	\$ (5,315,427)	\$ 42,150,864
Administrative Staff Pension Plan	(6,884,126)	31,576,220
Retirement Income Fund	(231,739)	16,412,191
	<u>\$ (12,431,292)</u>	<u>\$ 90,139,275</u>

THE UNIVERSITY OF WESTERN ONTARIO

RETIREMENT INCOME FUND

DRAFT Notes to Financial Statements (continued)

Years ended December 31, 2011 and 2010

4. Investments and investment income (continued):

(c) The maturity dates of individual debt securities held by the Master Trust consists of the following:

2011

	One year or less	One to five years	Five to ten years	More than ten years	No maturity date	Total \$	Total %
Short-term:							
Individual holdings	\$ 59,710,650	\$ -	\$ -	\$ -	\$ -	\$ 59,710,650	11.9
Bonds and debentures:							
Individual holdings Canadian:							
Government bonds	18,671,054	96,709,864	42,023,358	48,477,830	-	205,882,106	41.0
Corporate bonds	21,727,567	15,731,893	12,305,615	26,964,376	-	76,729,451	15.2
Individual holdings Global:							
Government bonds	5,111,526	22,431,931	39,946,166	44,561,231	-	112,050,854	22.3
Corporate bonds	272,471	19,100,735	19,609,377	9,122,274	-	48,104,857	9.6
	\$105,493,268	\$153,974,423	\$113,884,516	\$129,125,711	\$ -	\$502,477,918	100.0
Percentage of total	21.0%	30.6%	22.7%	25.7%	-	100.0%	

THE UNIVERSITY OF WESTERN ONTARIO

RETIREMENT INCOME FUND

DRAFT Notes to Financial Statements (continued)

Years ended December 31, 2011 and 2010

4. Investments and investment income (continued):

(c) (continued):

2010

	One year or less	One to five years	Five to ten years	More than ten years	No maturity date	Total \$	Total %
Short-term:							
Individual holdings	\$ 59,145,747	\$ -	\$ -	\$ -	\$ -	\$ 59,145,747	12.8
Bonds and debentures:							
Individual holdings Canadian:							
Government bonds	2,796,975	94,359,015	39,905,566	51,516,192	-	188,577,748	40.7
Corporate bonds	18,987,237	13,663,785	11,604,762	20,879,916	-	65,135,700	14.0
Individual holdings Global:							
Government bonds	-	33,412,083	20,694,353	24,317,300	-	78,423,736	16.9
Corporate bonds	770,826	23,042,176	34,707,300	13,666,186	-	72,186,488	15.6
	\$ 81,700,785	\$164,477,059	\$106,911,981	\$110,379,594	\$ -	\$463,469,419	100.0
Percentage of total	17.6%	35.5%	23.1%	23.8%	-	100.0%	

THE UNIVERSITY OF WESTERN ONTARIO

RETIREMENT INCOME FUND

DRAFT Notes to Financial Statements (continued)

Years ended December 31, 2011 and 2010

4. Investments and investment income (continued):

- (d) The weighted average market yield rates for individual debt securities of the Master Trust consists of the following:

2011

	One year or less	One to five years	Five to ten years	More than ten years
Short-term:				
Individual holdings	0.1%	-	-	-
Bonds and debentures:				
Individual holdings:				
Canadian government bonds	1.1%	1.7%	2.5%	3.8%
Canadian corporate bonds	1.8%	2.7%	3.8%	4.5%
Global government bonds	1.2%	1.3%	2.5%	4.7%
Global corporate bonds	1.6%	3.1%	4.2%	5.0%

2010

	One year or less	One to five years	Five to ten years	More than ten years
Short-term:				
Individual holdings	0.1%	-	-	-
Bonds and debentures:				
Individual holdings:				
Canadian government bonds	1.2%	2.7%	3.3%	4.1%
Canadian corporate bonds	1.3%	3.2%	4.6%	5.3%
Global government bonds	- %	4.0%	3.5%	4.3%
Global corporate bonds	1.4%	3.3%	5.0%	5.7%

THE UNIVERSITY OF WESTERN ONTARIO

RETIREMENT INCOME FUND

DRAFT Notes to Financial Statements (continued)

Years ended December 31, 2011 and 2010

5. Individually significant investments:

The following information is provided in respect of individual investments in the Master Trust with a cost or market value in excess of 1% of the cost or market value of the Master Trust as at December 31, 2011, as required by the Pension Benefits Act (Ontario).

The Master Trust consists of eighteen separate investment pools as described in note 1. Within these pools some investments are in units of pooled funds and some investments are individual securities.

	Cost	Market
Bonds:		
Pooled Funds:		
UWO SSGA Canadian Bond Fund	\$114,069,151	\$162,173,389
UWO Alliance Global Plus Bond Fund	133,953,450	178,065,261
Equities:		
Pooled Funds:		
Greystone Canadian Equity Fund	68,824,986	67,490,596
Connor Clark & Lunn Core Fund	74,015,074	68,684,409
Beutel Canadian Equity Fund	70,176,033	70,932,638
SSGA S&P 500 U.S. Equity Fund, Hedged	76,173,869	92,699,235
SSGA S&P 400 Midcap	8,725,349	10,959,677
PanAgora Small Cap Core Equity	13,686,986	11,619,078
Alliance Bernstein Equity Cap	85,088,273	69,724,047
T. Rowe Price Global Equity Fund	38,905,964	37,259,169
Harris Associates Global Large Cap LP	32,826,401	38,085,519
Fidelity Global Fund	76,236,059	71,610,720

THE UNIVERSITY OF WESTERN ONTARIO

RETIREMENT INCOME FUND

DRAFT Notes to Financial Statements (continued)

Years ended December 31, 2011 and 2010

6. Transfers:

Total transfers received by the Fund from the University pension plans are as follows:

	2011	2010
From the:		
Academic Staff Pension Plan	\$ 16,966,312	\$ 15,432,898
Administrative Staff Pension Plan	2,022,507	5,630,344
	<u>\$ 18,988,819</u>	<u>\$ 21,063,242</u>

Annuitants are allowed to redistribute past transfers among the investment funds. They may also choose which investment fund(s) that periodic retirement income payments should be made from.

7. Benefit payments:

	2011	2010
Retirement benefit payments	\$ 14,372,980	\$ 13,904,114
Termination benefit payments	7,264,149	8,568,695
Death benefit payments	-	412,815
	<u>\$ 21,637,129</u>	<u>\$ 22,885,624</u>

8. Income taxes:

The Fund is governed by the Income Tax Act, Canada. Provided that all assets are invested and administered as qualified investments for Registered Retirement Income Funds, the Fund is not liable for any income taxes.

THE UNIVERSITY OF WESTERN ONTARIO

RETIREMENT INCOME FUND

DRAFT Notes to Financial Statements (continued)

Years ended December 31, 2011 and 2010

9. Administrative costs recovered by the University:

Non-investment administrative expenses for participants of the Fund are incurred by the University on behalf of the Fund and are funded by various methods as follows:

- (i) A portion of the costs are recovered, by the University, from annuitants through monthly redemptions of investments from the individual annuitants' accounts.
- (ii) All remaining costs are paid by the University out of the corporate benefits budget.

The following summarizes the total non-investment administrative expenses incurred by the University for the Fund and the recovery of those costs.

	2011	2010
Administrative expenses incurred:		
Salaries and benefits	\$ 147,264	\$ 129,308
Other professional fees	77,604	78,395
HST accrual on deemed services	18,904	17,028
Systems and software	18,438	20,128
Audit fees	5,212	8,360
Office supplies and equipment	1,965	3,508
Professional development and membership	1,816	1,084
	<u>271,203</u>	<u>257,811</u>
Recoveries:		
Paid by (recovered from) the University out of corporate benefits budget	(27,632)	5,354
Administrative costs recovered by the University	<u>298,835</u>	<u>252,457</u>
	<u>271,203</u>	<u>257,811</u>
	<u>\$ -</u>	<u>\$ -</u>

As at December 31, 2011, administrative costs to be recovered by the University of \$298,835 (2010 - \$252,457) have been accrued but not yet paid.

THE UNIVERSITY OF WESTERN ONTARIO

RETIREMENT INCOME FUND

DRAFT Notes to Financial Statements (continued)

Years ended December 31, 2011 and 2010

10. Fund managers' fees:

Fund managers' fees include any fees paid by the custodian to the various fund managers. Fund managers' fees of certain pooled funds are netted against the unit value of those pooled funds.

11. Financial instruments:

(a) Fair values:

The fair values of investments are as described in note 4(a). The fair values of other financial assets and liabilities, being cash, accrued income, accrued expenses and retirement income payments payable approximate the carrying values due to the short-term nature of these financial instruments.

Fair value measurements recognized in the statement of net assets are categorized using a fair value hierarchy that reflects the significance of inputs used in determining the fair values.

- Level 1 - unadjusted quoted prices in active markets for identical assets or liabilities;
- Level 2 - inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly or indirectly; and
- Level 3 - inputs for assets and liabilities that are not based on observable market data.

All of the Trust's investments have been classified as Level 2. There were no changes in the classification of any investments during 2011.

THE UNIVERSITY OF WESTERN ONTARIO

RETIREMENT INCOME FUND

DRAFT Notes to Financial Statements (continued)

Years ended December 31, 2011 and 2010

11. Financial instruments (continued):

(b) Associated risks:

(i) Market price risk:

Market price risk is the risk that value of an instrument will fluctuate as a result of changes in market prices, whether caused by factors specific to an individual investment, its issue or all other factors affecting all instruments traded in the market. As all of the Fund's financial instruments are carried at fair value with fair value changes recognized in the statement of changes in net assets available for retirement income payments, all changes in market conditions will directly affect the change in net assets available for retirement income payments. Market price risk is managed by the Administrator through construction of a diversified portfolio of instruments traded on various markets and across various industries. In addition, market price risk may be hedged using derivative financial instruments such as futures contracts.

(ii) Foreign currency risk:

Foreign currency risk is the risk that fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign currency rates. The Fund invests in financial instruments and enters into transactions denominated in U.S. dollars. Consequently, the Fund is exposed to risks that the exchange rate of the foreign currency may change in a manner that has an adverse affect on the value of the portion of the Fund's assets or liabilities denominated in currencies other than Canadian dollars. The Fund's overall currency positions and exposures are monitored on a regular basis by the Administrator.

(iii) Interest rate risk:

A portion of the Fund's financial assets and liabilities are interest bearing and as a result, the Fund is subject to a certain level of interest rate risk. In general, bond returns are sensitive to changes in the level of interest rates, with longer term bonds being more sensitive to interest rate changes than shorter term bonds.

(iv) Liquidity risk:

Liquidity risk is the risk that the Fund will not be able to meet its obligations as they fall due. The Fund maintains an investment policy, as approved by the Administrator, which contains asset mix guidelines which help to ensure the Fund is able to liquidate investments to meet its retirement income payments or other obligations.

Western Retirement Plans
Report to the Audit Committee
June 2012

Prepared on May 29, 2012

FOR INFORMATION

1. Summary

This report covers the calendar year January 1, 2011 to December 31, 2011. The Academic and Administrative Staff Pension Boards are responsible for the administration and oversight of two pension plans and the investment of assets for individual Retirement Income Funds (RIF) which are sponsored by the University. This report provides an overview of the plans, reviews the changes made to the plans in 2011 and describes the projects under way at the end of the year. Supplementary documents which have been distributed include the *Financial Statements* for the Master Trust, for each of the pension plans and the RIF.

2. Plan Overview

Asset Values, Membership and Investment Returns

The combined plans include about 7,200 investors and assets with a market value of approximately \$1.1 billion. The *Master Trust* holds funds for both retirement plans and the individual RIF investors. As a defined contribution pension plans, members direct the investment of both their contributions and the University's contributions among 15 different investment options. The fund options are designed in tiers, meant to match the level of education or willingness to make independent diversification decisions. The funds are outlined below:

Tier 1: Comprehensive Funds	Asset Value at 31/12/11	Number of Investors (can be in more than 1 fund)	Investment Returns in 2011
Balanced Income	\$32.8m	826	3.51%
Balanced Growth	\$83.8m	2340	-3.43%
Tier 2: Broad Asset Class Funds			
Diversified Bonds	\$218.1m	3017	8.74%
Diversified Equity	\$364.5m	3899	-8.59%
Tier 3: Regional and Specific Strategy Funds			
Money Market	\$64.9m	1411	1.02%
Target Date Funds	\$55.1m	467	1.93% to 9.09%
Canadian Bond	\$75.2m	878	9.58%
Long Term Bond	\$36.1m	592	17.93%
Canadian Equity	\$77.5m	1635	-10.02%
US Equity Hedged	\$15.3m	683	0.97%
US Equity Unhedged	\$8.3m	449	4.38%
Non North American	\$13.0m	819	-14.02%
SRI Global Equity Fund	\$3.2m	241	-4.33%
Liquidating Trust	\$13.4m	4761	1.13%

*The Investments and Investment Income for each fund can be found in **note 4 of the Master Trust** financial statements.*

Communication and Education

Members have access to various reports and material to assist them in the monitoring of their retirement funds. These resources include investment return sheets, annual report, newsletter, and access to external manager research, to name a few. These resources are in addition to the annual member pension plan statements which were sent out to members in April 2012, including all information as required by pension statute.

Various workshops are also available to assist members with their investment and retirement decisions. A total of 12 workshops were attended by 377 members /spouses in 2011.

Some of these workshops are facilitated by an external provider, The Financial Education Institute of Canada. The University has contracted with them to provide two services to our members:

- a) Financial and retirement planning workshops. The Financial Education Institute of Canada offered four full day financial and pre-retirement planning workshops in 2011. 50 members of the Retirement Plans have attended one of the sessions and feedback continues to be positive.
- b) On-line financial education curriculum and tools. More than 700 members have registered for The Financial Educator™ website.

Members can also use the services of two full time pension and benefit counselors to assist them with their retirement plan decisions. Members can bring their spouses, family members or investment advisors to these individual sessions with the pension and benefit counselors. The counselors held more than 1000 individual sessions with members in 2011. These sessions don't include numerous phone calls, email inquiries and group workshops that the counselors also handle.

Members of the retirement plans also have access to an on-line investment decision making tool. Through an Investment Personality Questionnaire (IPQ), they are asked to answer 16 multiple-choice questions on their investment horizon, risk tolerance, investment objectives and personal situation. Based on their answers members are directed to one of five portfolios comprised of specific investment funds available under the Western Retirement Plans. The IPQ has been very effective in assisting the pension and benefit counselors in orienting new members. In 2011, there were on average close to 100 hits per month on the IPQ webpage.

Resources Available

Each of the pension boards consist of 7 members: 4 elected by the membership and 3 appointed by the University. These boards work jointly in the design of investment, communication and administrative policy (Joint Pension Board). The design and implementation of policy is completed with significant assistance from staff in human resources and financial services (8 full time dedicated staff). The board and staff also rely on the expert advice of external service providers to fulfill their duties including investment consultants, investment management firms, custodian and trustee, software vendors, actuarial consultants, legal consultants and auditors.

In total, the non-investment operational expenses are approximately (\$1.9 million) or .18% of assets under management. The investment management and custodian costs are approximately .35% of assets under management. When compared to other Universities and institutional operations this level of operational costs is extremely lean.

