

Members are reminded of the requirement that they give notice of conflict of interest prior to consideration of any matter on the Board open and closed session agendas

**BOARD OF GOVERNORS MEETING – OPEN SESSION**

**Date:** Thursday, May 1, 2025  
**Time:** 10:00 a.m. – 12:00 p.m.  
**Place:** Western Interdisciplinary Research Building, Room 3000/Zoom  
**Zoom Link:** <https://westernuniversity.zoom.us/j/99314057342>  
**Telephone:** +1 647 558 0588 Canada

	Action	Time
1.0 <a href="#">Land Acknowledgement</a>		
2.0 Approval of Agendas and Minutes		5
2.1 <a href="#">Adoption of Agenda – Open Session</a>	Approval	
2.2 <a href="#">Approval of the Open Session Minutes of the Meeting of February 6, 2025</a>	Approval	
2.3 <a href="#">Business Arising from the Minutes</a>		
3.0 <a href="#">Report of the President</a>	Information	15
4.0 Committee and Senate Reports		
4.1 Report of the Property and Finance Committee		
4.1(a) <a href="#">University Operating and Capital Budgets and Fees for 2025-2026</a>		45
4.1(a)(i) <a href="#">2025-26 Operating and Capital Budgets</a>	Approval	
4.1(a)(ii) <a href="#">2025-26 Program Specific Fees and Other Supplemental Fees</a>	Approval	
4.1(a)(iii) <a href="#">Student Fee Funded Units, Ancillaries, Academic Support Units and Associated Companies: 2025-26 Budgets</a>	Approval	
4.1(a)(iv) <a href="#">Student Services Committee Report</a>	Information	

4.1(b)	Revisions to MAPP 1.1 – Use of University Facilities for Other than Regularly Scheduled Academic Purposes	Approval	10
4.1(c)	Revisions to MAPP 7.8 – Signing Authorities for Research Grants, Contracts, and Agreements and Rescission of MAPP 7.5 – Research Grants	Approval	5
4.2	Report of the Audit Committee		
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4.3	Report of the Senior Policy and Operations Committee		
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5.0	Unanimous Consent Agenda		5
5.1	Items from the Property and Finance Committee		
5.1(a)	New Scholarships, Awards, and Prizes	Information	
5.1(b)	Standard and Poor’s (S&P) Credit Rating Report	Information	
5.1(c)	Investment Committee Membership	Information	
5.1(d)	Annual Public Report re: Bill S-211 – Fighting Against Forced Labour and Child Labour in Supply Chains Act	Approval	
5.2	Items from the Fund Raising and Donor Relations Committee		
5.2(a)	Fund Raising Quarterly Report (Q3)	Information	
5.2(b)	Naming Opportunities	Information	
5.3	Item from the Senior Operations and Policy Committee		
5.3(a)	University Discipline Appeals Committee (UDAC) Membership	Approval	

#### 5.4 Items Referred by Senate

- |        |   |             |
|--------|---|-------------|
| 5.4(a) | <a href="#">Subcommittee on Enrolment Planning and Policy (SUEPP) Report</a>  | Information |
| 5.4(b) | <a href="#">Academic Administrative Appointments</a>  | Information |
| 5.4(c) | <a href="#">Report of the Academic Colleague</a>  | Information |
| 5.4(d) | <a href="#">Honorary Degree Recipients – Spring 2025</a>  | Information |
| 5.4(e) | <a href="#">Rescission of MAPP Policy 1.19 – Policy on AIDS</a>   | Approval    |
| 5.4(f) | <a href="#">Annual Report on Faculty Recruitment and Retention</a>  | Information |
| 5.4(g) | <a href="#">Report of the Subcommittee on Teaching Awards (SUTA): Recipients of Western's Excellence in Teaching Awards for 2024-25</a> | Information |
| 5.4(h) | <a href="#">Advice re: 2025-26 University Operating and Capital Budgets</a>   | Information |
| 5.4(i) | <a href="#">Advice re: MAPP 1.1 – Use of University Facilities</a>  | Information |

#### 6.0 [Items Removed from the Consent Agenda](#)

#### 7.0 Questions from Members for the Open Session

#### 8.0 Other Business

#### 9.0 Adjournment to Closed Session

**ITEM 1.0 - Land Acknowledgement**

**ACTION:**     APPROVAL         INFORMATION         DISCUSSION

**EXECUTIVE SUMMARY:**

**Greg Dick** will offer a land acknowledgement or reflection.

**Land Acknowledgement Volunteer Schedule:**

June 25, 2025 – Sarah Shortreed

June 26, 2025 – David Simmonds

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Dr. Christy Bressette, the Vice-Provost and AVP (Indigenous Initiatives), has indicated that it is important to remind ourselves regularly of our commitment to reconciliation and decolonisation, and to ensure that these objectives remain central in our collegial decision-making.

In the spring of 2021, the recommendation to offer a land acknowledgement was extended to the Board's committees.

Members of the Governance and By-Laws committee were broadly supportive of this practice, while also being mindful that land acknowledgments should be meaningful and dynamic, and not simply a rote exercise.

Some suggestions for practices that might be most meaningful and relevant to the Board and committees are:

- a land acknowledgement
- a reminder of one or more of the TRC Calls to Action, particularly those relating to education
- a reminder of elements of Western's Indigenous Strategic Plan
- a reference to local Indigenous culture or narratives

**Western Land Acknowledgement:**

We/I acknowledge that Western University is located on the traditional lands of the Anishinaabek (Ah-NISH-in-a-bek), Haudenosaunee (HO-den-no-SHOW-nee), Lūnaapéewak (Len-AHPAY-wuk) and Chonnonton (Chun-ONGK-ton) Nations, on lands connected with the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum. This land continues to be home to diverse Indigenous peoples (e.g., First Nations, Métis and Inuit) whom we recognize as contemporary stewards of the land and vital contributors of our society.

**ITEM 2.1 - Adoption of Agenda – Open Session**

**ACTION:**     APPROVAL     INFORMATION     DISCUSSION

**RECOMMENDED:** That the Agenda for the Open Session be approved as circulated.

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**ITEM 2.2 - Approval of the Open Session Minutes of the Meeting of February 6, 2025**

**ACTION:**     APPROVAL     INFORMATION     DISCUSSION

**RECOMMENDED:** That the open session minutes of the meeting held February 6, 2025, be approved, as circulated.

**ATTACHMENT(S):**

[Open Session Minutes of the Meeting of February 6, 2025](#)

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**MINUTES OF THE MEETING OF THE BOARD OF GOVERNORS**

**FEBRUARY 6, 2025 – OPEN SESSION**

The meeting was held at the Western Interdisciplinary Research Building, Room 3000 and on Zoom.

Present: Sarah Shortreed, Chair  
Amy Bryson, Secretary

Cameron Bailey	Marlene McGrath (Vice-Chair)
Michelle Banik	Geoff Pollock
Arzie Chant	Stephen Poloz
Susan Clarke	Terry Rice
Greg Dick	Alan Shepard
Ed Goehring	Jane Toswell
Lee Greenberg	Joel Welch
Beth MacDougall-Shackleton	Ken Yeung
George McAuley	Noah Zabian

Regrets: Kathleena Henricus, Lori Higgs, Kelly Meighen, Josh Morgan, David Simmonds

By Invitation: Karen Bertrand, Althea Blackburn-Evans, Ruban Chelladurai, John Doerksen, Paul Eluchok, David Foster, Geoffrey Little, Lynn Logan, Jane O'Brien, Penny Pexman, Aisha Raja, Florentine Strzelczyk, Caroline Whippey

Secretariat Bonnie Brown  
Resource:

Chair S. Shortreed called the meeting to order at 10:00 a.m.