*The operational costs are outlined in detail in **note 10 of the Master Trust** financial statement.*

Special Members

Prior to July 1970 (Academic) and March 1974 (Administrative Staff), the University pension plans were a defined benefit design: annual pension income at retirement was promised based on a formula. There are still some retired employees and active members who are entitled to that promised pension formula as a minimum guaranteed benefit. These individuals are referred to as

“Special Members”. As at December 31, 2011, there were 28 Special Members in the Academic Staff plan, all retired, and 77 Special Members in the Administrative Staff Plan, 40 of whom are still active and 37 of whom are retired.

Based on the most recent actuarial valuation report as at December 31, 2009, only two active Special Members are projected to receive a supplementary pension under the minimum guarantee provisions of the pension plan, thus creating an additional liability for the University. All other active Special Members are projected to receive a higher pension from their defined contribution account than that determined using the minimum guarantee benefit formula. Depending on the future performance of active Special Member defined contribution accounts, the number of Special Members projected to receive a supplementary pension under the minimum guarantee provisions of the plan may change. There are restrictions on how active Special Members can invest the funds in their regular account. They can invest up to 70% of their assets in equity funds.

The University has set aside some funds to pay for these promised pensions. These funds are in the general account of the pension plans. As at December 31, 2011, the Administrative Staff Pension Plan had \$1.9 million in the general account, while the Academic Staff Pension Plan had \$4.6 million. The most recent actuarial estimate for the administrative staff plan indicates that there is a deficit of approximately \$249,000. Since the plan had both going-concern and solvency deficits in our last two actuarial valuation reports, the University must make special payments of approximately \$19,000 per annum to pay off these deficits. The academic staff plan is currently in a deficit position of about \$163,000. Since the plan has a going-concern deficit as a result of the most recent actuarial valuation, the University must make special payments of about \$13,000 per year to fund this deficit.

For each of the Administrative plan and the Academic plan, 100% of the assets are invested in “Immunized Bond Funds” that were created in October 2006 and July 2010, respectively. Immunizing the assets ensures that no significant funding deficit may occur in the future due to investment returns. Other factors, such as poor mortality experience, may still negatively impact the funding of the plan.

3. Changes Made in 2011

As part of the implementation of the Faculty Association’s latest collective bargaining agreement, members of the Academic Staff Pension Plan were offered a one-time decision regarding their required contributions in the plan. Members could choose to contribute between 1.5% and 5.5% of their pensionable earnings. All new members will have to make required contributions of 5.5% of their pensionable earnings going forward. The pension staff held several information sessions with faculty members in the spring and summer of 2011 to review the pros and cons of each contribution level and how to complete the required forms. Overall the change led to an increase in the number of members choosing to contribute at the 5.5% level.

The pension staff implemented the previously approved increase in exposure to emerging market equities for one of the two international equity managers on the Western Retirement Plans. At the end of 2011, mandates for AllianceBernstein and Pyramis Global Advisors were amended to allow up to 10% and 15% respectively in emerging markets.

At its September 2011 retreat, the Joint Pension Board agreed to proceed with a formal review of the Diversified Equity Fund and the Diversified Bond Fund. The Diversified Equity Fund and the Diversified Bond Fund are the two largest funds of the Western Retirement Plans with \$433.3 million and \$265.7 million in assets respectively. Formal reviews of these two funds are conducted every three to four years and focus on the following elements: the asset allocation, the currency hedging strategy, the fund manager line-up, the allocation between active and passive strategies, the historical performance of the fund and adding new investment strategies. The reviews are expected to be completed in 2012.

The pension staff finalized and began implementing a new communication plan. The focus in 2011 was on surveying stakeholders and gathering metrics that will assist in obtaining benchmark

data, identifying areas of change that can be measured and completing a full redesign and launch of the retirement plan website.

4. Projects Underway as at December 31, 2011

A number of projects were underway at the end of 2011.

Communication and Stakeholder Engagement

In early January, the pension staff held two town hall meetings to allow members of the Retirement Plans to provide feedback and ask questions regarding the ongoing review of the Diversified Equity Fund. Approximately 75 pension plan and RIF members attended one of the two sessions. The Joint Pension Board discussed the feedback provided by members and continued its review with the objective of completing it in 2012.

The pension staff is expected to continue the implementation of its communication plan during 2012, with the implementation of new tools, collecting feedback from members, updating communication tools, updating the Investment Personality Questionnaire and reinforcing the "Journey to Retirement" message.

Changes in Employment Contracts

Similar to the decision made by members of the Academic Staff Pension Plan in 2011, members of the Professional and Managerial Association (PMA) will be asked to make an election regarding their required contributions into the Pension Plan. Members will be asked to choose between 2.5% and 5.5% of their pensionable earnings for their required contribution levels. In addition, the University contribution for each PMA member with less than 20 years service will increase by 0.5% of pensionable earnings effective November 1, 2012. For those members with more than 20 years of service and who choose the 5.5% contribution level, the University will contribute an extra 0.5% to their pension account. The election will have to be made by November 2012 and information sessions will take place in the fall of 2012.

Under the new collective bargaining agreement ratified with Librarians and Archivists, members of this bargaining unit will move from the Administrative Staff Pension Plan to the Academic Staff Pension Plan in 2012.

Liquidating Trust

As mentioned in last year's report, redemption restrictions on the Liquidating Trust were lifted in May 2010. Members are allowed to redeem their units of the Liquidating Trust on a monthly basis and re-allocate to other investments, as for any other investment option. During the year, members made average monthly redemptions of \$108,000. In November 2011 the University sold restructured for an amount of \$1.25 million par value to fund members' future redemptions. There was \$1.7 million in cash in the Liquidating Trust at the end of 2011.

At the end of 2011 the Liquidating Trust had a value of \$13.5 million. The quality of the notes has remained strong. The A-1 Notes, which represented 52% of the Liquidating Trust at the end of 2011, are still rated A (High) by DBRS and the A-2 Notes, which represented 28% of the Liquidating Trust at the end of the year, are rated BBB (High) by DBRS, an improvement from the BBB (Low) rating of the beginning of the year.

The University will continue to monitor the Notes with the advice of the Kilgour Advisory Group, a consulting firm specializing in monitoring non-bank ABCP and other structured assets. As the final maturity of the Notes is approaching, the likelihood of recuperating most of the capital invested is improving.

Grievance

Relating to the investment in non-bank ABCP, the University of Western Ontario Faculty Association (UWOFA) filed a grievance in February 2008. The parties met with the selected arbitrator once in 2011 and met recently in May 2012. The parties have agreed on a framework for settlement, which could resolve the grievance completely by the fall 2012. UWOFA will be preparing a presentation to the Joint Pension Board and attending two fall meetings of the Board to make recommendations on process and/or program changes.

We appreciate the opportunity to present this report to Audit Committee and welcome and comments or questions you may have.

Academic Pension Board Membership

Membership

Stephen Foerster, Ivey School of Business (Chair)

Michelle Loveland, Management and Org. Studies

Craig Dunbar, Ivey School of Business

Shannon Butler, Management and Org. Studies

Administrative Staff Pension Board

Krys Chelchowski, Office of the Registrar (Chair)

Jim Loupos, Internal Audit

Ab Birch, Financial Services

Cindy Servos, Schulich School of Medicine and Dentistry

Appointed University Representatives on Each Board

Lynn Logan, Associate Vice-President Financial Services (Designate of VP Administration)

Jane O'Brien, Associate Vice-President Human Resources

Louise Koza, Director Human Resources (Total Compensation)

Annual Report

Harassment and Discrimination Matters: May 1, 2011 - April 30, 2012

ROLE AND SERVICES OFFERED

Equity & Human Rights Services (EHRS) is available to all members of Western's community. The role of EHRS is to facilitate the development, implementation and ongoing management/coordination of the University's Non-Discrimination and Harassment Policy ("Policy") and procedures. Pursuant to the Policy, EHRS offers the following services:

- Confidential consultation, support, and information available to all Western students, staff, faculty and postdoctoral scholars
- Support, education and advice to Administrative leaders and Academic leaders
- Culture and climate reviews, as appropriate
- Workshops and presentations

CONTACTS

Over the past academic year, EHRS recorded a total of **281** contacts. **111** of these were from individuals who believed he or she had been subjected to, or had witnessed, behaviour that may fall under the Policy. The remaining **170** contacts were: (a) requests for assistance from **64** Academic or Administrative Leaders (i.e., those with the authority and responsibility to address concerns); (b) requests for information or assistance by **30** third-parties (often, friends or coworkers); and, (c) **76** general requests for information, training or resources relating to the Policy.

INDIVIDUAL CONTACTS WITH PEOPLE DIRECTLY EXPERIENCING A PROBLEM

Table I displays the grounds relating to harassment and discrimination for the 111 individuals who contacted EHRS. EHRS does not make a finding on whether the behaviour actually amounted to harassment and/or discrimination.

All individuals reporting concerns to EHRS are provided with advice. If the matter falls under the Policy, individuals are also given the option to request alternate resolution, or file a formal complaint and request investigation. Individuals frequently opt to attempt to resolve the situation themselves following advice from EHRS.

In the 2011-2012 academic year, **16** individuals requested alternate resolution through EHRS. Such resolution included mediation, facilitation and EHRS making inquiries to support proper application of the Policy. **Eighteen** individuals chose to file a formal complaint through the Associate Vice-President, Human Resources. **Ten** complaints were investigated.

TABLE I: Concerns about Inappropriate Behaviours

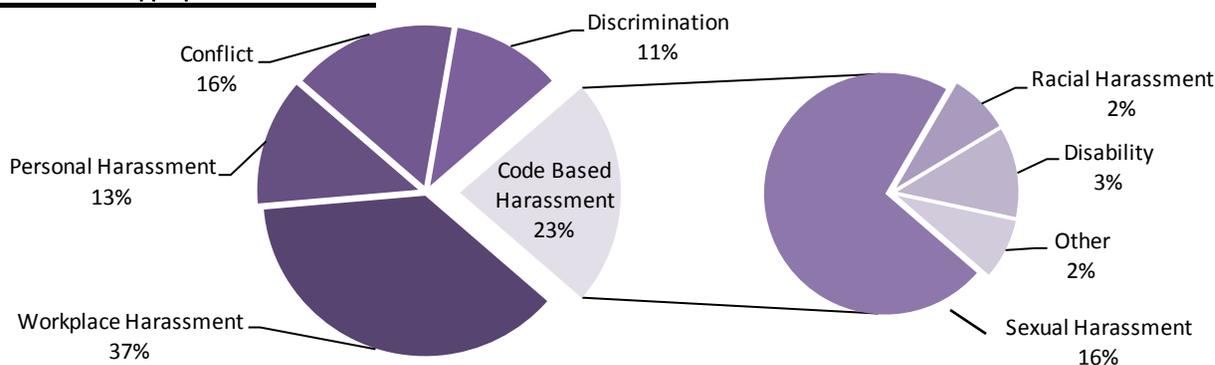


TABLE II: Individual Contacts by Gender

COMPLAINANT	#	%
Female	73	66
Male	38	34
TOTAL	111	100%

A note regarding conflict

Where an individual’s concerns do not fall under the Policy, they are noted as “conflicts”, and are offered some informal strategies to assist with resolution, as appropriate. Such concerns are often interpersonal in nature and may, for example, reflect some form of misunderstanding, lack of role clarity and organizational structure, or personal issues (such as stress, mental health concerns). EHRS recognizes the significant detrimental effect that unresolved conflict can have in the work or academic setting and endeavors to offer appropriate strategies to assist. Such strategies may include facilitated discussion, coaching or referral to other supports (such as EAP, Ombuds office, etc).

A note regarding safety

EHRS is consistently mindful of concerns relating to potential violence or threats to individuals’ safety. When appropriate, we refer or report such concerns to Campus Police (CCPS). EHRS referred to or contacted CCPS on 21 occasions this past year.

Highlights of concerns

Continuing with trends seen in past years, the majority of concerns relate to interpersonal behaviours – workplace or personal harassment or conflict. Recent, wide-scale awareness sessions relating to “Bill 168” (see section on “Education and Outreach”) have brought such issues to the forefront and we are seeing members – students, employees and leaders alike – wanting and willing to take a more proactive approach to addressing such concerns.

With respect to Human Rights Code-based discrimination and harassment issues, we have been involved in several matters relating to discrimination on the basis of disability over this past year. We work to support the individual in ensuring the relevant academic or administrative unit is aware of the duty to accommodate. We have also been involved with supporting individuals who are experiencing sexual harassment-related concerns. Many of these concerns relate to inappropriate gender or sex-related comments made in the workplace or classroom. Also, this year, several concerns related to unwanted behaviour or attention that followed a relationship breakdown.

ACADEMIC OR ADMINISTRATIVE LEADER SUPPORT

Western’s Policy requires Academic or Administrative Leaders to report any incidents which **may be** related to harassment and discrimination to EHRS, as well as to involve EHRS in any unit-based attempts at resolving or mediating potential harassment. **Sixty-four** contacts were made in this regard with our office this past year. EHRS routinely advises leaders on their responsibilities under the Policy. This year, to name a few examples, we have assisted leaders in having facilitated discussions with employees or students, suggested conflict resolution strategies, and provided workshops or training to units/departments.

TABLE III: Role at Western

ROLE	#	%
Undergraduate	18	16
Graduate	23	21
Faculty	19	17
Staff	47	42
Other	4	4
TOTAL	111	100%

POLICY DEVELOPMENT

In December 2011, the Board of Governors approved a revised Non-Discrimination and Harassment Policy. This Policy has procedures that are designed to assist individuals in making the best choice in order to address their concerns. It also reflects and recognizes the need that Western may have to act on concerns, irrespective of an individual’s filing of a complaint. It clearly articulates the roles and responsibilities of various University members. This report reflects the “new” Policy but, must be noted that some of the matters would have fallen under the “old” Policy (but are reported on here in the new structure). The Policy and its related procedures are available at this link: <http://www.uwo.ca/univsec/mapp/section1/mapp135.pdf>

EDUCATION AND OUTREACH

EHRS provides workshops and training in the areas of harassment, bullying and diversity to approximately 1500 Western members each year. Additionally, during the past year, we participated in the development and delivery of training for faculty and staff (approximately 2770 attendees) regarding the new requirements under “Bill 168” (an Act to Amend the Occupational Health and Safety Act). We are currently in the midst of developing new offerings related to conflict resolution and will be looking at new strategies for the delivery of information over the coming year, with the support of a Student Intern.

CONCLUSION

EHRS is grateful to have the support of senior Leaders of Western who truly recognize the value of and work to ensure that our campus is free of harassment and discrimination. The fact that employees and students feel confident to raise concerns is testament to Western’s responsiveness to concerns. Western’s (and our office’s) work is not done, however. We must continue to build systems that seek to support our University members in achieving the best possible success in the best academic or employment environment offered in a university-setting. We look forward to changes and further learnings as we continue our work.