1.0 **Land Acknowledgement**

M. Banik offered a land acknowledgement.

2.0 **Approval of Agendas and Minutes**

2.1 **Adoption of Agenda – Open Session**

Moved by S. Clarke, seconded by A. Chant:

That the agenda for the open session be approved, as circulated.

CARRIED

2.2 **Approval of the Open Session Minutes of the Meeting of November 21, 2024**

Moved by M. McGrath, seconded by G. McAuley:

That the open session minutes of the meeting of November 21, 2024 be approved, as circulated.

CARRIED

2.3 **Business Arising from the Minutes**

None.

3.0 **Report of the President**

In addition to the written report provided in advance of the meeting, A. Shepard, President & Vice-Chancellor, highlighted several positive initiatives on campus including the introduction of scholarships supported by the Workplace Safety & Insurance Board (WSIB) and the various events being hosted in celebration of Black History Month.

In terms of the current political context in the U.S., A. Shepard advised they are assessing whether the recent freeze on foreign aid by the U.S. will have an impact on Western researchers and partners, particularly those in sub-Saharan Africa.

A. Shepard commented on his recent Toronto Star Opinion piece calling for the government to reverse its decision on limiting international student admissions to graduate programs. The increase in national and international media attention on Western's accomplishments was noted; appreciation was extended to the Communications team.

A. Shepard concluded his report by announcing Western will again be recognized as a top employer in southwestern Ontario. Appreciation was extended to the Human Resources team.

4.0 **COMMITTEE AND SENATE REPORTS**

4.1 **REPORT OF THE PROPERTY AND FINANCE COMMITTEE**

4.1(a) **Key Financial Indicators Report**

L. Logan, Vice-President (Operations & Finance), presented the Key

Financial Indicators report noting it is a culmination of the financial monitoring/compliance reporting that is provided to the Audit Committee and to the Property and Finance Committee throughout the year.

L. Logan highlighted the outcomes on the dashboard report and reported she does not expect any changes to Western's S&P credit rating this year.

E. Mallory, Vice-President (Financial Services), advised the report is reviewed annually to ensure relevant information continues to be provided and further noted the metrics presented are backward looking.

L. Logan responded to questions of clarification regarding the financial indicators and the financial position of the University as at April 30, 2024.

#### 4.2 **REPORT OF THE FUND RAISING AND DONOR RELATIONS COMMITTEE**

##### 4.2(a) **Proposed Revisions to MAPP 2.1 – Gift Acceptance and Rescission of MAPP 2.28 – Gift Valuation**

K. Bertrand, Vice-President (University Advancement), presented for approval revisions to MAPP 2.1 – Gift Acceptance and the rescission of MAPP 2.8 – Gift Valuation. She summarized the notable revisions to the policy and the rationale for those changes.

In response to questions, K. Bertrand described the process that is carried out when assessing donor risk/reputational risk to the University. The importance of delineating the acceptance of the gift from the naming process was emphasized.

Moved by J. Welch, seconded by M. Banik:

That, on the recommendation of the Fund Raising and Donor Relations Committee, the Board of Governors approve the revised MAPP 2.1 Gift Acceptance policy, as presented in item 4.2(a);

And,

That, on the recommendation of the Fund Raising and Donor Relations Committee, the Board of Governors rescind MAPP 2.28 - Gift Valuation.

CARRIED

4.3 **REPORT OF THE SENIOR POLICY AND OPERATIONS COMMITTEE**

4.3(a) **Revisions to MAPP 1.35 - Non-Discrimination, Harassment and Sexual Misconduct Policy**

A. Raja, Director (Human Rights), presented the revisions to MAPP 1.35 - Non-Discrimination, Harassment and Sexual Misconduct.

A. Raja began her report by describing the directive from the Minister of Colleges and Universities regarding new requirements to be included in university policy.

A. Raja described the structure of the policy, the consultation completed, and the amendments made to the policy and procedures.

A. Raja and D. Foster, University Legal Counsel, responded to questions of clarification regarding the application of MAPP 1.35 in relation to the Student Code of Conduct; the use of interim measures during the review process and supports to the victim/complainant during this period; the application of the policy to guests of the University; and limits to freedom of speech that are contained in the Freedom of Expression policy.

Moved by T. Rice, seconded by G. McAuley:

That, on the recommendation of the Senior Policy and Operations Committee, the Board of Governors approve the revisions to MAPP Policy 1.35 – Non-Discrimination, Harassment and Sexual Misconduct as presented in Item 4.3(a).

CARRIED

4.4 **REPORT FROM SENATE**

4.4(a) **Annual Report of the University Librarian**

G. Little, Chief University Librarian, presented the Annual Report of the University Librarian and responded to questions of clarification regarding the library's approach to AI, use of digital materials, the disposition of the Brescia collection, the relationship with the London Public Library, staffing levels, and potential use of the Brescia library space.

5.0 **UNANIMOUS CONSENT AGENDA**

Moved by S. Clarke, seconded by B. MacDougall-Shackleton:

That the items listed on the consent agenda, with the exception of Items 5.1(c), 5.1(d), 5.1(e), 5.1(f), and 5.3(b), be approved or received for information by the Board of Governors by unanimous consent.

CARRIED

5.1 **ITEMS FROM THE PROPERTY AND FINANCE COMMITTEE**

5.1(a) **New Scholarships, Awards, and Prizes**

A report on the terms of reference approved by the Property and Finance Committee for the new donor-funded scholarships, awards, and prizes was received for information.

5.1(b) **Ancillary Financial Report**

The Ancillary Financial report was received for information.

5.1(c) **Update on the 2024-25 Operating Budget as of December 31, 2024**

Removed from consent. See Item 6.1.

5.1(d) **Annual Report on Trademark Licensees doing Business with the Dellelce Family Bookstore**

Removed from consent. See Item 6.2.

5.1(e) **Report of the Investment Committee**

Removed from consent. See Item 6.3.

5.1(f) **Dancap Private Equity Professorship in Change and Innovation**

Removed from consent. See Item 6.4.

5.1(g) **Chair in Mining Law and Finance: Name Change**

A report from the Property and Finance Committee advising the Board of Governors on the approved renaming of the Cassels Chair in Mining Law and Finance, established in 2012 at the Faculty of Law, to the Chair in Mining Law and Finance was received for information.

5.2 **ITEM FROM THE AUDIT COMMITTEE**

5.2(a) **Western's Office of the Ombudsperson Annual Report**

The annual report of Western's Office of the Ombudsperson was received for information.

5.3 **ITEMS FROM THE GOVERNANCE AND BY-LAWS COMMITTEE**

5.3(a) **Revisions to Procedure for Policy 1.51 – Establishing New Policies or Amending Existing Policies**

A report describing the revisions to the procedure for *MAPP 1.51 – Establishing New Policies or Amending Existing Policies* was received for information.

5.3(b) **Revisions to the Terms of Reference for the Senior Policy and Operations Committee**

Removed from consent. See Item 6.5.

5.4 **ITEMS FROM THE FUND RAISING AND DONOR RELATIONS COMMITTEE**

5.4(a) **Fund Raising Quarterly Report to October 31, 2024**

The quarterly report on fund raising as at October 31, 2024 was received for information.

5.4(b) **Naming Opportunities**

A report on the approved naming of room IVEY 1238 in the Richard Ivey Building as the Meston Room was received for information.

5.5 **ITEMS REFERRED BY SENATE**

5.5(a) **Annual Report of the Office of Academic Quality and Enhancement (OAQE)**

The annual report from the Office of Academic Quality and Enhancement was received for information.

5.5(b) **Report of the Academic Colleague**

A report summarizing the November 2024 meeting of the Academic Colleague was received for information.

6.0 **ITEMS REMOVED FROM THE CONSENT AGENDA**

6.1 **Update on 2024-25 Operating Budget as of December 31, 2024**

An update on the 2024-25 operating budget as of December 31, 2024 was received for information.

Administration responded to questions of clarification regarding the nature of the higher than budgeted expenses for labour disruptions/collective agreement renewals and the unbudgeted expenses related to the encampment and related protests on campus during the summer of 2024.

6.2 **Annual Report on Trademark Licensees doing Business with the Dellelce Family Bookstore**

The annual report on trademark licensees doing business with the Dellelce Family Bookstore (previously Western Bookstore) was received for information.

In response to a question regarding the rationale for the report being presented to the Board, L. Logan advised the report is presented to the Board under MAPP 1.17- Licensed Commercial Use of University Name and Trademarks.

6.3 **Report of the Investment Committee**

The report of the Investment Committee was received for information.

In response to a question, L. Logan advised on the status of the next Responsible Investing Report. A link to three previously published reports may be found on the [Financial Services](#) webpage. It was noted the Responsible Investing Report was created to communicate Western's progress in decarbonization and sustainable investments.

L. Logan advised Western's investment strategy is driven by MAPP 2.26 - Statement of Investment Objectives, Policies and Governance (SIOP&G) approved by the Board April 2022. She further advised this strategy is still being implemented.

In response to a question regarding more recent calls to implement human rights considerations into Western's investment strategy, L. Logan, advised on the due diligence required to better understand human rights considerations.

The suggestion for one or two Town Hall meetings annually to share information and receive questions was taken under advisement.

6.4 **Dancap Private Equity Professorship in Change and Innovation**

A report from the Property and Finance Committee advising the Board of Governors on the approved establishment of the Dancap Private Equity Professorship in Change and Innovation in DAN Department of Management and Organizational Studies in the Faculty of Social Science was received for information.

Questions concerning the assessment of reputational risk were addressed by K. Bertrand and A. Shepard.

6.6 **Revisions to the Terms of Reference for the Senior Policy and Operations Committee**

Revisions to the Terms of Reference for the Senior Policy and Operations Committee (SPOC) were presented for approval.

Moved by G. Dick, seconded by M. Banik:

That, on the recommendation of the Governance and By-Laws Committee, the Board of Governors approve the revised Terms of Reference for the Senior Policy and Operations Committee as outlined in item 5.3(b).

CARRIED

Those speaking against the motion, raised concerns regarding transparency, insufficient reporting to the Board, the absence of internal members on the committee, and the process for requests for access to the Board. There was a request that the Terms of Reference return to the committee for further review.

In response, it was noted the Terms of Reference were revised in 2015 following a governance review and those terms have been consistent for some time. With respect to reporting, it was noted that matters addressed in SPOC come to the Board in the same way matters come to the Board from all committees. It further was noted that across Ontario universities there is a committee of the Board that operates similar to SPOC.

7.0 **QUESTIONS FROM MEMBERS FOR THE OPEN SESSION**

In response to a question, L. Logan and P. Pexman described the timeline for users to move into the Biomedical Research Facility. P. Pexman advised biweekly updates are being provided to users.

8.0 **OTHER BUSINESS**

None.

9.0 **ADJOURNMENT TO CLOSED SESSION**

On motion, the meeting adjourned at 11:53 a.m.

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S. Shortreed  
Chair

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A. Bryson  
University Secretary

**ITEM 2.3 - Business Arising from the Minutes**

**ACTION:**     APPROVAL         INFORMATION         DISCUSSION

**EXECUTIVE SUMMARY:**

There is no business arising from the minutes of the previous meeting.

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**ITEM 3.0 - Report of the President**

**ACTION:**     APPROVAL         INFORMATION         DISCUSSION

**EXECUTIVE SUMMARY:**

A. Shepard, President & Vice-Chancellor, will provide a verbal update.

**ATTACHMENT(S):**

[Report of the President](#)

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## REPORT OF THE PRESIDENT

To: Board of Governors  
From: Alan Shepard  
Date: April 24, 2025  
Re: Quarterly report for May 1, 2025

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Dear Members of the Board,

Following are some noteworthy developments since my last quarterly report for the Board meeting of February 6, 2025.

**Ontario government invests \$750 million in STEM programs:** on April 22, the Ministry of Colleges, Universities, Research Excellence and Security announced funding to increase spaces for domestic students studying science, technology, engineering, and mathematics. Western has its funding allotment and planning is underway to determine program capacity and expansion.

**Engage Western attracts 580 business, non-profit leaders:** Western hosted its second Engage Western on April 23. The breakfast and networking event showcased life-changing research, and provided opportunities for local business and non-profit leaders to connect with Western faculties, research centres, and services, and demonstrated the University's important social, cultural, and economic contributions.

**Honorary degrees announced for Spring Convocation:** [six individuals will be honoured](#) during nine ceremonies at Canada Life Place June 9-13. Honorary degree recipients include **Bruce Ross, BESC'85, Dr. Cissy Kityo Mutuluza, Connie Walker, Chief Justice Richard Wagner, Justice Eileen Gillese, and Rosaline Etit Okosun.** Board members are invited to participate in the academic procession. Please [register here](#) to confirm your participation.

**RBC renews investment for future tech leaders:** after partnering with Western in 2019 to launch the RBC Design Thinking Program, the bank recently invested \$1.35 million to continue supporting the co-curricular program and to fund 10 scholarships of \$15,000 each.

**New Mary J. Wright Child and Youth Development Clinic:** the Faculty of Education celebrated the opening of its new 10,000 square-foot addition – home to the Mary J. Wright Clinic. The clinic provides a range of mental health services for children and youth on a sliding fee scale, while offering world-class training for mental health professionals. The new space will enable the clinic to help an additional 100-150 clients/families per year.

**Campus-wide entrepreneurship certificate launched:** The Morrissette Institute for Entrepreneurship has expanded its Certificate in Entrepreneurship to undergraduate students across Western. Consisting of three academic credits in coordinated courses, the certificate provides an educational foundation in entrepreneurship.

**Two new Canada Research Chairs named, four renewed:** Evan Bowness (Social Science) named CRC in Sustainability and Equity, and Robert Buchkowski named CRC in Climate Change Ecology. Renewals include Corey Baron, Emma Duerden, Natasha Mhatre, and Xianbin Wang.

**\$17.8 million in grants from the Canadian Institutes of Health Research (CIHR):** 23 [projects led by Western faculty](#) recently received funding through the CIHR Project Grant competition and CIHR Priority Announcement stream.

**\$5-million grant to study safe storage of advanced nuclear fuel:** Jamie Noël (Science) was awarded close to \$5 million over three years – with an additional \$1.7 million in partnered funding – through Natural Resources Canada. This investment supports research into the secure storage of used fuel, an ongoing priority for industry, government and communities, and enhances support for researchers and partners in Western’s Nuclear Hub.