FOR FURTHER INFORMATION, PLEASE CONTACT:

Equity & Human Rights Services
Western University
The Arthur and Sonia Labatt Health Sciences Building, Room 330
London, ON N6A 5B9
T 519.661.3334
F 519.661.2133
equity@uwo.ca

ITEMS REFERRED BY SENATE

Contents	Consent Agenda
Articulation Agreements	Yes
Western Research – Annual Report 2011	No
Western Libraries Annual Report – 2011-2012	Yes
Annual Report of the University Research Board – Academic Development Fund Report	Yes
Announcements	Yes
Report on Promotion and/or Tenure 2011-12	Yes
Reports of the Academic Colleague	Yes
Report of the Honorary Degrees Committee – Honorary Degree Recipients - Autumn 2012 (<i>to be distributed at the meeting</i>)	Yes

FOR APPROVAL

1. **Articulation Agreements**

1a Renewal of the Articulation Agreement between The University of Western Ontario, King's University College, Brescia University College, Huron University College and Fanshawe College: Social Service Worker, Child and Youth Worker and Early Childhood Education Programs

Recommended: That the Articulation Agreement among King's University College at The University of Western Ontario; The University of Western Ontario; Brescia University College; Huron University College; and Fanshawe College, regarding the transfer of credit for students in Fanshawe's Social Service Worker, Child and Youth Worker, and Early Childhood Education programs be renewed and amended to include updated course codes and mapping as shown in [Annex 1](#), effective September 1, 2012, as recommended by Senate.

Background:

For the past several years, Western and its Affiliated University Colleges have held this agreement to award transfer credit to graduates from the Social Service Worker, Child and Youth Worker and Early Childhood Education programs at Fanshawe College. As previous agreements have expired and as curriculum, course titles and numbers have changed at both institutions, the agreement has been revised. The previous agreement was approved by Senate in June 2008.

1b Renewal of the Articulation Agreement between The University of Western Ontario, King's University College, Brescia University College, Huron University College and Lambton College: Social Service Worker, Child and Youth Worker and Early Childhood Education Programs

Recommended: That the Articulation Agreement among King's University College at The University of Western Ontario; The University of Western Ontario; Brescia University College; Huron University College; and Lambton College regarding the transfer of credit for students in the Social Service Worker, Child and Youth Worker and Early Childhood Education Programs be renewed and amended to include updated course codes and mapping as shown in [Annex 2](#), effective September 1, 2012, as recommended by Senate.

Background:

For the past several years, Western and its Affiliated University Colleges have held this agreement to award transfer credit to graduates from the Social Service Worker, Child and Youth Worker and Early Childhood Education programs at Lambton College. As previous agreements have expired and as curriculum, course titles and numbers have changed at both institutions, the agreement has been revised. The previous agreement was approved by Senate in June 2008.

FOR INFORMATION

2. **Western Research – Annual Report 2011**

See [Annex 3](#).

3. **Western Libraries Annual Report – 2011-2012**

See [Annex 4](#).

4. **Annual Report of the University Research Board – Academic Development Fund Report**

See [Annex 5](#).

5. **Announcements**

Name	Department/School	Faculty	Admin Post	Effective Date	End Date
Daniel Belliveau	Health Studies	Health Sciences	Acting Director	July 1-2012	June 30-2013
Deborah Lucy	Physical Therapy	Health Sciences	Acting Director	February 15, 2012	June 30-2012
Nandi Bhatia	English	Arts and Humanities	Associate Dean	July 1-2012	June 30-2015
Erika Chamberlain	Law	Law	Associate Dean (Academic)	July 1-2012	June 30-2015
Craig Brown	Law	Law	Associate Dean (Administration)	July 1-2012	June 30-2015
Helen Fielding	Women's Studies	Arts and Humanities	Chair	July 1-2012	June 30-2017
Marilyn Kertoy	CSD	Health Sciences	Acting Director	July 1-2012	June 30-2013
Kari Veblen	Music	Music	Assistant Dean	July 1- 2012	June 30-2013

6. **Report on Promotion and/or Tenure 2011-12**

See [Annex 6](#).

7. **Reports of the Academic Colleague**

See [Annex 7](#).

8. **Report of the Honorary Degrees Committee**

Autumn Honorary Degree Recipients 2012 – See [Annex 8](#) (to be distributed at the meeting).

**An Articulation Agreement
Social Service Worker, Child and Youth Worker and Early Childhood Education**

This Agreement dated this 1st day of May 2012

BETWEEN:

**Fanshawe College of Applied Arts and Technology
("Fanshawe")**

OF THE FIRST PART

AND:

**The University of Western Ontario
("Western")**

AND:

**Brescia University College
("Brescia")**

AND:

**Huron University College
("Huron")**

AND:

**King's University College at The University of Western Ontario
("King's")**

(collectively "the University")

OF THE SECOND PART

WHEREAS Fanshawe and the University wish to facilitate the transfer of graduates from Social Service Worker, Child and Youth Worker, and Early Childhood Education diploma programs at Fanshawe to degree programs at the University;

AND WHEREAS Fanshawe and the University wish to develop clearly defined pathways for the movement of students from Fanshawe to the University;

AND WHEREAS the parties wish to enter into a formal articulation agreement recognized by the Ontario Council for Articulation and Transfer (ONCAT);

NOW THEREFORE in consideration of the mutual covenants and agreement hereinafter contained, the parties covenant and agree as follows:

1. The University agrees to award transfer credit to those students from Fanshawe offered admission to the University who have successfully completed a diploma program in Social Service Worker, Child and Youth Worker, or Early Childhood Education with a minimum grade of "C" or 60 percent in each college course as outlined in Appendix 1. No substitutions are permitted.
2. Fanshawe students must have a competitive overall admission average as determined by the University for the year in which they apply to the University and be admitted to Western, Brescia, Huron or King's in order to be considered for transfer credit under this Agreement. Admission is also contingent upon space availability in the programs to which the students have applied.

3. Specific or generic transfer credit for courses in Social Work, Sociology, Psychology, and Childhood and Social Institutions will be awarded only for the exact combination of Fanshawe courses as outlined in Appendix 1.

4. The TRN notation in Appendix 1 denotes that a Fanshawe course is not directly equivalent to a University course, however, it may be used as a generic credit towards a degree upon approval of the appropriate Dean's Office at Brescia, Huron, King's or Western.

5. Fanshawe must notify the other parties immediately of any and all changes or anticipated changes to course numbers, titles or content of the courses listed in Appendix 1. In the event of such changes, Fanshawe students enrolled in the affected courses who have already been accepted for admission to Brescia, Huron, King's or Western under this Agreement may not be granted the transfer credit set out in Appendix 1. Such students will be considered for transfer credit pursuant to the Senate policy on the granting of transfer credit for applicants from Colleges of Applied Arts and Technology.

6. The Registrar's Office at each institution in consultation with the appropriate authorities in the respective programs will be responsible for the implementation of this Articulation Agreement.

7. This Agreement is in effect from May 1, 2012 to May 1, 2015 but may be extended by agreement in writing of the parties. Any party may withdraw from this Agreement prior to the termination date upon at least twelve months' written notice to the other parties and such party's obligations under this Agreement shall end as of the effective date of withdrawal.

8. In addition to section 6, any of Brescia, Huron, King's or Western may withdraw from this Agreement if they decide that transfer credit will no longer be given for the Fanshawe courses set out in Appendix 1 due to course or curriculum changes that have been or will be instituted by Fanshawe or the University during the term of this Agreement. The effective date of such withdrawal shall be the earlier of three months after written notice of withdrawal is given to Fanshawe, or the date upon which the changes are adopted by the relevant institution and any obligations of the party that is withdrawing from this Agreement shall end as of the effective date of withdrawal.

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

Fanshawe College of Applied Arts and Technology

Per: _____
Dr. Howard Rundle,
President

King's University College at The University of Western Ontario

Per: _____
Dr. David Sylvester
Principal

The University of Western Ontario

Per: _____
Dr. John Doerksen
Vice Provost (Academic Programs and Students)

Brescia University College

Per: _____
Dr. Colleen Hanycz
Principal

Huron University College

Per: _____
Dr. Stephen McClatchie
Principal

Appendix 1: Fanshawe – Western Articulation Agreement

Social Service Worker

Western Credit	Fanshawe Course	Fanshawe Course Title	Credit Weight
Social Work 1021a/b +1022a/b	SOCW 1011	Social Welfare Policy in Ontario with a minimum average of “C”	2.0
	SOCW 1009	Social Work and the Law with a minimum average of “C”	2.0
	SOCW 3022	Contemporary Issues in Social Work with a minimum average of “C”	3.0
	SOCW 3017	Professional Practice with a minimum average of “C”	3.0
Social Work 2214a/b + 2215a/b	SOCW 1031	Basic Counselling Skills with a minimum average of “C”	3.0
	SOCW 1032	Counselling with a minimum average of “C”	3.0
	SOCW 1010	Social Work with Families with a minimum average of “C”	3.0
	SOCW 1001	Group Dynamics for SSW with a minimum average of “C”	3.0
	SOCW 1028	Community Resources with a minimum average of “C”	2.0
	SOCW 3023	Individual Counselling—Adv with a minimum average of “C”	3.0
	SOCW 3001	Community Organization and Development with a minimum average of “C”	3.0
	SOCW 3024	Individual Group and Family Counselling—Adv with a minimum average of “C”	3.0
Sociology 1020 TRN At least 2 from:	SOCW 3019	Social Interventions with a minimum average of “C”	3.0
	SOCW 3022	Contemporary Issues in Social Work with a minimum average of “C”	3.0
	SOCI 1006	Sociology for Social Service Workers with a minimum average of “C”	3.0
Communications 1020 TRN	WRIT 1044	Reason and Writing 1 for Human Services with a minimum average of “C”	3.0
	COMM 3059	Adv. Comm. For Social Service Workers with a minimum average of “C”	3.0
Social Service Worker (Fast Track)			
Western Credit	Fanshawe Course	Fanshawe Course Title	Credit Weight
Social Work 1021a/b + 1022a/b	SOCW 1018	Social Welfare Policy in Ontario with a minimum average of “C”	2.0
	SOCW 3015	Social Work and the Law with a minimum average of “C”	2.0
	SOCW 3009	Critical Analysis of Social Intervention with a minimum average of “C”	3.0
	SOCW 1034	Crisis Prevention and Professional Practice with a minimum average of “C”	2.0
Social Work 2214a/b + 2215a/b	SOCW 1012	Life Skills with a minimum average of “C”	3.0
	SOCW 1016	Families and Community with a minimum average of “C”	3.0
	SOCW 1013	Group Dynamics for SSW with a minimum average of “C”	3.0
	SOCW 1003	Community Resources with a minimum average of “C”	1.20
	SOCW 3011	Social Service Methods II with a minimum average of “C”	3.0
	SOCW 1014	Community Development and Social Change I with a minimum average of “C”	3.0
	SOCW 3013	Community Development and Social Change II with a minimum average of “C”	3.0

Child and Youth Worker

Western Credit	Fanshawe Course	Fanshawe Course Title	Credit Weight
Sociology 1020 TRN	SOCI 3009	Contemporary Family Issues with a minimum average of "C"	4.0
	PSYCH 5005	Family Systems with a minimum average of "C"	4.0
	HLTH 5005	Drugs and Health Practices with a minimum average of "C"	3.0
Communications 1020 TRN	WRIT 1044	Reason and Writing 1 for Human Services with a minimum average of "C"	3.0
	COMM 3051	Professional Communications for Children's Services with a minimum average of "C"	3.0
Childhood & Social Institutions 2100 TRN	PSYCH 3003	Behaviour Disorders—Children and Adolescents with a minimum average of "C"	4.0
	PSYCH 5005	Family Systems with a minimum average of "C"	4.0
	BSCI 3033	Documentation—Methods and Legislation with a minimum average of "C"	3.0
	BSCI 5001	Therapeutic Use of Art and Play with a minimum average of "C"	3.0
Psychology 1020 TRN	PSYCH 1006	Fundamentals of Human Learning with a minimum average of "C"	2.0
	PSYCH 1004	Normal Growth & Development with a minimum average of "C"	4.0
	PSYCH 3003	Behaviour Disorders—Children & Adolescents with a minimum average of "C"	4.0
	PSYCH 5014	Treatment Modalities with a minimum average of "C"	3.0

Early Childhood Education

Western Credit	Fanshawe Course	Fanshawe Course Title	Credit Weight
Sociology 1020 TRN	SOCI 3003	Canadian Families: Change & Diversity with a minimum average of "C"	3.0
	ECED 3022	Partnerships with Families with a minimum average of "C"	3.0
	ECED 3018	Inclusion: Issues & Implementation with a minimum average of "C"	3.0
Communications 1020 TRN	WRIT 1044	Reason & Writing 1 for Human Services with a minimum average of "C"	3.0
	COMM 3058	Adv. Professional Comm. For ECE with a minimum average of "C"	3.0
Childhood & Social Institutions 2100 TRN	ECED 1003	Emotional Development & Early Relations with a minimum average of "C"	3.0
	ECED 3026	Child Abuse: Intervention and Prevention with a minimum average of "C"	3.0
	ECED 3018	Inclusion: Issues & Implementation with a minimum average of "C"	3.0
	SOCI 3003	Canadian Families: Change & Diversity with a minimum average of "C"	3.0
Psychology 1020 TRN	PSYCH 1009	Personal Development with a minimum average of "C"	3.0
	ECED 1050	Child Development 1 with a minimum average of "C"	3.0
	ECED 1054	Child Development 2 with a minimum average of "C"	3.0
	ECED 1049	Observing Early Development with a minimum average of "C"	2.0

**An Articulation Agreement
Social Service Worker, Child and Youth Worker and Early Childhood Education**

This Agreement dated this 1st day of May 2012

BETWEEN:

**Lambton College of Applied Arts and Technology
("Lambton")**

OF THE FIRST PART

AND:

**The University of Western Ontario
("Western")**

AND:

**Brescia University College
("Brescia")**

AND:

**Huron University College
("Huron")**

AND:

**King's University College at The University of Western Ontario
("King's")**

(collectively "the University")

OF THE SECOND PART

WHEREAS Lambton and the University wish to facilitate the transfer of graduates from Social Service Worker, Child and Youth Worker, and Early Childhood Education diploma programs at Lambton to degree programs at the University;

AND WHEREAS Lambton and the University wish to develop clearly defined pathways for the movement of students from Lambton to the University;

AND WHEREAS the parties wish to enter into a formal articulation agreement recognized by the Ontario Council on Articulation and Transfer (ONCAT);

NOW THEREFORE in consideration of the mutual covenants and agreement hereinafter contained, the parties covenant and agree as follows:

1. The University agrees to award transfer credit to those students from Lambton offered admission to the University who have successfully completed a diploma program in Social Service Worker, Child and Youth Worker, or Early Childhood Education with a minimum grade of "C" or 60 percent in each college course as outlined in Appendix 1. No substitutions are permitted.
2. Lambton students must have a competitive overall admission average as determined by the University for the year in which they apply to the University and be admitted to Western, Brescia, Huron or King's in order to be considered for transfer credit under this Agreement. Admission is also contingent upon space availability in the programs to which the students have applied.