**Accolades:** Congratulations to the following Western community members who, among others, have received special honours and awards in recent months:

- **Xianbin Wang** (Engineering) and **Emil Schemitsch** (Schulich) named Distinguished University Professors for their leadership, research excellence, and community service.
- The following faculty members were selected as 2025 Faculty Scholars: **Kelly Anderson, Diane-Laure Arjaliès, Alex Benson, Anwar Haque, Jed Long, Stanimir Metchev, Silvia Penuela, Jessica Prodger, Athanasios Psygkas, Joshua Schuster, Maxwell Smith, Peter Stathopoulos, and Aaron Ward.**
- **Ján Mináč** (Science) selected to receive the Jeffrey-Williams Prize and **Chris Kapulkin** (Science) selected to receive the Coxeter-James Prize from the *Canadian Mathematical Society* in recognition of their outstanding contributions to mathematical research.
- Selected as 2025 YMCA Women of Excellence: **Treena Orchard** (Health Sciences), **Susan McNair** (Schulich, BA’82, MICSc’94), **Lynne Livingstone** (BSc’87), **Janet Collins** (LLB’85)

- The following staff members were selected to receive Western Awards of Excellence: **Michele Grigg, Jennifer Hancock, Matt Mills, Amanda Pfeffer, Juan Platero, Trish Regier, Jeff Renaud**, and the “*Work & Learn Program for Ukrainian Newcomers*” team, **Lisa Dubrick, Jodi Freeman, Carrie Schnurr**, and **Svitlana Stoiko-Hota**.
- **Mark Cleveland** (Social Science) received the 2024 S. Tamer Cavusgil Award from the *Journal of International Marketing*.
- **Jody Culham** (Social Science) awarded the *Vision Sciences Society’s* international 2025 Davida Teller Award.
- **Aaron Schneider** (Arts & Humanities) was named among 32 writers on the 2025 CBC Short Story Prize longlist, out of more than 2,300 submissions, for his story, “*On a Tuesday in November.*”
- **Saleema Allana** (Health Sciences), **Marlene Bagatto** (Health Sciences), **Danielle Fearon** (Health Sciences), **Alissa Centivany** (Information & Media Studies), and **Nicole Neil** (Education) selected as delegates for Science Meets Parliament Ontario, an annual opportunity to strengthen connections between scientific and political communities.
- **Anna Gunz** (Schulich) and students **Kashish Dhanoa, Peter Dani**, and **Enya Law** received Western’s 2025 Climate and Sustainability Awards (formerly Green Awards).
- The following individuals received King Charles III Coronation Medals in recent weeks: (faculty) **Nehal Al Tarhuni, Cheryl Forchuk, Amit Garg, Cody Groat, Brenna Kaschor, Gordon McBean, Joanna Quinn, Grace Parraga, Andrea Sereda, Christen Shoemith, Michael Strong**; (alumni and friends) **Sean Batte, Anne Marie Decicco-Best, Douglas Elliott, Jennifer Gunter, Craig Hayman, Ed Holder, Jane Philpott, Ayesha Raza, Margaret Steele, Frank Tilley**, and **Kelly Ziegner**.
- Students **Luke Aprile** (Science), **Jenna Diab** (Social Science), and **Darren Porciello** (Science) won the 2025 President’s Challenge, hosted by the Morrissette Institute for Entrepreneurship, with their proposal to improve access to health care, Referra-Link.
- **Linda Hasenfratz** (BSc’89, MBA’97, LLD’19, Former Chancellor), and **Steven Verheul** (BA’82, MA’84) appointed to the Prime Minister’s Council on Canada-US Relations.
- **Allison Alley** (MBA’19) appointed President & CEO of World Vision Canada.
- *Juno Awards*: **Josh Ross, BA’17**, won Country Album of the Year. **Kerri Ough, BMus’03**, won Children’s Album of the Year, as part of the Good Lovelies, with Raffi.

- Student **Cian Diamond** and alumnus **Ivan Li, BMus'23**, from the Don Wright Faculty of Music, selected to play with the 2025 National Youth Orchestra of Canada.
- Western alumni **Aaron Bennett, MBA'03, Corey Pacht, HBA'14, Rex Lee, BA'94**, and **Sarah Chapman, BSc'10** named among recipients of the 2025 Best Executive Awards by the *Globe and Mail Report on Business* magazine.
- **Stephanie Curcio (JD'15)** named among *The Globe & Mail's* 20 Emerging Leaders in Canadian Business.
- Mustangs women's and men's track and field teams won the 2025 *USPORTS* national championships. Head coach **Vickie Croley** was recognized with the Dr. Bob Boucher Men's Coach of the Year and Sue Wise Women's Coach of the Year Awards.
- **Western Mustangs Cheerleading** won the national championship for the 37<sup>th</sup> time.

**Leadership updates:**

**Mohamed Khimji** appointed the next Dean of the Faculty of Law for a five-year term, effective July 1, 2025.

Review/selection committees are in progress for the Dean of the Faculty of Information & Media Studies, the Vice-Provost and Associate Vice-President (Indigenous Initiatives), and Vice-Provost (Academic Planning, Policy & Faculty).

**ITEM 4.1(a) –University Operating and Capital Budgets for 2025-2026**

**ACTION:**     APPROVAL     INFORMATION     DISCUSSION

**University Operating and Capital Budgets and Program Specific Fees and Other Supplemental Fees**

**RECOMMENDED:** That the Board of Governors approve the 2025-26 University Operating and Capital Budgets ([Item 4.1\(a\)\(i\)](#)) and the proposed Program Specific Fees and Other Supplemental Fees for 2025-26 ([Item 4.1\(a\)\(ii\)](#)).

**Student Fee Funded Units, Ancillaries, Academic Support Units, and Associated Companies**

**RECOMMENDED:** That the Board of Governors approve the 2025-26 budgets for Student Fee Funded Units, Ancillaries, and Academic Support Units, and Associated Companies as shown in [Item 4.1\(a\)\(iii\)](#), Table 1,

And,

That the ancillary fees collected by the University will be as detailed in [Item 4.1\(a\)\(iii\)](#), Table 2 for full-time students and Table 3 for part-time students as supported by the Student Services Committee.

**EXECUTIVE SUMMARY:**

The operating and capital Budgets, budgets for student-fee funded units, ancillaries, academic support units and associated companies, and the setting of tuition fees are under the purview of the Board of Governors and are approved annually.

**Senate, at its meeting on April 25, 2025, reviewed the 2025-26 University Operating and Capital Budgets and offered its advice to the Board, as provided in Item 5.4(h).**

The Annual Report and Recommendations of the Student Services Committee (Item 4.1(a)(iv)) provides an explanation regarding the recommended Full-Time Student Activity Fee Rates shown in tables 2 and 3 of Item 4.1(a)(iii).

Note: Supplemental Fees and Other Charges, shown in the Program Specific Fees and Other Supplemental Fees report are approved by the President throughout the year, as authorized under the Student Fees Policy (MAPP Policy 2.4). These are reported for information.

**ATTACHMENT(S):**

[4.1\(a\)\(i\) 2025-26 Operating and Capital Budgets](#)

4.1(a)(ii) 2025-26 Program Specific Fees and Other Supplemental Fees

4.1(a)(iii) Student Fee Funded Units, Ancillaries, Academic Support Units and  
Associated Companies: 2025-26 Budgets

*Includes:*

Summary of Student Organization Ancillary Fee Increases for 2025-26

4.1(a)(iv) Student Services Committee Report

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**Western**  
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# *2025-26 Operating and Capital Budgets*

*March 31, 2025*

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**ACRONYMS used in University Budget Document**

1	<b>Acronym</b>	<b>Description</b>
2	APF	Academic Priorities Fund
3	APPF	Academic Planning, Policy, & Faculty
4	AQ	Additional Qualification Courses in the Faculty of Education
5	B.Ed.	Bachelor of Education Program/Degree
6	B.L.U.E.	Black Student Leadership University Experience
7	BRIF	Biosciences Research Infrastructure Fund
8	CFI	Canada Foundation for Innovation
9	CRCs	Canada Research Chairs
10	CRV	Current Replacement Value (of Buildings)
11	CSD	Communication Sciences and Disorders Program
12	DM	Deferred Maintenance
13	Ed.D.	Doctor of Education Degree
14	EDI	Equity, Diversity, and Inclusion
15	EDID	Equity, Diversity, Inclusion, and Decolonization
16	EFB	Employee Future Benefits
17	EMBA	Executive Master of Business Administration Degree/Program
18	FIMS	Faculty of Information & Media Studies
19	FRSF	Federal Research Support Fund
20	FTE	Full-Time Equivalent
21	HBA	Honours Business Administration Degree/Program
22	HR	Human Resources
23	IBA	Inflationary Budget Adjustment
24	ITIF	Information Technology Infrastructure Fund
25	LRSP	Long-Range Space Plan
26	M.Cl.Sc.	Masters in Clinical Sciences Degree
27	MA	Master of Arts Degree
28	MBA	Master of Business Administration Degree/Program
29	MD	Doctor of Medicine Degree/Program
30	MEng	Master of Engineering Degree/Program
31	MESc	Master of Engineering Science Degree
32	MMI	Maintenance, Modernization, and Infrastructure
33	MN	Master of Nursing Degree
34	MOS	Management & Organizational Studies Program
35	MPT	Masters in Physical Therapy Degree
36	MSc	Master of Science Degree
37	MSOF	Major Strategic Opportunities Fund
38	OT	Occupational Therapy (School/Program)
39	PAL	Provincial Attestation Letter (in support of international student study permits)
40	Ph.D.	Doctor of Philosophy Degree
41	PT	Physical Therapy (School/Program)
42	QA	Quality Assurance
43	RISF	Research Infrastructure Support Fund
44	SDRI	Siebens-Drake Research Institute
45	SSHRC	Social Science and Humanities Research Council
46	STEM	Science, Technology, Engineering, and Mathematics
47	SUPF	Support Unit Priorities Fund
48	U.C.	University College
49	UCC	University Community Centre
50	USC	University Students' Council
51	USRI	Undergraduate Summer Research Internship Program
52	WAFAR	The Western Academy for Advanced Research

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## 2025-26 Operating Budget

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Western continues to be guided by the priorities outlined in our **Strategic Plan – Towards Western at 150** – and is focused on its commitment to an outstanding educational experience, scholarship, research, and creativity. The dedicated efforts made by all members of our university community have enabled the university to maintain those commitments as we look ahead to building a stronger university.

The last three university budgets started the process of investing in our strategic plan priorities and this budget builds on those investments.

The current budget makes additional significant investments in our strategic plan priorities including:

- Support for enrolment growth
- International student recruitment
- Scholarship/research/creativity
- Student financial support
- Fundraising
- Infrastructure to accommodate growth

These investments are critical to Western’s ongoing commitment to pursue the various components of our mission as a leading research university.

### A. Planning and Budgetary Context

The recently completed planning process leads us forward to the final year of the 3-year budget/planning cycle – spanning the period 2023-24 through 2025-26. In the summer of 2022, our Faculties and Support Units submitted Academic and Operational Plans in alignment with our strategic plan – and the priorities in those plans have formed the basis for the 3-year university plan.

At this point in time, as we reach the end of the current fiscal year, we are on target to be very close to the net position initially projected for 2024-25. The Operating Reserve at the end of the current year is projected to be \$50.7 million – compared to the budgeted figure of \$51.5 million.

Looking ahead to 2025-26, we have developed the University budget with the following general assumptions regarding revenues:

- Under the Provincial Government’s corridor-based block-grant funding system, our overall core on-going provincial grants will remain frozen at the 2016-17 level.
- The Province’s tuition framework rolled back domestic tuition rates by 10% in 2019-20 and the rates were kept constant (at the reduced levels) in 2020-21 through 2024-25. Government has confirmed that domestic tuition rates for Ontario students will remain frozen for 2025-26 and 2026-27 – making it a total of 8 years of no change to domestic tuition rates.
- A year ago, the Federal Government introduced a policy/approach to limit study permits for undergraduate international students who would come to Canada from outside the country. That policy has now been updated to include all undergraduate students (both coming from outside the country and from within Canada) as well as all international graduate students. Our enrolment

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planning includes our best assessment of the impact of the Federal Government's policy. We are projecting reductions in both undergraduate and graduate international enrolments – which will result in a decline in tuition revenue in 2025-26.

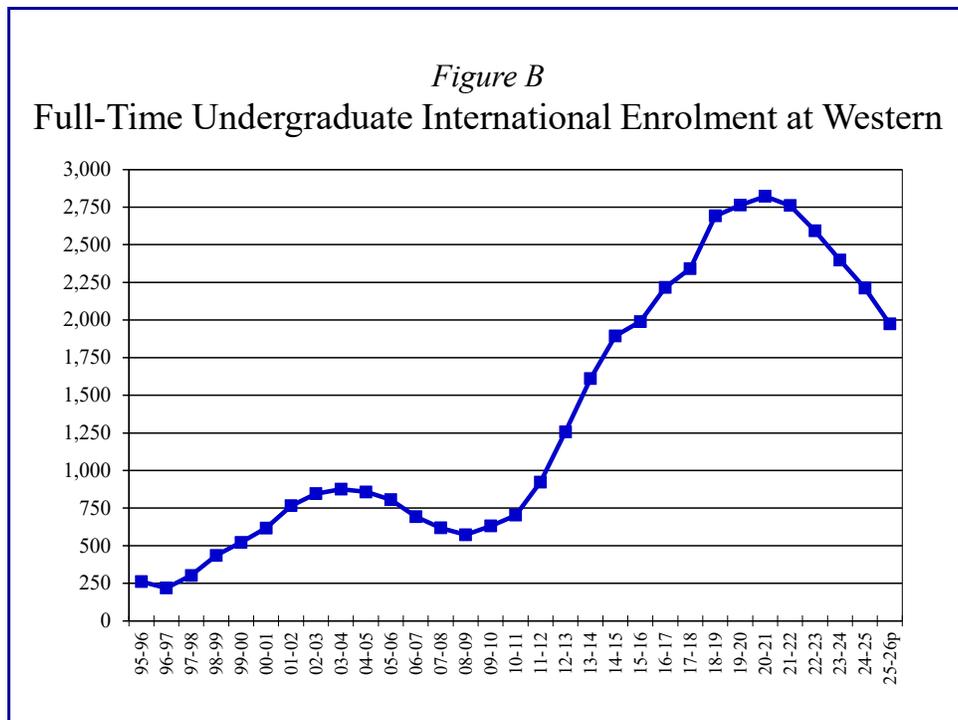
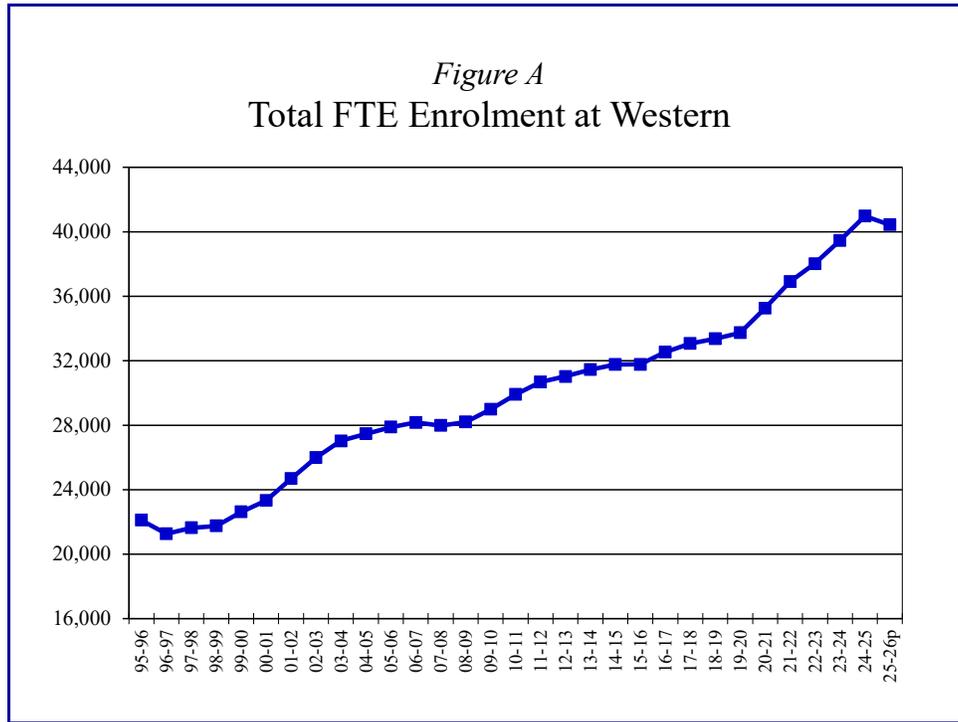
- Enrolments are the primary driver of operating revenues. For budgetary purposes, our first-year class for 2025-26 is expected to be about 6,500 students (which includes about 580 international students). The graduate enrolment plan is the aggregate of the plans developed by the Faculties – which is a reduction of about 130 students largely due to lower international enrolments resulting from the Federal Government policy. Total full-time enrolment (undergraduate and graduate) is projected to decrease by about 620 – of which 560 is on the international component.
- In late February 2024, the Provincial Government announced time-limited funding investment in Ontario's Universities – spanning the period 2023-24 through 2026-27. Western's estimated allocation for 2025-26 of \$14.2 million (an increase of \$5.8 million over 2024-25) has been incorporated into our operating revenue projections.