3. Specific or generic transfer credit for courses in Social Work, Sociology, Psychology, and Childhood and Social Institutions will be awarded only for the exact combination of Lambton courses as outlined in Appendix 1.
4. The TRN notation in Appendix 1 denotes that a Lambton course is not directly equivalent to a University course, however, it may be used as a generic credit towards a degree upon approval of the appropriate Dean's Office at Brescia, Huron, King's or Western.
5. Fanshawe must notify the other parties immediately of any and all changes or anticipated changes to course numbers, titles or content of the courses listed in Appendix 1. In the event of such changes, Fanshawe students enrolled in the affected courses who have already been accepted for admission to Brescia, Huron, King's or Western under this Agreement may not be granted the transfer credit set out in Appendix 1. Such students will be considered for transfer credit pursuant to the Senate policy on the granting of transfer credit for applicants from Colleges of Applied Arts and Technology.
6. The Registrar's Office at each institution in consultation with the appropriate authorities in the respective programs will be responsible for the implementation of this Articulation Agreement.
7. This Agreement is in effect from May 1, 2012 to May 1, 2015 but may be extended by agreement in writing of the parties. Any party may withdraw from this Agreement prior to the termination date upon at least twelve months' written notice to the other parties and such party's obligations under this Agreement shall end as of the effective date of withdrawal.
8. In addition to section 6, any of Brescia, Huron, King's or Western may withdraw from this Agreement if they decide that transfer credit will no longer be given for the Lambton courses set out in Appendix 1 due to course or curriculum changes that have been or will be instituted by Lambton or the University during the term of this Agreement. The effective date of such withdrawal shall be the earlier of three months after written notice of withdrawal is given to Lambton, or the date upon which the changes are adopted by the relevant institution and any obligations of the party that is withdrawing from this Agreement shall end as of the effective date of withdrawal.

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

Lambton College of Applied Arts and Technology

Per: _____
Ms. Judith Morris,
President

King's University College at The University of Western Ontario

Per: _____
Dr. David Sylvester
Principal

The University of Western Ontario

Per: _____
Dr. John Doerksen
Vice Provost (Academic Programs and Students)

Brescia University College

Per: _____
Dr. Colleen Hanycz
Principal

Huron University College

Per: _____
Dr. Stephen McCatchie
Principal

Appendix 1: Lambton – Western Articulation Agreement

Social Service Worker

Western Credit	Lambton Course	Lambton Course Title	Credit Weight
Social Work 1021a/b + 1022a/b	SSW 1033	Field Work Preparation with a minimum average of “C”	3.0
	SSW 1023	Social Service Systems I with a minimum average of “C”	3.0
	SSW 2013	Social Service Systems II with a minimum average of “C”	3.0
	SSW3073	Community Organization with a minimum average of “C”	3.0
	SSW4083	Field Work Seminar III with a minimum average of “C”	3.0
Social Work 2214a/b + 2215a/b	SSW 1003	Casework I with a minimum average of “C”	3.0
	SSW 2003	Casework II with a minimum average of “C”	3.0
	SSW 3003	Casework III with a minimum average of “C”	3.0
	SSW 4003	Casework IV with a minimum average of “C”	3.0
Psychology 1020 TRN	PSY 1003	Psychology I with a minimum average of “C”	3.0
	PSY 2003	Psychology II with a minimum average of “C”	3.0
Sociology 1020 TRN At least 2 from:	SOC 1003	Sociology I with a minimum average of “C”	3.0
	SSW 4053	Family Process with a minimum average of “C”	2.0
	SSW 1043	Community Involvement with a minimum average of “C”	2.0
Communications 1020 TRN	ENG 1113	Communications I with a minimum average of “C”	3.0
	ENG 2113	Communications II with a minimum average of “C”	3.0

Child and Youth Worker

Western Credit	Lambton Course	Lambton Course Title	Credit Weight
Sociology 1020 TRN	SOC 1003	Sociology I with a minimum average of “C”	3.0
	SOC 2003	Sociology II with a minimum average of “C”	3.0
Communications 1020 TRN	ENG 1113	Communications I with a minimum average of “C”	3.0
	ENG 2113	Communications II with a minimum average of “C”	3.0

Childhood & Social Institutions 2100 TRN	CYW 3063	Adolescent Development with a minimum average of “C”	3.0
	CYW 4032	Legislation and Social Issues with a minimum average of “C”	2.0
	CYW 5012	Working with Families with a minimum average of “C”	3.0
Psycholog 2100 TRN	CYW 4013	Family Process with a minimum average of “C”	3.0
	CYW 5032	Violence and Abuse with a minimum average of “C”	2.0
	CYW 4022	Human Sexuality with a minimum average of “C”	2.0
Psychology 1020 TRN	PSY 1003	Psychology I with a minimum average of “C”	3.0
	PSY 2003	Psychology II with a minimum average of “C”	3.0
Psychology 2100 TRN	CYW 5023	Exceptionalities with a minimum average of “C”	3.0
	HGD 1013	Human Growth and Development with a minimum average of “C”	3.0

Early Childhood Education

Western Credit	Lambton Course	Lambton Course Title	Credit Weight
Communications 1020 TRN	ENG 1113	Communications I with a minimum average of “C”	3.0
	ENG 2113	Communications II with a minimum average of “C”	3.0
Childhood & Social Institutions 2100 TRN	PSY 3103	Developmental Psychology I with a minimum average of “C”	3.0
	PSY 4103	Developmental Psychology II with a minimum average of “C”	3.0
	ECE 2483	Working with Families & Children with a minimum average of “C”	3.0
Sociology1020 TRN	SOC 1003	Sociology I with a minimum average of “C”	3.0
	SOC 2003	Sociology II with a minimum average of “C”	3.0
Psychology 1020 TRN	PSY 1003	Psychology I with a minimum average of “C”	3.0
	PSY 2003	Psychology II with a minimum average of “C”	3.0



Presentation Outline

- What did we measure and why
- Key Research Objectives (Strategic Plan 2008-11)
- Where are we now
 - Research performance objectives and metrics for 2009-10
 - Trends in performance (2005-6 to 2009-10)
- Summary of data
- Looking forward

What do we measure?

For the most part we measure inputs

- Funding:
 - Total Research Funding (institutional benchmark)
 - Federal Research Funding: (Tri council; CERC, CRC; CFI Funding)
 - Absolute \$; Absolute by Council; Normalized by # of faculty
 - Proportion of Eligible faculty funded
 - Total Contract Research Funding
 - Industrial partnerships (i.e. NSERC IP Chairs)
 - Licensing Activity and Income
 - Awards and Distinctions (i.e. Royal Society, 3M, Killam)

Why do we measure these things?

They are what we are measured against externally – and in absolute terms

- G13 (U 15) comparisons
- International Ranking (League Tables)

They are easier to measure and more universal in application than many output measures.

- In the fields where funding is necessary to conduct work, funding is a reasonable predictor of investigator productivity
- We need to find additional measures of performance that are applicable across varied disciplines

Advancing Key Research Objectives

Strategic Research Plan, 2008-2011

1. Cluster research strengths
2. Drive interdisciplinary, international research
3. Research objectives:
 - **Top five** in G13 for CFI; for each Tri-Council, normalized by faculty member; and for invention disclosures
 - **Second** in Ontario for CFI and Tri-Council funding
 - **Double** contract research and licensing income

Research Objectives - Metrics

Total Research funding:

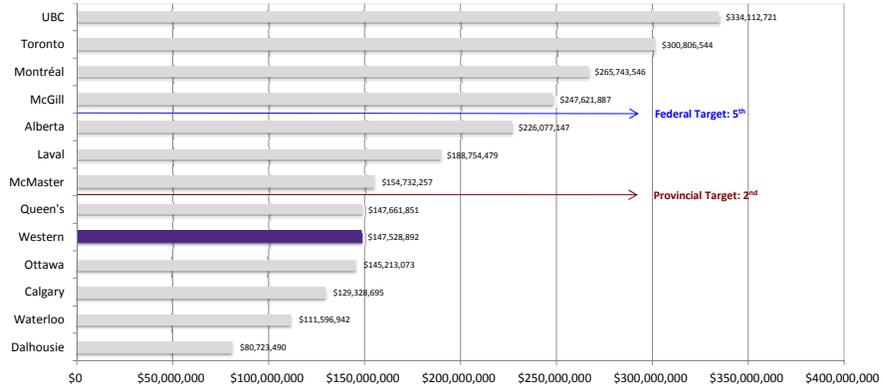
- 2010-11 total research funding: **\$219,972,976**

CFI Funding:

- **Strategic Plan Objective: Second** in Ontario in CFI Funding
- **Performance:**

G13 CFI Awards by Constituent University, 1998-10

- Western: **\$147,578,892** for **258** projects



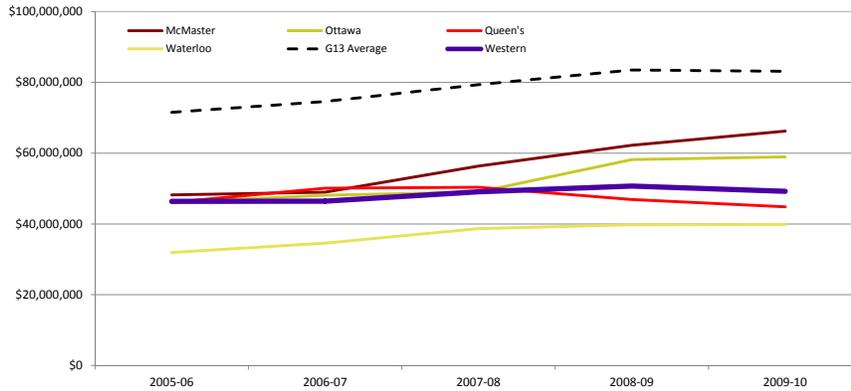
Research Objectives - Metrics

Total Tri-Council Funding

- **Strategic Plan Objective:** Second in Ontario in Tri-Council funding
- **Performance:**

G13 Tri-Council Funding, 2005-2010

- 2009-10 Tri-Council funding: **\$49,226,767**



Research Objectives – Metrics (CIHR)

Canadian Institutes of Health Research (CIHR)

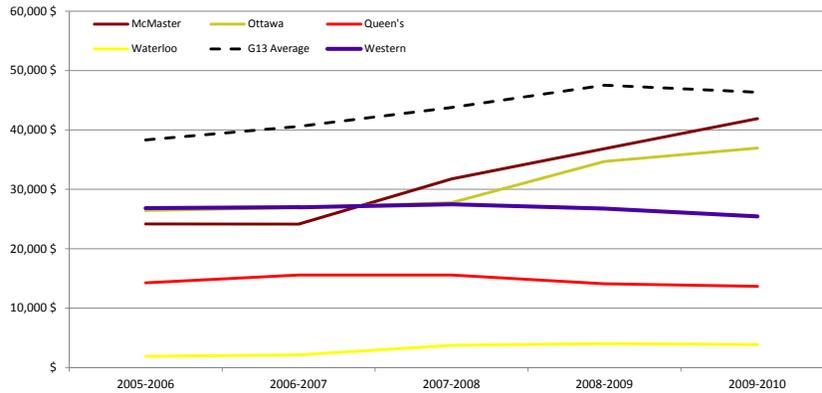
- 21.3% of Western researchers are 'CIHR eligible'
 - 182 current CIHR grant holders of 230 'eligible': 79%
 - CIHR accounts for 47.7% of Western's Tri-Council funding

Strategic Plan Objectives: Top five in G 13

Performance:

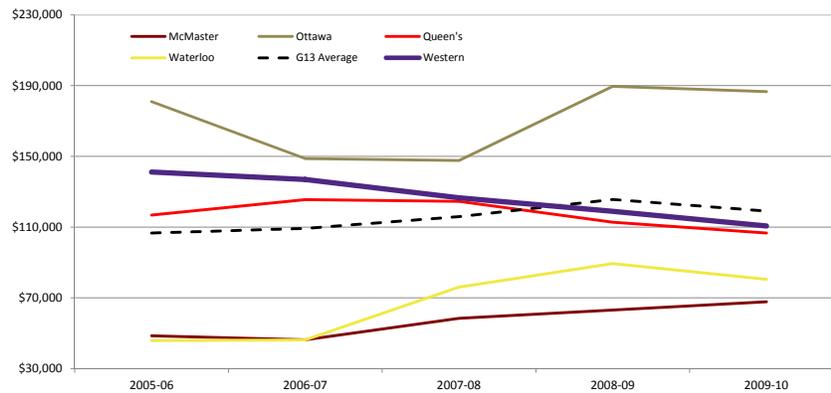
G13 CIHR Grant Funding (\$,000), 2005-10

- 2009-10 CIHR grant funding: **\$25,445,735**



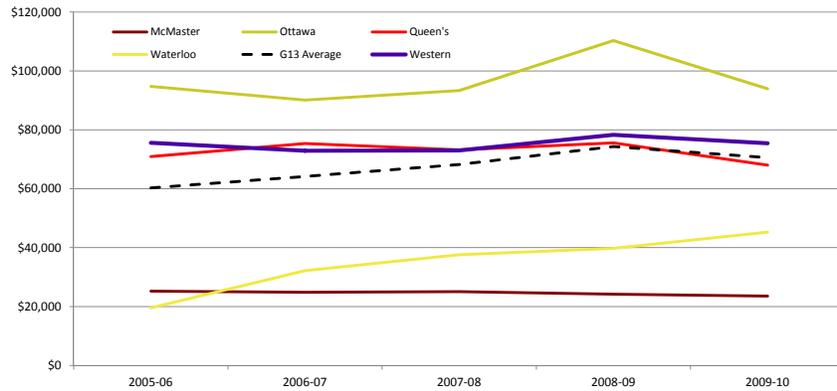
G13 CIHR Funding, Normalized, 2005-10

- 2009-10 CIHR funding per eligible researcher: **\$110,634**



G13 CIHR Operating Grants, Normalized, 2005-10

- 2009-10 CIHR Operating Grant funding per eligible researcher: **\$75,442**



Research Objectives and Metrics – NSERC

Natural Sciences and Engineering Research Council (NSERC)

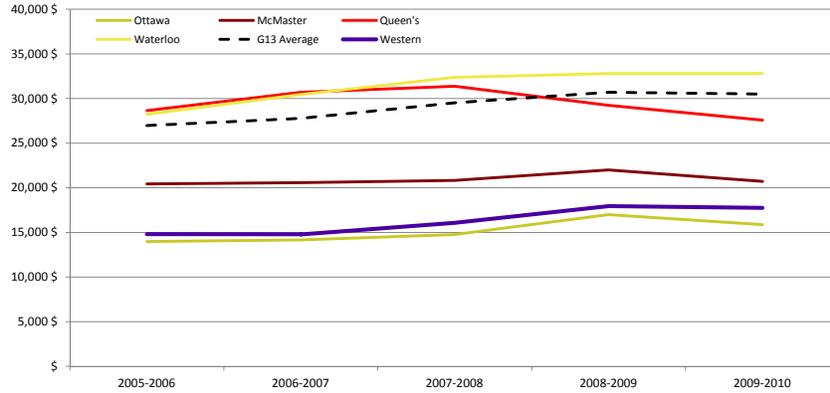
- 26% of Western researchers are 'NSERC eligible'
 - 424 current NSERC grant holders of 279 'eligible': 152%
 - NSERC accounts for 37.6% of Western's Tri-Council funding

Strategic Plan Objectives: Top five in G 13

Performance:

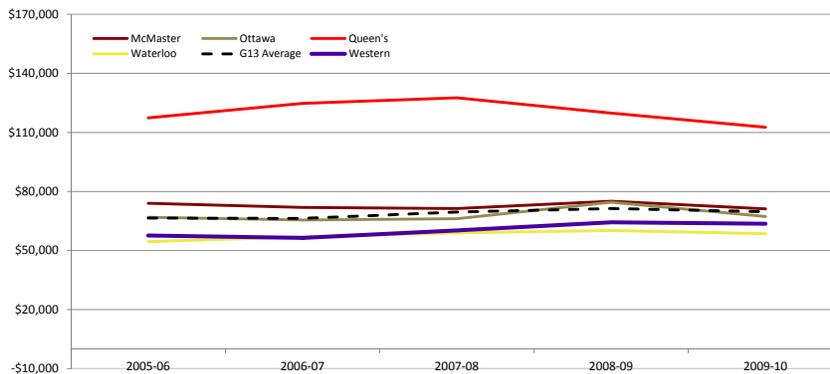
G13 NSERC Grant Funding (\$,000), 2005-10

- 2009-10 NSERC grant funding: **\$17,743,133**



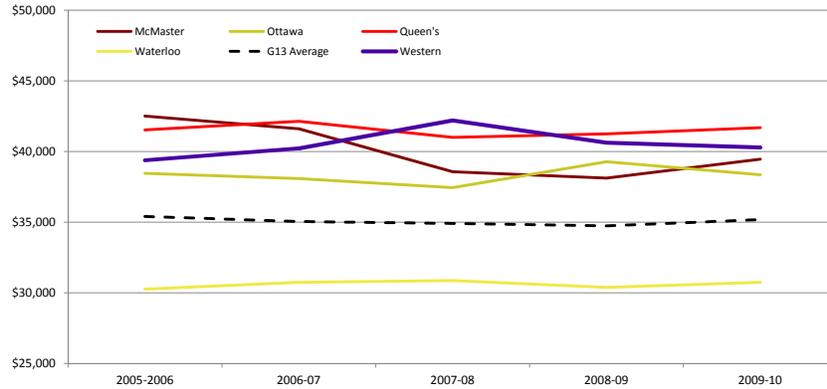
G13 NSERC Funding, Normalized, 2005-10

- 2009-10 NSERC funding per eligible researcher: **\$63,595**



G13 NSERC Discovery Grants, Normalized, 2005-10

- 2009-10 NSERC Discovery funding per eligible researcher: **\$40,284**



Research Objectives – Metrics (SSHRC)

Social Sciences & Humanities Research Council (SSHRC)

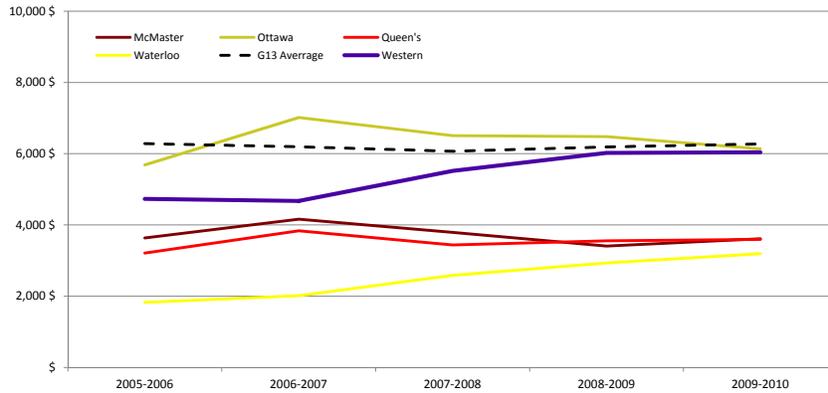
- 53% of Western researchers are 'SSHRC eligible' (3rd most in G13)
 - 168 current SSHRC grant holders of 573 'eligible': 29%
 - SSHRC accounts for 14.6% of Western's Tri-Council funding

Strategic Plan Objectives: Top five in G13

Performance:

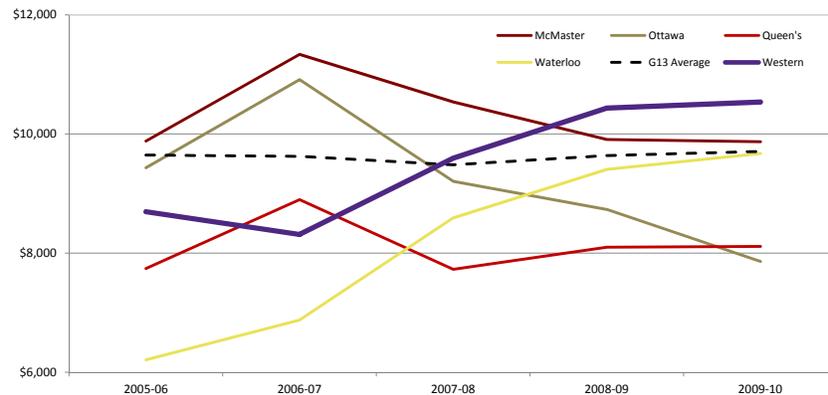
G13 SSHRC Grant Funding (\$,000), 2005-10

- 2009-10 SSHRC grant funding: **\$6,037,899**



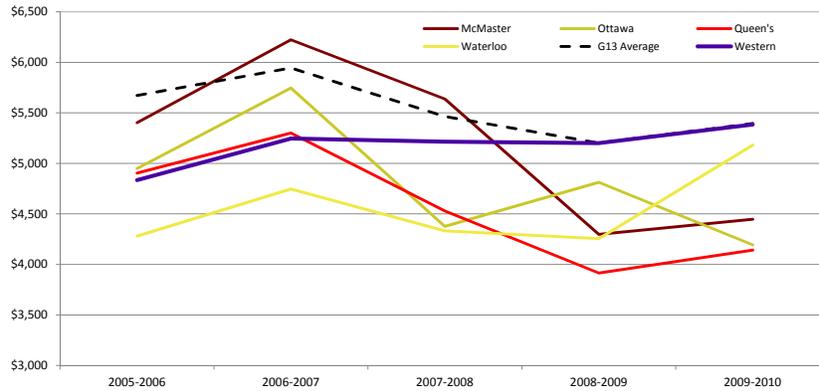
G13 SSHRC Funding, Normalized, 2005-10

- 2009-10 SSHRC funding per eligible researcher: **\$10,537**



G13 SSHRC Standard Grants, Normalized, 2005-10

- 2009-10 SSHRC Standard funding per eligible researcher: **\$5,384**



Research Objectives – Metrics (CRC's)

Canada Research Chair

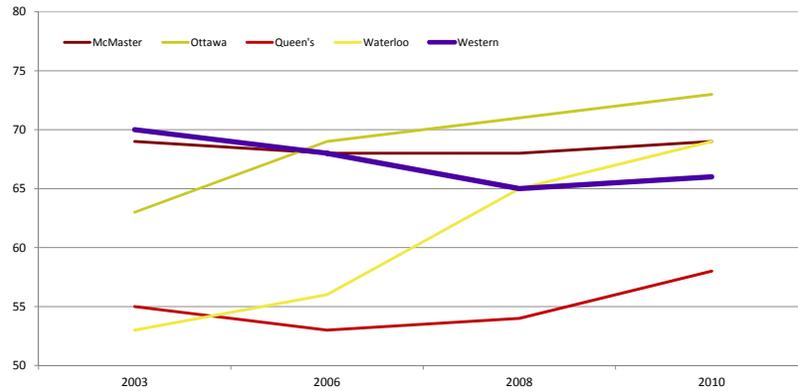
- 66 Chairs are allocated to Western – down 4 since 2003

Strategic Plan Objectives: Top five in G 13

Performance:

G13 Canada Research Chairs Reallocation, 2003-10

- 2010 CRC allocation: **66**



Research Metrics – Tech Transfer and Industry

Contract Research, Industry Funding, Licensing Income

Strategic Plan Objective: Double contract research

Performance:

- 20.5% decrease over 5 years**

Strategic Plan Objective: Double licensing income

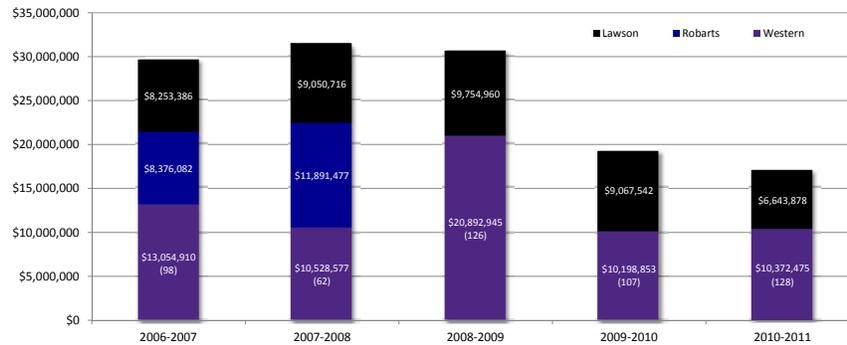
Performance:

- 6.4% increase over 5 years

** (2008)

Contract Research, 2006-11

- Total contract research: **\$17,016,353**
 - Western: \$10,372,475 for 128 contracts
 - Affiliates: \$6,643,878, down 26.7%



Research Metrics – Industrial Partnerships

Industrial Partnerships leading to matching funding opportunities:

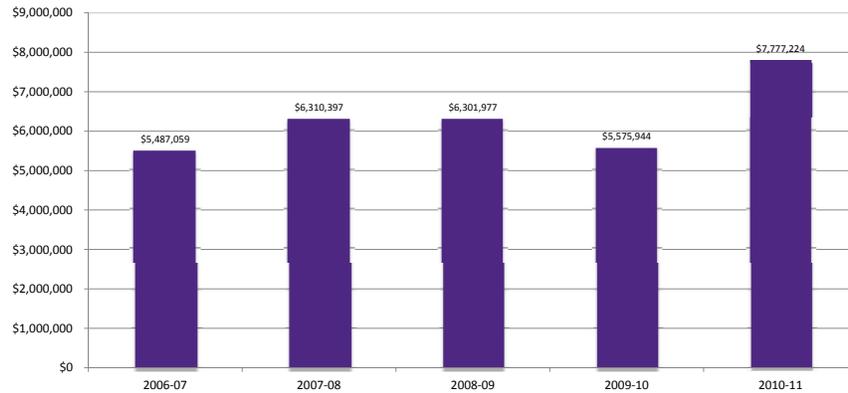
Strategic Plan Objective: Double the number of Partnerships

Performance:

- 41% increase in 5 years
- **More than Doubled** in 6 years

Industry Partnerships, 2006-11

- Total funding from corporations: **\$7,777,224**



Summary of where we are:

- Relative position as a research institution in Canada
- Strong reliance on SSHRC funding
- Tri-Council funding is not evenly distributed
- WORLDdiscoveries: a Canadian leader in knowledge transfer

Looking Forward

- Research culture must be nurtured from within
- Focus on strategic areas of research strength
- Strategic faculty hires in support of research excellence
- Visiting Scholars Program
- Research structure and reporting lines
- Central support infrastructure and ancillary research facilities
- Government funding programs are changing
- Awards and distinctions have been decentralized
- Appoint a Vice- President Research

Western  Research

Annual Report | 2011



Western
UNIVERSITY • CANADA

WESTERN LIBRARIES ANNUAL REPORT 2011-2012

Presented by
Joyce C. Garnett - University Librarian

May 2012

CONTEXT

Western Libraries' vision for a 21st century research library features a heightened focus on the virtual and a reduction of emphasis on the physical, complemented by new models for resources, access and services. The path to this preferred future includes leveraging digital collections, rethinking the scholarly publishing model, repurposing library space and redeploying library staff.

Western Libraries' new Strategic Plan *Vision: Integration as Key Partners in the Academic Enterprise* resulted from an inclusive process involving Western Libraries' staff at all levels and across all employee groups. The new Strategic Plan responds to the University's Strategic Plan and its 2010 update, and has served as the guiding document for the changes that are taking place within Western Libraries, as well as those that are still forthcoming. The key direction for Western Libraries, as envisioned in the Strategic Plan, is to "implement strategies to achieve integration as a key partner in the academic enterprise, thereby providing appropriate and effective services to support the University's teaching and learning, research and scholarship, and administrative goals." The primary outcomes of the Strategic Plan are to provide appropriate and effective services in support of the University's goals by enhancing the quality of the Libraries' physical and virtual infrastructure, enhancing and expanding access to collections, enhancing support for Libraries' staff, and raising the profile of Western Libraries within the University community.

LOOKING BACK - HIGHLIGHTS OF 2011-12

Western Libraries will enhance the quality of its physical and virtual infrastructure

Repurposing Physical Library Space: To repurpose space for study and other learning uses, moving low-use print material to storage continues, from where it can be retrieved on demand. Conceptual plans for refurbishing space in the Taylor Library, from which over 100,000 print serial volumes have been removed, are being developed through a user consultation process. Plans to transfer a significant number of volumes from the Weldon Library are also being finalized, with the intent of reusing the newly available space for a variety of uses, including study and special services, map and data among them. In the Johnston (Business) Library, preparations for the move to the new location in the second phase of the Ivey Building are well underway. The new library space is designed primarily for study and learning, and will house limited print collections. As a result, over 60% of the original collection (some 50,000 volumes) has already been transferred to storage.

Western Libraries is participating in the redesign of the Music Library as part of the redevelopment of Talbot College. The new library will incorporate multipurpose study and consultation spaces, in addition to facilities required for music-specific print and audio resources. Some of the space will be designed to be shared with the Faculty of Music, allowing for greater library integration with research and learning.

Western Libraries is working in collaboration with the Faculty of Law to optimize the use of space in the Josephine Spencer Niblett Building to support the future directions and priorities of the Faculty and the Law Library. The outcome will be a 21st century Law Library developed in academic partnership with the Faculty of Law, leveraging digital content and access to facilitate library support to research and teaching, and creating collaborative flexible spaces for learning and scholarship.

Preparations to relocate the Map and Data Centre from its current location in the Social Science Centre to the Weldon Library have continued. This will require moving some 50,000 print volumes from the Weldon Library and approximately 35% of the current Map Library's print map collection of 220,000 items to offsite storage, coupled with relocation of an additional 50,000 volumes within the Weldon Library. Moving the Map and Data Centre to the Weldon Library will make more effective use of staff and enhance service delivery across campus.

Virtual Library: Plans are still being developed for the creation of a distinct virtual library support model that will facilitate delivery of library services in new ways. This new model will de-emphasize traditional print based services that are based on the existing physical library locations. In response to the 2010 LibQUAL survey and Western's Graduating Student Survey results, both of which highlighted inadequacies in the way users can access information through the web, a new web scale discovery tool – Summon – was implemented in August 2011. Summon provides “Google-like” resource discovery by providing access to 800 million (and growing) additional electronic resources to complement the holdings that are available via the library catalogue. Preliminary user feedback and use statistics indicate high satisfaction and increased use of Western's print and electronic resources. A formal assessment and evaluation of Summon will determine its impact on the use of resources during its first year. Western Libraries is formulating a new mobile strategy and is continuing to work with both Information Technology Services and Communications and Public Affairs on applications. A mobile website for the Libraries and mobile applications for the Summon discovery tool and catalogue are now linked through Western's mobile site.

Fully establishing the virtual library support model, and addressing associated priorities, requires a fundamental re-organization of Western Libraries. Although a conceptual plan has been developed, the final shape of this new structure and details of the process by which the change will be achieved remain to be defined. Appointment of the second Associate University Librarian in 2012, now being recruited by a broad-based selection committee, will provide the capacity for the leadership team to move forward on this initiative.