In summary, over 85% of our Operating Revenues derive from enrolment-related revenues. As a result of external factors – i.e. frozen base operating grants, frozen domestic tuition, and international enrolment declines – our revenues in the near term are projected to decline. Therefore, we will need to be disciplined and prioritize our expenditures in support of our highest priorities – in alignment with our Strategic Plan.

At Western, our integrated approach to planning serves us well. We continue to focus our budget planning on our strategic priorities. Our approach to enrolment planning allows us to make significant enhancements to the quality of education and the educational experience we offer our students:

- Recruitment of outstanding undergraduate students is a high priority. The average entering grade of our incoming class in the fall of 2023 was 90.9%, well above the Ontario average.
- Over 92% of our first-year students continue into their second year. Our retention rates are amongst the highest in Canada and much higher than at our peer institutions in the United States.
- Graduation rates of our undergraduate students have been steadily increasing, and they are currently much higher than the average of peer universities in Canada and the United States. Nearly 85% of Western's 2018-19 entering cohort graduated within 6 years – again, well above our peer institutions across Canada.
- We are continuing to invest in our recruitment efforts to grow international undergraduate enrolments while also diversifying home country and program destination. At present, about 7.5% of our undergraduate enrolment is international. Our Strategic Plan aspires to reach 20% international undergraduate students. Our strategies to increase international enrolments include: increased direct in-country recruitment activities, expansion of agents, on-line recruitment initiatives, expansion of recruitment awards, and housing guarantees. Even with these initiatives, our undergraduate international enrolments (which peaked in 2020-21) have been on a declining trend – due to the impacts of COVID-19, increased global competition, changing political landscapes around the world, and the recent introduction of study permit limits by the federal government. We need to continue our efforts and also explore new strategies/opportunities.
- Expansion of graduate enrolments in areas of demand and capacity continues to be a strategic priority at Western. In the current year, full-time graduate students comprise about 19% of total full-time enrolment.

We remain committed to building on the substantive gains we have made in the areas of student quality, educational quality, and student experience. Going forward, we will continue to manage our resources and target them towards the priorities identified in our Strategic Plan.



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## **B. Updates on Priorities and Initiatives from Last Year's Budget**

The following initiatives were included in the 2024-25 Budget and involved substantial investments in alignment with the themes in our Strategic Plan.

### **Theme 1: Greater Impact**

#### **Growth: Enrolments**

- The multi-year Engineering expansion involving a new 5-year undergraduate program that combines the core elements of Artificial Intelligence (AI) and Information & Communications Technology with any of the core disciplines in Engineering continued in 2024-25 – and included expansion of enrolments, faculty and staff complements, planning for space/facilities, and allocations to the Faculty of Science which contributes in a significant manner to the teaching of Engineering students.

Engineering: \$1.2 million base funding to support faculty and staff positions, \$725,000 one-time for faculty start-up funding, and \$5.8 million to support the construction of a new building.

Science: \$246,000 base funding and \$100,000 one-time for faculty start-up funding.

- The Brescia-Western Integration contributed to enrolment growth at Western – and was supported by base and one-time allocations to the Faculties and Support Units to cover the compensation costs of faculty and staff joining Western as well as funding to support scholarship commitments to former Brescia students and employee voluntary separation costs. A total of 670 students from Brescia joined Western, along with 35 faculty members and 60 staff members.
- In support of the recruitment of international undergraduate students – in the context of student permit caps and increased global competition – a sum of \$6 million was committed to international student recruitment awards.

#### **Growth: Faculty and Staff Renewal/Expansion**

- Last year's budget included several initiatives aimed at faculty and staff renewal and expansion:
  - Various central base allocations – including the Academic Priorities Fund (APF) and Support Units Priorities Fund (SUPF) – to support faculty and staff positions; and
  - Funding to support the addition of former Brescia faculty and staff to our Faculties and Support Units – which resulted in the integration of 35 faculty and 56 staff positions into the University.

The combined impact of the above allocations/initiatives is that full-time faculty complement increased by 52 and full-time staff complement decreased by 23 in 2024-25 (as of February 28, 2025) over 2023-24. Since 2019-20, full-time faculty complement has increased by 176 and full-time staff complement has increased by 274.

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### **Space, Facilities, and Infrastructure to Support Growth**

To ensure that we offer the best educational environment for our students and to support our faculty and staff with adequate state-of-the-art facilities, the 2024-25 Budget included the following one-time allocations:

- \$9 million to support a new building to provide incremental space for enrolment expansion in the Faculty of Health Sciences;
- \$5.8 million from the multi-year Engineering expansion revenues to support the new Engineering Building, currently under construction; and
- \$2.1 million for technology-related modernization of general university instructional spaces.

Activities ranging from space planning, site assessment, design, and early construction are underway for the above projects.

### **Enhancing our Research Profile and Impact**

Last year's budget recommended various scholarship/research related initiatives, including:

- \$13.5 million one-time to support our Interdisciplinary Initiatives -- \$12.5 million to create an endowment that would provide an annual amount of \$500,000 starting in 2025-26 and \$1 million as transitional funding in 2024-25;
- \$10 million one-time as CFI matching funds;
- \$1 million one-time to establish and support Core Research Facilities;
- \$1.6 million one-time to support the continuation of the Post-Doctoral Fellowship Program;
- \$500,000 one-time for the Western Academy for Advanced Research (WAFAR); and
- \$3.4 million one-time to the Vice-President (Research) to support university-wide research initiatives.

### **Enhancing the Learning Experience**

The 2024-25 budget allocated a sum of \$2 million one-time to support the continuation of the Undergraduate Summer Research Internship Program (USRI). The program has supported 272 student internships working under the supervision of 261 faculty members across campus – and included an education and training component as part of the overall experiential research opportunity for our students.

### **State-of-the-Art Information Technology Infrastructure**

The commitment in the Strategic Plan to invest in state-of-the-art I.T. infrastructure was supported through a \$10 million one-time allocation to renew I.T. infrastructure across campus.

### **Theme 2: People, Community, and Culture**

Last year's budget included funding allocations in direct support of our goals in the areas of Equity, Diversity, & Inclusion (EDI) and Indigenization.

- Base and one-time funding to the Office of Indigenous Initiatives in support of additional staffing and programming initiatives (\$124,000 base and \$100,000 one-time funding)

- 
- Funding to support the Black Student Leadership University Experience Program (B.L.U.E.) and programming initiatives through the Office of Equity, Diversity, and Inclusion (\$115,000 one-time funding); and
  - A sum of \$455,000 in base funding to continue the expansion of scholarships aimed at recruiting Black Students and Indigenous Students.