Service enhancements: To support the new virtual library, increasing emphasis is being placed on providing online services, such as online multimedia tutorials for undergraduate and graduate students, and chat and social-media based information services. These services, coupled with access to ever-increasing digital library resources, are fundamental to supporting Western's expanding online and web-based courses (e-learning initiatives) and the researchers and learners who rely on information technology in their work. Building on existing initiatives and services in Western Libraries and those provided by the Ontario Council of University Libraries (OCUL), a working group has undertaken an environmental scan and will recommend how to provide more centralized and easily accessible services. This will include proposals for making the most of OCUL's “Ask a Librarian” cooperative online chat service.

Library staff continue to re-design service delivery. They have, for example, consolidated a number of service practices (e.g., reserves processing, circulation procedures, and library fines administration) and established associated system-wide service standards. To support students' study needs and to re-focus service delivery to value-added services such as research assistance, an academic study hall concept has been adopted in the Weldon and Taylor Libraries during the evenings and part of the week-ends. During academic study hall

hours, contracted security personnel are on-site to address safety and security concerns. Library users have access to self-service material pickups and checkouts. The latter are proving to be very successful during all hours of opening in Taylor and Weldon, with 30% of book checkouts in these locations now done without staff intervention.

In September 2011, a new public computing environment was implemented with the deployment of approximately 200 PCs in the libraries and their instruction rooms. User feedback in the LibQUAL 2010 survey clearly indicated that Sun Ray technology, specifically software applications available on the Sun operating system (UNIX), no longer met user needs. After a comprehensive review that included evaluation of several software and hardware solutions, Windows PCs were chosen as the best computing platform for the libraries at this time. Preliminary talks have begun with Information Technology Services about the Libraries' collaboration in implementing a Virtual Desktop (VDT) model in the future.

Western Libraries will enhance and expand access to collections and information resources

Expansion of digital library resources: Western Libraries has a growing collection of “born digital” objects - books, journals, conference proceedings, government publications - many of which are acquired through collaborative initiatives. In 2002 Western Libraries adopted a policy of preferential acquisition of electronic information resources – where available – over print. Since then, a fundamental transition has taken place; today, over 80% of journal subscription costs are for electronic titles. Electronic books are also increasingly purchased; in 2011-12 the library catalogue contained links to over one million e-books, including both retrospective and current imprints, representing one-third of all monographs in Western Libraries' collections. Patron-driven acquisition (PDA) has also proven a successful strategy for building e-book collections, especially in interdisciplinary and popular subject areas. PDA is a just-in-time approach to building collections, whereby e-books are added to Western's library collections as a result of use by faculty, student or staff from a pool of university-level publications. Reliance on user-driven purchasing will increase, although it will not replace all traditional acquisition practices in the near future. Collaboration continues with Western Bookstore in a pilot to test print on-demand services for selected resources, and digital audio and video streaming products are now available for users in several disciplines.

Western Libraries continues to take advantage of participation in two important collaborative initiatives, the Canadian Research Knowledge Network (CRKN) and OCUL, benefiting from large scale licensing negotiations and significantly reduced pricing through consortial purchases. Most consortial purchases include a clause permitting local loading on OCUL's Scholars Portal, thus guaranteeing access to the content into the future. Access to a trusted digital repository (TDR) will also be provided through OCUL; a TDR is a digital environment that meets international standards for the integrity, storage, and preservation of digital content in perpetuity. As a result of the review of the license agreements associated with the Access Copyright interrogatories, we now know that the licenses allow fairly open use, all of course within the legal and ethical parameters of fair dealing.

Unique print and primary resources: Western Libraries continued to acquire unique print and primary resources to support teaching and research, with most acquired as gifts-in-kind. The most significant recent example is the receipt of the Labatt Brewing Company Archives Collection. Valued at over \$7.6 million, contained in more than 2600 boxes and spanning the period 1832 to 2009, it is one of the largest corporate archives in the country, and has enhanced Western's reputation as a national destination for research in business archives. Labatt also donated \$200,000 to assist Western in digitizing portions of the collection. In addition, the unique collections of the Map and Data Libraries will become more widely accessible to students and researchers as soon as the migration (now in progress) of the relevant information to Western Libraries' catalogue is finalized.

Digitization: Western Libraries has digitized some of its valuable and unique collections during recent years, albeit in a somewhat ad hoc fashion. To enhance the available content and streamline processes, a working group investigated best practices relating to library digitization, and prepared a report determining future direction and priorities. As a result, it is expected that Western Libraries will establish a systematic digitization program in 2012-13. Given the scope and complexity of the work to be addressed, a digitization coordinator is crucial to moving forward on this initiative that will facilitate access to research resources, and enhance Western Libraries' scholarly profile on the international stage.

Scholarly Communication: Western Libraries' scholarly communication activities include events to promote open access publishing, and to increase awareness of scholarly communication issues in general. Western Libraries is in the final stages of launching a fund to support researchers wanting to publish in open access journals that require publishing fees. *Scholarship@Western* is an open access platform to preserve and showcase digital works of Western's scholars in what is known in the research library community as an institutional repository; it makes Western researchers' intellectual output visible to the world and satisfies the open access mandate of several funding agencies. It now holds close to 4,000 items - articles, books, chapters, dissertations, presentations, datasets, and other digital materials - with over 50,000 full-text downloads per year. *Scholarship@Western* now houses 14 online journals published by Western researchers and facilitates Western's electronic process for the submission, review and publication of theses and dissertations. "Born-digital" PhD theses in the repository continue to grow in number. The number of publicly accessible theses will grow substantially when Western starts accepting digital master's theses in 2012-13. Western Libraries will also load 10,000 older, digitized theses into the repository in partnership with the School of Graduate and Postdoctoral Studies.

Research Data Curation: To increase support to advanced research, Western Libraries has taken the first steps to investigate best practices for a data curation program. Many funding agencies require data management plans from grant holders. Librarians and archivists are in a unique position with their professional expertise and existing relationships with faculty and other campus stakeholders to initiate and support data curation programs. Ensuring long term preservation and access to research data would ensure compliance with funding agency policies on retention, management and sharing of research data; permit repurposing existing data for new research; and enhance the visibility and impact of Western's research.

Research Support: Research support remains a high priority, with acquiring scholarly resources, facilitating scholarly communication through *Scholarship@Western*, and providing specialized liaison as key outcomes. This liaison includes one-on-one research consultation involving librarians or archivists and researchers, group presentations, participation in the delivery of graduate research methods and related courses, and instructional sessions to enhance information seeking and management skills for graduate students.

Western Libraries will enhance its support for staff

Western Libraries' staff development efforts focus on developing the essential skills required in today's (and tomorrow's) academic library environment. These range from technical and customer skills training for all front line staff to project management instruction for key individuals. For example, to develop specific skills, many cataloguing staff have participated in webinars on Resource Description and Access (RDA), the new cataloguing standard. Collections staff actively hone their professional skills using vendor-supplied webinars and online presentations. Workshops and events for staff on open access and scholarly communication, author rights and copyright management are also offered. A group of librarians recently started a grass roots discussion group named *Tabula Rasa* to address future directions and challenges facing academic libraries. Formal annual staff sessions, hosted in

August for all employees, provide a forum for various topics of interest and are consistently well-attended and appreciated by staff. Planning for the aforementioned restructuring of Western Libraries will also include support for all affected staff so that they can remain professionally current and/or update their skills in order to continue to contribute effectively.

Western Libraries will raise its profile within the University community

Western Libraries' Strategic Plan commits it to the goal of raising its profile in the University community. This will be achieved in large measure by identifying and then delivering the unique services that are or will soon be available. These include high-value local services that require librarian and archivist expertise, including research consultation, support and liaison with departments; embedded instruction in key courses within programs; building unique scholarly collections; scholarly communication activities; map, data and geospatial information services; and research data curation in support of e-scholarship. Many of these are already in place, while others, as noted above, are soon to be developed and implemented.

Effective communication and advocacy are central to achieving the goal of raising Western Libraries' profile, both internally and externally. A communication plan has been developed that provides positive messages and identifies areas where additional effort is needed to highlight the special services that are available to support teaching and learning, research and scholarship, and the administration and operations of the University.

Western Libraries also continues to engage in user consultation and stakeholder partnerships to raise its profile. Users will be engaged in providing feedback on plans to refurbish space in the Taylor Library, and the website re-development process will be based on user needs analysis. In partnership with the School of Graduate and Postdoctoral Studies, Student Career Centre, Communications and Public Affairs, and the Teaching Support Centre, Western Libraries will continue to offer existing services and develop new ones for groups such as graduate students and international students and researchers. In the healthcare environment, the partnership in the Western Ontario Health Knowledge Network (WOHKN) is instrumental in providing library services to clinical training sites. Services are also being developed in partnership with the Bookstore and Information Technology Services.

Western Libraries' campaign priorities were re-visited and re-scoped in keeping with Western's expanded Campaign goal of \$750 million, of which the Libraries' portion is \$25 million. The four pillars of the campaign priorities remain the same: Scholars Space, Digital Zone, Collections Culture, and Creating the Future. However, specific projects and recognition opportunities have been detailed, including chairs for scholarly research in librarianship or archival practice, named positions, and joint ventures with one or more Faculties. Endowed and expendable gifts will enable the development of the digital library, the repurposing of library space, the redeployment of staff, and the creation of a culture of scholarship within the Libraries and the Archives.

LOOKING FORWARD – PRIORITIES FOR 2012-13 and BEYOND

Vision: Integration as Key Partners in the Academic Enterprise

Western Libraries supports the University's strategic priorities – enhancing the student experience and the quality of undergraduate and graduate programs, expanding graduate enrollment, increasing research intensity and cross-disciplinary research initiatives, and taking a leadership role internationally in order to have a global impact – by providing value-added library and archival services that are relevant to a 21st century university. Western Libraries will implement strategies to achieve integration as a key partner in the academic enterprise, thereby providing appropriate and effective services to support the University's teaching and learning, research and scholarship, and administrative goals. To achieve this integration, Western Libraries will focus on strategic advocacy, strengthen physical and virtual infrastructure, expand collections, and develop staff. At a more fundamental level, it will define what it means to be an academic library and deliver relevant academic library and archives services in the 21st century. Western Libraries will then take the steps necessary to achieve the required transformation to become that 21st century academic library. During the current four-year plan (ending 2014-15), increased emphasis will be placed on the virtual library, with a new service model reflecting a re-balanced blend of the physical (library-as-place) and the virtual (place-as-library).

Work will continue to define the library service model of the future. As users' reliance on digital information resources increases, and the study and learning patterns of students change, user needs will be met by enhancing the virtual library and its services, and focusing on the particular needs of each discipline through a combination of virtual and in-person services. This will be achieved by a systematic needs analysis, followed by design and delivery of the services that are in high demand to support of research, teaching and learning. As part of the space planning strategy, the Weldon and Taylor libraries will see additional space repurposed to accommodate study and collaborative learning needs, as low use print collections continue to be moved to storage.

Priorities in Support of the University's Strategic Plan

In support of both research and increased internationalization: Western Libraries will expand and enhance its digital library presence by establishing the virtual library as a fully supported service point. As outlined above, the forthcoming re-organization, coupled with service changes that have already taken place, or that are being planned, will contribute to the full implementation of the virtual library. In the past decade, the digital library – encompassing electronic journals, books and unique digitized resources – has become Western Libraries' most frequently used access point, with more than 3 million visits per year (and growing).

In support of research and increased graduate education: Western Libraries will continue acquiring and providing access to a wide array of information resources to support key research areas. The MINES (Measuring the Impact of Networked Electronic Services) survey revealed the existing high level of use of digital resources in support of research and learning, Western Libraries' future efforts in this area will be informed by an analysis of user needs in relation to the resources and services required to support research and expanded graduate education. Western Libraries will also enhance numerical and geospatial data services (including access to rich map collections) to address researchers' growing needs; relevant resources and services are also available through OCUL's Scholars Portal. This will respond to the specific need for enhanced GIS (geographical information systems) support for the university community across disciplines.

Western Libraries supports and participates in the University's scholarly activities by disseminating research and scholarly outputs through *Scholarship@Western*. As described above, building on existing and future opportunities arising from increased outreach and communications efforts, partnership opportunities will be sought to establish value added services in support of the University's growing research enterprise. These include, but are not limited to, long term curation of research data and making selected research data publicly accessible.

Western Libraries will place an increased focus on the needs and experience of researchers, be they faculty members, graduate students, postdoctoral fellows, or others involved in academic research, to ensure that the Libraries' physical and digital scholarly resources, access and services support Western's role as a major research-intensive university. Building collections of "born digital" objects will continue to be a priority. In addition, there will be increased emphasis on digitization of research materials ("born-again digital" objects) for enhanced access, and on facilitating information discovery for individual and collaborative research. We will move forward with a Map and Data Centre, implementing a model informed by extensive consultation with library users and staff.

Western Libraries will work with the Association of Research Libraries (ARL), the Canadian Association of Research Libraries (CARL) and the Ontario Council of University Libraries (OCUL) to determine ROI for our investments in information resources, and identify the most productive collection assessment tools going forward. Fund raising will continue to be a priority as we strive to find ways of sustaining our academic quality and of working collaboratively with the Faculties to advance our interrelated fund raising priorities.

In support of the enhanced quality of undergraduate and graduate student programs: Western Libraries will provide space that responds to students' needs for study and learning. As described above, repurposing space after low use print collections have been moved to offsite storage has become a high priority. Spaces will be created for enhanced study and learning, both individual and collaborative, in existing facilities. Planning will be based in part on user consultations to ascertain the specific kinds of spaces that are needed. Western Libraries will continue to provide information resources, services and information literacy programs to address the teaching and learning needs of instructors and students in support of Western's commitment to the best student experience. However, this commitment to teaching and learning must be balanced with the (sometimes competing) commitment to research and scholarship, and therefore will be addressed in a more cost-effective and less labour-intensive way, given the finite staff and infrastructure resources.

In support of staff: Western Libraries will finalize a re-organization that will effectively support the goals of the renewed Strategic Plan. The organizational restructuring process, including the re-establishment of a second Associate University Librarian position, has begun. A conceptual model has been developed. The restructuring is a key enabling strategy for Western Libraries to achieve its strategic goals and to continue offering high quality, valued library and archival services. A successful re-organization is central to meeting anticipated budget challenges, while implementing the various initiatives to support the Libraries' strategic priorities and directions. It is anticipated that the re-organization will include moving to a structure based primarily on priority functions and services, rather than physical locations, and that delivers services to the faculty-based professional libraries in a more coordinated, consistent manner. In support of this process, and despite budgetary constraints, every effort will be made to provide staff development opportunities to enhance the skills of our already excellent staff. Staff development activities and targeted training to assist existing staff to respond to the needs of the future are an important part of the overall re-organization plan.

WESTERN LIBRARIES – SELECTED STATISTICS

Budget

- \$ 13 million Operating
- \$ 13 million Acquisitions

Collections

- Value \$1 billion
- 12 million physical & digital items
- 725,000 physical items borrowed
- 6.8 million digital items viewed

Space

- 8 physical service locations
- 30,000 metres² floor area
- 125 kilometres shelving

Staff

- 55 librarians/archivists (UWOFA-LA)
- 115 staff (PMA, UWOSA, SAGE)

Customers

- 40,000 faculty, students, staff
- 2.5 million visits to the physical library annually
- 3.3 million visits to the digital library annually
- Assessment = A ratings

Alumni

- 280,000
- *No one graduates from a library.
No one ever graduated without one.*

REPORT OF THE UNIVERSITY RESEARCH BOARD

(URB)

FOR INFORMATION

1. **Academic Development Fund New Research and Scholarly Initiative Award - Major Grant**

The total budget for the Academic Development Fund in 2012-2013 is \$1.5 million. Of this, \$200,000 is required to support the Small Grants competition for 2012-2013.

This year SUPAD reviewed 62 applications for funding under the ADF, a marginal increase over the previous year when 61 applications were received. Of the 62 applications, 17 were recommended for funding. The total amount requested by these 62 applicants was \$4,666,934 for 2012-2013.

As in previous years, SUPAD divided into three subgroups in order to facilitate the detailed review and preliminary ranking of the applications. The subgroups and the number of applications within each are noted below.

	<u>Applications</u>		<u>Funding</u>
	<u>Received</u>	<u>Recommended</u>	<u>Recommended</u>
Biosciences	33	8	\$550,260
Physical and Mathematical Sciences & Engineering	15	5	\$479,040
Social Sciences, Arts & Humanities	14	4	\$251,457
	_____	_____	
	62	17	
			Total: <u>\$1,291,757</u>

Applications involving computers were referred to the SCUP Subcommittee on Information Technology (SUIT) for technical assessment. SUPAD met once to evaluate the applications and related materials. Separate meetings of subgroups produced preliminary evaluations.

The total amount of the awards recommended for 2012-2012 is \$1,291,757; details are provided on the attached table (Appendix 1).

2. **Academic Development Fund New Research and Scholarly Initiative Award - Small Grant Competition**

In the Spring 2011 Small Grant competition, 43 applications for ADF New Research and Scholarly Initiative Award Small Grant support were received from all constituencies for consideration for funding. Approximately \$100,000 was available for allocation. The requests for funding amounted to \$343,953, whereas a total of \$105,642 was awarded among the 13 applications approved for funding.

In the Fall 2011 Small Grant competition, 45 applications were received for consideration for funding. Approximately \$100,000 was available for allocation, whereas the requests amounted to \$368,375. Of the 45 applications received, 14 were approved for funding that totaled \$113,462.

Funding recommendations for the Spring 2011 and Fall 2011 Small Grant competitions are shown on Appendix 2 and Appendix 3 respectively.



Research Development & Services

ADF - New Research and Scholarly Initiative Awards - Major Grant Results

November 2011

Assigned ID	PI Name		Department	Faculty	Project Title	Award
Biosciences						
12-102	Branfireun	B.	Biology	Science	<i>Optical sensors for the characterization of dissolved organic matter</i>	\$53,000.00
Co-applicants:	Trick	C.	Biology	Science		
12-106	Gloor	G.	Biochemistry	Medicine & Dentistry	<i>ADF Major request for Illumina MiSeq Instrument</i>	\$132,500.00
Co-applicants:	Hegele	R.	Biochemistry & Medicine, Robarts	Medicine & Dentistry		
	Reid	G.	Surgery, Microbiology & Immunolog	Medicine & Dentistry		
12-107	Hamilton	D. W.	Dentistry	Medicine & Dentistry	<i>Reflected light DIC Microscope for Analysis of Live Cell Interactions with Biomaterials and Mineralized Tissues</i>	\$81,930.00
Co-applicants:	J. Dixon, S. Sims		Physiology & Pharmacology	Medicine & Dentistry		
	E. Gillies, K. Mequanint, /		Chemistry, Chemical & BioChemica	Science, Engineering, Medicine & D		
	F. Lagugne-Labarhet,		Chemistry, Physics & Astronomy	Science		
12-113	Kerfoot	S.	Microbiology & Immunology	Medicine & Dentistry	<i>Genotyping, Molecular and Chromatin Biology (GMC) Support Core Facility</i>	\$79,849.00
Co-applicants:	Heit	B.	Microbiology & Immunology	Medicine & Dentistry		
	DeKoter	R.	Microbiology & Immunology	Medicine & Dentistry		
	Kim	S.	Microbiology & Immunology	Medicine & Dentistry		
12-116	Lindo	Z.	Biology	Science	<i>Ecosystem Significance of Moss-Associated Cyanobacteria Nitrogen Fixation (ECOFIX Project)</i>	\$75,085.00
Co-applicants:						
12-130	Sinclair	B.	Biology	Science	<i>Why are insects killed at low temperatures? A temperature-controlled micro-volume Ussing chamber to explore the role of gut epithelial transport in insect chilling injury</i>	\$23,584.00
Co-applicants:						

Research Development & Services

ADF - New Research and Scholarly Initiative Awards - Major Grant Results

November 2011

Assigned ID	PI Name		Department	Faculty	Project Title	Award
12-131	Thorn	G.	Biology	Science	<i>High yield, high purity DNA from difficult sources</i>	\$49,129.00
Co-applicants:	N. Keyghobadi,	G. Tho	Biology	Science		
	Macfie	S.	Biology	Science		
	Southam	G.	Biology/Earth Sciences	Science		
12-133	Zanette	L.	Biology	Science	<i>Very large outdoor aviaries for conducting critical experiments on inter-seasonal and inter-generational effects on avian physiology, neurobiology, behaviour and ecology</i>	\$55,183.00
Co-applicants:	C. Guglielmo,	B. MacD	Biology	Science		
	MacDougall-Shackleton	S.	Psychology	Social Science		
	Sherry	D.	Psychology	Social Science		
Biosciences						\$550,260.00
Physical & Mathematical Sciences, and Engineering						
12-201	Barmby	P.	Physics & Astronomy	Science	<i>Probing Star Formation in Nearby Galaxies with Astroinformatics</i>	\$83,937.00
Co-applicants:	Bauer	M.	Computer Science	Science		
	Katchabaw	M.	Computer Science	Science		
12-205	Corcoran	P.	Earth Sciences	Science	<i>Earth's ancient climatic and surface processes as determined from rhythmite successions in the Gowganda Formation, Huronian Supergroup, Ontario, Canada</i>	\$53,487.00
Co-applicants:	Webb	E.	Earth Sciences	Science		
	Longstaffe	F.	Earth Sciences	Science		
12-208	Newson	T. A.	Civil & Environmental Engg	Engineering	<i>Ultrasound Optimisation of Tonometric Assessment in the Management of Glaucoma</i>	\$80,664.00
Co-applicants:	Hutnik	C.	Ophthalmology	Medicine & Dentistry		
	Campbell	G.	Medical Biophysics	Medicine & Dentistry		
	Hill	K.	Biology	Science		
12-211	Sadrekarimi	A.	Civil & Environmental Engg	Engineering	<i>Cyclic Ring Shear Device for Large Displacement Testing of Materials</i>	\$116,100.00
Co-applicants:	El Naggar	M. H.	Civil & Environmental Engg	Engineering		
	Yanful	E.	Civil & Environmental Engg	Engineering		
	Newson	T.	Civil & Environmental Engg	Engineering		



Research Development & Services

ADF - New Research and Scholarly Initiative Awards - Major Grant Results

November 2011

Assigned ID	PI Name		Department	Faculty	Project Title	Award
12-214	Xu	C.	Chemical & Biochemical Engg	Engineering	<i>Developing Novel Supported Metal Catalysts for a Bio-oil Platform Forest Biorefinery</i>	\$144,852.00
Co-applicants:						
Physical & Mathematical Sciences, and Engineering						\$479,040.00
<u>Social Sciences, Arts and Humanities</u>						
12-305	Dozois	D.	Psychology	Social Science	<i>Symptom Reduction and Prevention of Affective Disorders</i>	\$137,891.00
Co-applicants:						
12-306	Greene	E.	Classical Studies	Arts & Humanities	<i>The Vindolanda Field School Research Excavation</i>	\$42,369.00
Co-applicants:						
12-309	Morton	J. B.	Psychology	Social Science	<i>Genetic and social-environmental influences on self-regulation early in development</i>	\$48,390.00
Co-applicants:	Daley	M.	Computer Science & Biology	Science		
12-311	Sherry	D.	Psychology	Social Science	<i>Long-distance migration and the avian brain</i>	\$22,807.00
Co-applicants:						
Social Sciences, Arts and Humanities						\$251,457.00
TOTAL:						<u><u>\$1,280,757.00</u></u>



Research Development & Services

ADF - New Research and Scholarly Initiative Awards - Small Grant Results

March 2011

Assigned ID	PI Name		Department	Faculty	Project Title	Award
Biosciences						
SG11-01	Adams	S.	Comm Sci & Disorders	Health Sciences	<i>Evaluation of a New Speech in Noise Treatment Program for Individuals with Parkinson's Disease</i>	\$8,068.00
Co-applicants:						
SG11-10	Duggal	N.	Clin Neurological Sci	Medicine & Dentistry	<i>MR Diffusion Tensor Imaging of Sensorimotor Cortex in Cervical Myelopathy</i>	\$7,150.00
Co-applicants:						
	Bartha	R.	Medical Biophysics	Medicine & Dentistry		
	Kowalczyk	I.	Medical Biophysics	Medicine & Dentistry		
SG11-21	Leipert	B.	Nursing	Health Sciences	<i>Policies and Practices of Rural Public Health Nurses to Promote Rural Women's Health: A Pilot Study</i>	\$8,500.00
Co-applicants:						
	Regan	S.	Nursing	Health Sciences		
SG11-23	McGavin	M.	Microbiology & Immunology	Medicine & Dentistry	<i>Organic acid stress response of hypervirulent community acquired MRSA</i>	\$8,000.00
Co-applicants:						
Biosciences						\$31,718.00
Physical & Mathematical Sciences, and Engineering						
SG11-03	Asokanthan	S.	Mechanical & Materials Engg	Engineering	<i>Inertial Sensory Network for 3D Motion Tracking and Patient Monitoring</i>	\$8,290.00
Co-applicants:						
	McLachlan	R.	Clin Neurological Sci	Medicine & Dentistry		
SG11-16	Huang	Y.	Chemistry	Science	<i>Porous Materials for Hydrogen Storage</i>	\$8,510.00
Co-applicants:						



Research Development & Services

ADF - New Research and Scholarly Initiative Awards - Small Grant Results

March 2011

Assigned ID	PI Name		Department	Faculty	Project Title	Award
SG11-19	Kelly	G.	Biology	Science	<i>Assessing the Teratogenic Effects of Iron-Oxidizing Bacterial Biomass on Zebrafish Embryogenesis</i>	\$6,873.00
Co-applicants:	Karamanev	D.	Chemical & Biochemical Engg	Engineering		
SG11-20	Kerr	M.	Chemistry	Science	<i>Synthetic Cardiolipin Analogs as Biological Probes</i>	\$8,500.00
Co-applicants:	Madrenas	J.	Microbiology & Immunology	Medicine & Dentistry		
SG11-37	Tutunea-Fatan	R.	Mechanical & Materials Engg	Engineering	<i>Optimized micromachining of porous titanium foams as synthetic bone replacements</i>	\$8,500.00
Co-applicants:						
Physical & Mathematical Sciences, and Engineering						\$40,673.00
<u>Social Sciences, Arts and Humanities</u>						
SG11-06	Baxter	J.	Geography	Social Science	<i>A Preliminary Investigation of Waste Policy and Practice in Two Ontario Municipalities</i>	\$8,500.00
Co-applicants:						
SG11-15	Hayden	E.	Psychology	Social Science	<i>A preliminary investigation of the structural and functional neural correlates of early stress</i>	\$7,700.00
Co-applicants:	Joanisse	M.	Psychology	Social Science		
SG11-30	Rajan	T.	English	Arts & Humanities	<i>William Godwin's Mandeville: an annotated edition with introduction</i>	\$8,469.00
Co-applicants:						



Research Development & Services

ADF - New Research and Scholarly Initiative Awards - Small Grant Results

March 2011

Assigned ID	PI Name		Department	Faculty	Project Title	Award
SG11-42	Zaric	G.	Ivey Business School	Business	<i>Economic Evaluation of Nalmefene for the Treatment of Alcoholism</i>	\$8,500.00
Co-applicants:	Zur	R.	Ivey Business School	Business		
Social Sciences, Arts and Humanities						\$33,169.00
TOTAL:						<u>\$105,560.00</u>



Research Development & Services

ADF - New Research and Scholarly Initiative Awards - Small Grant Results

October 2011

Assigned ID	PI Name		Department	Faculty	Project Title	Award
Biosciences						
FG11-08	Clarke	C.	Anesthesiology & Perioperative	Medicine & Dentistry	<i>Determination of the Vascular Supply of the Thoraco-Lumbar Spinal Cord by Arterial Spin Labelling MRI</i>	\$7,500.00
Co-applicants:	St. Lawrence	K.	Biomedical Physics	Medicine & Dentistry		
	Forbes	T.	Vascular Surgery	Medicine & Dentistry		
	Nicolaou	G.	Anesthesiology & Perioperative Mec	Medicine & Dentistry		
FG11-13	Dykstra	A. D.	Comm Sci & Disorders	Health Sciences	<i>The effects of botulinum toxin A on speech intelligibility and communicative participation in individuals with oromandibular dystonia</i>	\$8,471.00
Co-applicants:	Jog	M.	Comm Sci & Disorders	Health Sciences		
FG11-30	Nichols	A. C.	Otolaryngology	Medicine & Dentistry	<i>Control of Head and Neck Squamous Cell Cancers (HNSCC) with Oncolytic Poxviruses</i>	\$8,293.00
Co-applicants:	Barrett	J. W.	Otolaryngology	Medicine & Dentistry		
	Mymryk	J.	Microbiology & Immunology	Medicine & Dentistry		
FG11-32	Oudshoorn	A.	Nursing	Health Sciences	<i>Information and Communication Technology use and Wellbeing in the Context of Homelessness</i>	\$8,467.00
Co-applicants:	Donelle	L.	Nursing	Health Sciences		
	Grzyb	A.		Info. & Media Stud.		
FG11-42	Vasudev	A.	Psychiatry	Medicine & Dentistry	<i>Quantify the Ventro Medial Pre Frontal Cortex (vMPFC) responsiveness to Parasympathetic Nervous System (PNS) modifiers in Late Life Depression (LLD)</i>	\$8,500.00
Co-applicants:	Shoemaker	K.	Kinesiology	Health Sciences		
	Mitchell	D.	Psychiatry	Medicine & Dentistry		

Biosciences \$41,231.00

Physical & Mathematical Sciences, and Engineering

FG11-03	Banerjee	N. R.	Earth Sciences	Science	<i>Construction of a Custom Gas Purification System to Enable Advanced Clumped Isotope Measurement of CO2 Isotopologues in Planetary Materials</i>	\$8,500.00
Co-applicants:	Webb	E.	Earth Sciences	Science		



Research Development & Services

ADF - New Research and Scholarly Initiative Awards - Small Grant Results

October 2011

Assigned ID	PI Name		Department	Faculty	Project Title	Award
FG11-07	Cami	J.	Physics & Astronomy	Science	<i>Investigating the formation of fullerenes in space</i>	\$8,314.00
Co-applicants:						
FG11-22	Jiang	L.	Mechanical & Materials Engg	Engineering	<i>A study of Stretchable Nanoscale Piezoelectricity-based Energy Harvesting</i>	\$8,500.00
Co-applicants:						
FG11-36	Sadrekarimi	A.	Civil & Environmental Engg	Engineering	<i>Magnetic Treatment of Fine-grained Soils</i>	\$7,232.00
Co-applicants:						
Physical & Mathematical Sciences, and Engineering						\$32,546.00
<u>Social Sciences, Arts and Humanities</u>						
FG11-11	De Viveiros	G.	French	Arts & Humanities	<i>Le naturalisme et les femmes: le cas de Jane de la Vaudère (1857-1908)</i>	\$8,500.00
Co-applicants:						
FG11-17	Hodgetts	L.	Anthropology	Social Science	<i>A zooarchaeological investigation of food, ritual and power in the nascent Viru state</i>	\$6,256.00
Co-applicants:	Millaire	J.F.	Anthropology	Social Science		
FG11-18	Howie	L. A.	Anthropology	Social Science	<i>Cave Use and Pilgrimage Circuits of the Ancient Maya: A New Approach to the Documentation and Comparative Analysis of the Material Residues of Ritual Practice</i>	\$8,493.00
Co-applicants:						



Research Development & Services

ADF - New Research and Scholarly Initiative Awards - Small Grant Results

October 2011

Assigned ID	PI Name	Department	Faculty	Project Title	Award
FG11-23	Jorgensen	D. W. Anthropology	Social Science	<i>Mobile phones and changing interpersonal networks in Papua New Guinea: a pilot study</i>	\$8,453.00
Co-applicants:					
FG11-25	Larsen	M. A.	Education	<i>International Service Learning: A Case Study of the Impact of Western Heads East</i>	\$7,983.00
Co-applicants:					
	Gough	R. Western Heads East	Education		
Social Sciences, Arts and Humanities					\$39,685.00
TOTAL:					<u>\$113,462.00</u>

TO: Faculty Relations

FROM: Equity & Human Rights Services

DATE: May 28, 2012

SUBJECT: *Reports on Promotion and/or Tenure – 2011-2012*

Please find attached charts summarizing the information requested on the designated group status of those individuals considered for Promotion and/or Tenure under the Collective Agreements for 2011/2012.