In recognition of the financial pressures faced by our graduate students, the Graduate Student Needs-based and Emergency Fund continued in 2024-25 – with a \$500,000 one-time allocation.

### **Theme 3: Western's Place in the World**

The commitments under this theme were directly supported in the 2024-25 Budget through the following initiatives:

- Western's Long-Range Space Plan which included modernization of the Weldon Library, the Ronald D. Schmeichel Building for Entrepreneurship and Innovation, a new Engineering Building, the Bioconvergence Centre, a new facility to consolidate the Faculty of Education's Child and Youth Development Clinics, a new residence, and the Pathogen Research Centre Facility. The Schmeichel Building opening last fall and the rest of the projects are in various stages of progress – ranging from initial space needs assessment (including costing), site planning, design, and actual construction.
- Various university-wide campus sustainability, energy conservation, and infrastructure projects (supported through an allocation of \$29.5 million in our capital budget) are continuing.
- A sum of \$2 million one-time was committed to strengthen and expand the Commercial Aviation Management stream of the DAN Management & Organizational Program – which includes future partnerships aimed at responding to industry needs and labour shortages in the Aviation industry. The first step, aimed at a flight training partnership for the CAM Aviation stream, is under negotiation.

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## C. Priorities for the 2025-26 Budget and New Initiatives

The recently completed planning process identified the following high priority initiatives that are directly aligned with the three themes in our new Strategic Plan.

### Theme 1: Greater Impact

#### Growth: Enrolments

1. A central element of “Greater Impact” is to grow strategically in areas of demand and societal need. In support of this imperative, the following initiatives are recommended in the 2025-26 Budget.
  - As indicated in section B, a strategic Engineering expansion is underway with a fully developed multi-year plan involving expansion of enrolments, faculty/staff complements, space/facilities, and investments in other Faculties that contribute in a significant manner to the teaching of Engineering students. The investments include: Engineering – \$610,000 in base funding (Table 4, line 4, column d), 575,000 in one-time funding (Table 8, line 15), and \$3.4 million one-time for a new building (Table 8, line 4); and Science – \$50,000 in base funding (included in Table 4. Line 10, column d) and \$75,000 in one-time funding (Table 8, line 21).
  - The Provincial Government is supporting the expansion of Nursing enrolments through the allocation of recurring one-time funding – and a sum of \$2 million in one-time funding flows to the Faculty of Health Sciences (Table 8, line 16).
2. Recruitment of undergraduate international students continues to be a high priority for the University. In support of this – and in the context of the current external environment, which includes global competition for these students and the Federal Government’s limits on study permits – we are recommending \$6.2 million in one-time funding for international student recruitment awards.

#### Growth: Faculty and Staff Renewal/Expansion

Faculty and staff renewal and expansion, commensurate with enrolment growth, is a key priority in our Strategic Plan. In support of this, the following budget allocations are recommended:

3. The Endowed Chairs Matching Program, whereby private donations to support faculty positions through the creation of endowed chairs are matched by the University, was introduced in 2010-11. To-date, a total of \$113.5 million has been allocated for matching purposes. Of this, \$98.8 million has already been spent as matching funds for a total 59 chairs, leaving \$14.7 million unspent. The Vice-President (Advancement) is currently in discussions regarding 3 to 4 additional chairs in the current year which will require up to \$6.5 million in matching funds and the plan is to secure 5 to 10 chairs annually. It is expected that this matching program will be a central component of our next fundraising campaign, and further incremental matching funds will be required. Therefore, it is recommended that \$30 million in one-time funding (Table 8, line 1) be allocated to support the Endowed Chairs Matching Program
4. As a result of the allocations to support enrolment growth in Engineering, Health Sciences, and the Ivey Business School, these Faculties are planning for incremental faculty and staff positions in 2025-26. The plans for all eleven Faculties (in total) have proposed increases of 34 faculty positions

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and 22 staff positions in 2025-26. The Provost is currently in the process of reviewing the plans and will respond to the Faculties in early April. The Support Units submitted their plans in the last week of March – and are currently under review.

### **Space, Facilities, and Infrastructure to Support Growth**

5. To ensure that we offer the best educational environment for our students and to support our faculty and staff with adequate state-of-the-art facilities, the Strategic Plan calls for investment in facilities and infrastructure. In support of this priority, the following one-time allocations are recommended in this budget:
  - \$3.4 million from the multi-year Engineering enrolment expansion revenues to support the new Engineering Building (Table 8, line 4); and
  - \$2.2 million to support modernization of general university instructional spaces (Table 8, line 6).

### **Enhancing our Research Profile and Impact**

6. In support of the research aspirations in our Strategic Plan, under the Greater Impact Theme, the following budget allocations are recommended in this budget:
  - \$1.6 million one-time to support the continuation of the Post-Doctoral Fellowship Program (Table 8, line 8);
  - \$500,000 one-time to support our research institutes (Table 8, line 11); and
  - \$3.4 million one-time support for a number of university-wide research initiatives – under the direction of the Vice-President Research (Table 8, line 43).

### **Enhancing the Learning Experience**

7. A sum of \$2 million one-time is recommended to support the continuation of the Undergraduate Summer Research Internship Program (USRI) (Table 8, line 7). In 2025-26, the program is expected to support 280 student internships – and will include an education and training component as part of the overall experiential research opportunity for our students.

### **Build Institutional Capacity through Expanded Fundraising**

8. In support of preparing for our next fundraising campaign through marketing initiatives and staffing for the campaign, this budget recommends the allocation of \$5 million one-time to the fundraising campaign (Table 8, line 3) and \$1.26 million onetime for Campaign-related marketing initiatives (Table 8, line 9). In addition, unit-specific allocations to the Vice-President (Advancement Portfolio) and Western Communications also support the fundraising priorities (see Table 6, lines 30 and 34 and Table 8, lines 41 and 44).

### **Theme 2: People, Community, and Culture**

9. In support of the priorities under this theme, and in direct support of our goals in the areas of Equity, Diversity, & Inclusion (EDI) and Indigenization, the following budget allocations are recommended for 2024-25:
  - \$200,000 in one-time funding to the Office of Indigenous Initiatives to support programming initiatives (Table 8, line 29);

- A sum of \$30,000 in base funding (Table 6, line 36) and \$115,000 one-time to the Office of Equity, Diversity, & Inclusion to support the Black Student Leadership University Experience Initiative (B.L.U.E.) and programming initiatives (Table 8, line 40); and
10. As committed two years ago, in recognition of the financial pressures facing our graduate students, the Graduate Student Needs-based and Emergency Fund will continue in 2025-26 – and a one-time allocation of \$500,000 is recommended (Table 8, line 10). This fund augments the general bursary funds already available to graduate students and undergraduate students (Table 5, line 4).

### **Theme 3: Western's Place in the World**

11. The priorities under this theme are directly supported in this budget through the following commitments:

- Enhancing Western's campus is a central priority in our Long-Range Space Plan (Table 13), and includes the following projects that are underway or in planning stages: a new Engineering Building, an undergraduate student residence, renovations to create the Donald K. Johnson Leadership Centre (for the Ivey School) in Toronto, the Bioconvergence Centre, the Pathogen Research Centre Facility, renewal of facilities at the West Campus (formerly Brescia), new facilities to support enrolment growth in the Faculty of Health Sciences, realignment and expansion of space in the Social Science Centre to create study spaces and gathering spaces, and a multi-sport field house with a parking garage.