As in previous years, the data is 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, information is suppressed in cases where there are fewer than 5 individuals in the group considered for Promotion and/or Tenure and/or where deemed necessary by EHRS.

2011-12 REPORT ON PROMOTION AND/OR TENURE CASES CONSIDERED UNDER THE FACULTY COLLECTIVE AGREEMENT

(as required under Clause 21 in the Article *Promotion and Tenure*)

Total cases considered for Promotion and/or Tenure								
Male	47							
Female	35							
Aboriginal	0							
Visible Minority	19							
Person with Disability	2							

Probationary Assistant Professors considered for Promotion and Tenure								
	Process initiated by Dean in the last year - Clause 15.1	Process initiated by Dean in any year before the last year - Clause 15.3	Process initiated by Member by March 1 of 3rd year for consideration in the 4th year - Clause 15.4	Positive Committee recommendation - Clause 17	Negative Committee recommendation - Clause 17	Positive Provost decision - Clause 18	Negative Provost decision - Clause 18.3	
Male	25	6	1	31	1	31	1	
Female	21	2	0	23	0	23	0	
Aboriginal	0	0	s	0	0	0	0	
Visible Minority	14	0	s	14	0	14	0	
Person with Disability	0	0	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 15.2	Process initiated by Dean in any year before the last year - Clause 15.3		Positive Committee recommendation - Clause 17	Negative Committee recommendation - Clause 17	Positive Provost decision - Clause 18	Negative Provost decision - Clause 18.3	
Male	4	0		4	0	4	0	
Female	1	0		1	0	1	0	
Aboriginal	0	0		0	0	0	0	
Visible Minority	1	0		1	0	1	0	
Person with Disability	0	0		0	0	0	0	

	Process initiated by Dean - Clause 15.5	Process initiated by Member no earlier than three years after promotion to Associate Professor - Clause 15.6		Positive Committee recommendation - Clause 17	Negative Committee recommendation - Clause 17	Positive Provost decision - Clause 18	Negative Provost decision - Clause 18.3	
Male	9	2		11	0	11	0	
Female	9	1		10	0	10	0	
Aboriginal	0	s		0	0	0	0	
Visible Minority	2	s		2	0	2	0	
Person with Disability	1	s		1	0	1	0	

Limited-Term Assistant and Associate Professors Considered for Promotion								
	Process initiated by Dean - Clause 15.5.1	Process initiated by Member - Clause 15.4.2	Process initiated by Member - Clause 15.6.1	Positive Committee recommendation - Clause 17	Negative Committee recommendation - Clause 17	Positive Provost decision - Clause 18	Negative Provost decision - Clause 18.3	
Male	0			0	0	0	0	
Female	1			1	0	1	0	
Aboriginal	s			s	s	s	s	
Visible Minority	s			s	s	s	s	
Person with Disability	s			s	s	s	s	

Total cases considered for Promotion and/or Tenure 82

The information related to the designated groups - with the exception of gender - was provided by Equity & Human Rights Services (EHRS). This information was provided, in aggregate form only, from Employment Equity data, which is obtained through the self-identification surveys sent to employees. 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 tenure and/or promotion are counted as not being members of a designated group. For reasons of confidentiality EHRS's data is suppressed (s) in cases where there were fewer than 5 individuals considered in a group and/or where EHRS deems necessary. However, this data is provided for the total cases considered.

2008-2012 REPORT ON PROMOTION AND CONTINUING APPOINTMENT CASES CONSIDERED UNDER THE LIBRARIANS AND ARCHIVISTS COLLECTIVE AGREEMENT								
(as required under Clause 21 in the Article <i>Promotion and Continuing Appointment</i>)								
2008-2012								
Total cases considered Promotion or Continuing Appointment								
Male	2							
Female	5							
Aboriginal	0							
Visible Minority	0							
Person with Disability	1							
Probationary Appointees considered for Promotion								
	Process initiated by University Librarian or Dean in final six months of probationary period - Clause 8.1	Process initiated by the University Librarian or Dean - Clause 8.2	Process initiated by Member - Clause 8.3	Positive Committee recommendation - Clause 18	Negative Committee recommendation - Clause 19	Positive Provost recommendation - Clause 23.3	Negative Provost recommendation - Clause 23.3	
Male								
Female								
Aboriginal								
Visible Minority								
Person with Disability								
Probationary Appointees considered for Continuing Appointment								
	Process initiated by University Librarian or Dean in final six months of probationary period - <u>Clause 7.1 combined with Clause 7.3</u> Process initiated by Member - Clause 7.2	Process initiated by University Librarian or Dean at any time prior to final six months of probationary period - Clause 7.2		Positive Committee recommendation - Clause 18	Negative Committee recommendation - Clause 19	Positive Provost recommendation - Clause 23.3	Negative Provost recommendation - Clause 23.3	
Male	2			2	0	2	0	
Female	5			5	0	5	0	
Aboriginal	0			0	0	0	0	
Visible Minority	0			0	0	0	0	
Person with Disability	1			1	0	1	0	
Total cases considered for Promotion and Continuing Appointment								7
<p>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 tenure 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 EHRIS. Please note that this cumulative report does not include data on the Librarian and/or Archivists considered under Clause 8.1 or Clause 22 between 2007-2012.</p>								

2011-2012 REPORT ON PROMOTION AND CONTINUING APPOINTMENT CASES CONSIDERED UNDER THE LIBRARIANS AND ARCHIVISTS COLLECTIVE AGREEMENT								
(as required under Clause 21 in the Article <i>Promotion and Continuing Appointment</i>)								
2011-12								
Total cases considered under Clause 7 for Promotion or Continuing Appointment								
Male	1							
Female	4							
Aboriginal	s							
Visible Minority	s							
Person with Disability	s							
Probationary Appointees considered for Promotion								
	Process initiated by University Librarian or Dean in final six months of probationary period - Clause 8.1	Process initiated by the University Librarian or Dean - Clause 8.2	Proess initiated by Member - Clause 8.3	Positive Committee recommendation - Clause 18	Negative Committee recommendation - Clause 18	Positive Provost decision - Clause 23.3	Negative Provost decision - Clause 23.3	
Male	0			0	0	0	0	
Female	2			2	0	2	0	
Aboriginal	s			s	s	s	s	
Visible Minority	s			s	s	s	s	
Person with Disability	s			s	s	s	s	
Probationary Appointees considered for Continuing Appointment								
	Process initiated by University Librarian or Dean in final six months of probationary period - Clause 7.1	Process initiated by University Librarian or Dean at any time prior to final six months of probationary period - Clause 7.2	Proess initiated by Member - Clause 7.3	Positive Committee recommendation - Clause 18	Negative Committee recommendation - Clause 19	Positive Provost decision - Clause 23.33	Negative Provost decision - Clause 23.3	
Male			1	1	0	1	0	
Female			2	2	0	2	0	
Aboriginal			s	s	s	s	s	
Visible Minority			s	s	s	s	s	
Person with Disability			s	s	s	s	s	
Total cases considered for Promotion and Continuing Appointment								5
<p>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 tenure 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 fewer than 5 individuals considered in a group and/or as deemed necessary by EHRS. As such, please note that the data, with the exception of gender, for Librarian/Archivists has been suppressed in all categories.</p>								

**Council of Ontario Universities
Report to Senate of the Academic Colleague
Kathleen Okruhlik, May 2012**

The COU Academic Colleagues met at Laurentian University in Sudbury, April 19-20, 2012. There was also a meeting of the full Council scheduled for April 20th.

New Program Approvals: Some 48 new program approvals are still pending at MTCU, and the Executive Heads have expressed concern. Bonnie Patterson, the president of COU, has sent a letter to the Minister explaining that this is holding up growth in the postsecondary sector and pointing out that some proposals have been with MTCU for two years.

MTCU “3 Cubed” Policy Paper: This paper advances a framework that the Ministry says will allow colleges and universities to realize 3% savings in each of 3 years by offering one-third of their courses online, adding a summer term in a trimester system, and launching accelerated 3-year degrees. Questions have been raised about what is meant by “three-year degree” in this context: a compressed four-year degree done in three years, or a three-year general undergraduate degree? It has also been suggested that some of the rhetoric around three-semester programs may not be accurate. There is, for example, misunderstanding of how much space on campus is classroom space (about 5-10%). Filling those spaces over three semesters instead of two will not result in major savings in the facilities operating budget and will incur additional costs. Some universities say they have made significant efforts to increase summer enrolment without much uptake from students. More data will be sought in some areas of concern..

Ontario Graduate Scholarships: The proposal that these be managed by universities rather than centrally will likely be approved within the next two months.

Credit Transfer: COU expects more pressure on this file. There is a Credit Transfer Working Group, which is presently discussing a draft university-to-university credit transfer survey. Some colleagues wonder whether there is really a big problem for students, since their local information suggests that students seemed pretty happy with the transfer credit they have received.

International Students: The Executive Heads have voted to maintain a position of public neutrality in reaction to the government’s reduction of operating grants for every non-Canadian undergraduate and Masters student.

Teacher Education Programs: Consultations with EDU and MTCU regarding restructuring of teacher education programs are underway. This was described as a constructive dialogue.

Snowstorm: By the time the meeting of the full Council (Academic Colleagues + Executive Heads) got underway, a freak snowstorm was blowing in and flights out of Sudbury were being cancelled. So the meeting was ended early, and a bus was chartered to provide ground transportation to the Toronto airport for those who required it.

**Council of Ontario Universities
Report to Senate of the Academic Colleague
Kathleen Okruhlik, June 2012**

The COU Academic Colleagues met in Toronto May 24-25, 2012. There was no meeting of the full Council.

Budget-Related Updates: The fact that Ontario has a minority government shapes the COU agenda in a variety of ways, as does the fact that the condition of the world economy will make it very hard for the provincial government to reach its balanced budget goal. It is generally acknowledged that the present government is well disposed toward the post-secondary sector and that our sector suffered less severe cuts than most others. Nonetheless it seems unlikely that the relatively good situation of universities will continue as it is. The one-year rollover of the tuition framework was not easily achieved, and although COU is arguing for a five-year continuation of the framework, there is reason to think these arguments will not be successful. Political events in Quebec and in the U.S. may further complicate the situation. With respect to the provincial government's "policy levers for efficiency" (also known as "cuts"), COU is arguing for flexibility rather than across-the-board cuts.

Follow-up on New Program Proposals: Fifty programs that had passed Quality Assessment were still pending at MTCU. Nineteen of those have now been approved. Seven have been held back because they are very expensive and are not considered "leading programs for Ontario." The remaining 24 programs are being subjected to further analysis on grounds such as cost and provincial need.

Graduate Enrolment: The government is assuming a slowdown in graduate growth, projecting only three thousand new students over next few years. Thousands of graduate spaces were added under the Reaching Higher policy. This was a major expansion, but not all universities reached their approved targets by 2011-12. As a result, much of the growth over the next few years will be in the form of those universities catching up to their previous targets with the funding commitment still in place. A major focus of COU advocacy will be working with the government to reach a credible agreement on graduate spaces. COU remains in favor of graduate expansion.

Online Institute: Recall that the Minister favors the idea of a new purpose-created university, while COU advocates a model in which existing universities collaborate to make it possible for students to earn online degrees using courses offered by those universities. The discussion continues.

COU Needs Your Help: Please let COU know about your innovative teaching practices and about ways that you engage undergraduate students in research. This will help the Council make the case for universities in its conversations with the government and with the larger public. You can contact COU directly or send me the relevant information: okruhlik@uwo.ca so that it can be passed along.

REPORT OF THE HONORARY DEGREES COMMITTEE

FOR INFORMATION

Honorary Degree Recipients – Autumn Convocation 2012

The Honorary Degrees Committee announces that the following individuals will receive honorary degrees at Autumn Convocation 2012:

THURSDAY, OCTOBER 25 - 10:00 A.M.

ARTHUR AND SONIA LABATT - LLD

School of Graduate and Postdoctoral Studies*
Faculty of Health Sciences
Schulich School of Medicine & Dentistry
Brescia University College
Huron University College

* = students in programs hosted by the Faculty of Health Sciences and the Schulich School of Medicine & Dentistry

THURSDAY, OCTOBER 25 - 3:00 P.M.

INSTALLATION OF NEW CHANCELLOR – JOSEPH ROTMAN

School of Graduate and Postdoctoral Studies*
Faculty of Education
Faculty of Engineering
Richard Ivey School of Business

* = students in programs hosted by the Faculties of Education, Engineering and the Richard Ivey School of Business

FRIDAY, OCTOBER 26 - 10:00 A.M.

ADRIANNE PIECZONKA - DMus

School of Graduate and Postdoctoral Studies*
Faculty of Arts and Humanities
Don Wright Faculty of Music
Faculty of Science
Faculty of Science and the Schulich School of Medicine & Dentistry (BMSc)
King's University College

* = students in programs hosted by the Faculties of Arts and Humanities, Don Wright Faculty of Music and Science

FRIDAY, OCTOBER 26 - 3:00 P.M.

JUSTICE BEVERLEY MCLACHLIN – DCL

School of Graduate and Postdoctoral Studies*
Faculty of Information and Media Studies
Faculty of Law
Faculty of Social Science

* = students in programs hosted by the Faculties of Information and Media Studies, Law and Social Science