Table 13 (Long Range Space Plan) summarizes Western's current capital priorities – in support of growth as well as our research aspirations. The list of projects is reviewed annually to confirm that the projects align with current needs and is updated to reflect the evolving external environment and its impact on our needs. Therefore, projects may move between the three categories presented in the Table. In the current version of our Long Range Space Plan, two projects have been moved to category 3 (which signals a delay/pause) – Western Commons and the Graduate/Upper-Year Student Residence. This delay/pause is due to changes in Government policies that impact enrolment growth and the softening of the external student rental market. We will get these projects into a shovel-ready state which will allow us to proceed if and when we need to forward.

- The on-going range of university-wide Campus Sustainability, Energy Conservation, and Infrastructure Projects support our aspiration to reduce carbon emissions for campus operations, and we are projecting expenditures of \$31 million in 2025-26 (Table 14, line 3).
- As committed in our Strategic Plan, the University had secured a lease arrangement for space in downtown Toronto. Planned use of the facilities include professional continuing education offerings and space to support recruitment and advancement/fundraising events.

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## D. Three-Year Operating Budget Forecast

We seek approval of the 2025-26 Budget as outlined in this document. The recommendations in this document have been guided by projections of operating revenues and expenditures for the final year of the 3-year planning period.

Table 1 summarizes our current forecast for the final year of the 3-year planning period, and the major underlying assumptions are as follows:

### Revenues

- Provincial government on-going grant funding remains constant during the final year of the 3-year planning period, consistent with the current corridor funding system and the planned move to performance-based funding. This is reflected in lines 3 and 4 of Table 1.
- As noted earlier, the Province announced a time-limited Sustainability Grant which will flow \$8.4 million in 2024-25 and \$14.2 million 2025-26 to Western – as shown in line 6 of Table 1.
- The federal government’s Research Support Fund, which is in recognition of the indirect costs of granting-council-supported research covered by the University’s operating budget, is expected to be stable.
- As per provincial policy, domestic tuition rates were rolled back 10% in 2019-20 and were held constant in 2020-21 through 2023-24. The Province recently confirmed that domestic tuition for Ontario students will remain frozen from 2024-25 through 2026-27.

Starting in 2022-23, the Province allowed for a 5% increase in tuition rates for domestic students from other provinces. For 2025-26, the Province has allowed for a further 5% in domestic out-of-province undergraduate tuition rates – and this budget recommends the implementation of this 5%.

Two years ago, the Province approved increases to undergraduate Management & Organizational Studies (MOS) and Computer Science domestic tuition rates by 7.5% per year until the tuition levels reach the average of similar programs at other Ontario universities. The proposed budget includes these increases.

International tuition rates are de-regulated and we propose increases in the range of 3% for most undergraduate and graduate programs.

Our proposed rates for 2025-26 are shown in Tables 10, 10a, and 11.

- The Senate-approved enrolment projections and plans, which drive our tuition revenue projections, are shown in Table 12. As indicated earlier, our first-year class (for budgetary purposes) is assumed to be an intake of about 6,500 students – including 580 international students.

Our Strategic Plan calls for enrolment growth – at all levels of study and in areas of demand and capacity. As shown in Table 12 (line 33), since 2020-21, our full-time enrolment has grown by nearly 5,800 students (over 18%). The projections for the next 5 years (starting in 2025-26) call for attenuation in the growth as a result of external factors such as government policies on grant

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funding and domestic tuition rates as well as limits on internal student study permits. When the external environment supports enrolment growth, our intention is to return to the growth trajectory of the past 5 years.

### **Expenditures**

- Faculty and Support Unit base budgets have been adjusted to reflect the 3% Inflationary Budget Adjustment (IBA) and augmented by allocations from the Academic Priorities Fund (APF), the Support Units Priorities Fund (SUPF), enrolment expansion funding, and Canada Research Chairs (CRCs). *Note that, for this 3-year planning period (as a pilot), the IBA calculation has been modified. The IBA is now applied only to the full-time employee compensation component of Faculty and Support Unit budgets – compared to the previous approach of applying it to the full base budget. Under this approach, at the end of the 3-year planning period, the total dollar value of the IBA is lower by \$8 million for the Faculties and \$1.2 million for the Support Units. We will review this approach as part of the next planning cycle.*
- Enrolment-related revenue sharing with the Faculties, which transfers nearly 50% of incremental enrolment-related revenue to the Faculty budgets, continues in 2025-26.
- Non-salary costs associated with major University-wide budget items (e.g. utilities, insurance, and I.T. infrastructure) are based on the current estimates from the units that manage these expenditures.
- Central funding to cover the costs of negotiated employee compensation increases have been set aside and these funds will be transferred to Faculty and Support Unit budgets throughout the year, as the various compensation provisions are implemented.

### **Net Position and the Operating Reserve**

- As can be seen in line 33 of Table 1, the Operating Reserve is projected to be \$51.7 million at the end of the current year (i.e. 2024-25). The reserve is projected to be 44 million at the end of the 3-year planning period (2025-26) – above the Board-mandated minimum level of \$10 million.

The final year of the 3-year plan – which has been updated in the context of the external environment, internal priorities, and societal need – moves us forward with the following objectives:

1. A responsible plan that ensures fiscal health and financial stability;
2. Aligns with Western's Strategic Plan priorities and the ambitions of our Faculties and Support Units; and
3. Supports our students, faculty, and staff.

**Table 1**  
**2025-26 BUDGET PLAN**

		2021-22a	2022-23a	2023-24a	2024-25e	2025-26p
1	<b>REVENUES</b>					
2	<b>Government Grants</b>					
3	Provincial: Core Operating Grant	175.0	145.5	113.7	102.2	102.2
4	Provincial: Performance-based Grant	96.2	125.8	157.6	177.6	177.6
5	Provincial: Special Purpose Grants	17.0	17.1	21.8	15.5	16.0
6	Provincial: Time-Limited Grants			9.9	8.4	14.2
7	Federal: Research Support Fund (FRSF)	11.7	11.3	11.7	11.4	11.4
8	<b>Total</b>	<b>299.9</b>	<b>299.6</b>	<b>314.7</b>	<b>315.0</b>	<b>321.3</b>
9	<b>Tuition Revenue</b>	<b>446.4</b>	<b>465.6</b>	<b>482.2</b>	<b>501.5</b>	<b>489.8</b>
10	<b>All Other Revenues</b>					
11	Canada Research Chairs (CRCs)	8.7	8.5	8.7	8.5	7.9
12	Recoverable Salaries	27.3	27.6	24.3	24.1	24.1
13	All Other	74.7	86.2	88.4	90.9	92.2
14	<b>Total</b>	<b>110.7</b>	<b>122.3</b>	<b>121.4</b>	<b>123.5</b>	<b>124.2</b>
15	<b>Total Revenues</b>	<b>857.0</b>	<b>887.5</b>	<b>918.3</b>	<b>940.0</b>	<b>935.3</b>
16	<b>EXPENDITURES</b>					
17	<b>Faculties</b>					
18	Base Budgets	451.4	465.2	483.6	504.4	500.0
19	Revenue Sharing Allocations	0.0	0.0	1.6	2.6	6.3
20	Canada Research Chairs (CRCs)	7.6	7.4	7.6	7.4	6.9
21	All Other	47.1	49.6	50.8	50.8	49.3
22	<b>Total</b>	<b>506.1</b>	<b>522.2</b>	<b>543.6</b>	<b>565.2</b>	<b>562.5</b>
23	<b>Scholarships and Bursaries</b>	<b>38.5</b>	<b>38.2</b>	<b>40.7</b>	<b>43.0</b>	<b>45.4</b>
24	<b>Support Areas</b>	<b>114.3</b>	<b>123.2</b>	<b>130.6</b>	<b>140.9</b>	<b>141.2</b>
25	<b>University-wide Expenditures</b>	<b>77.7</b>	<b>75.7</b>	<b>81.4</b>	<b>88.4</b>	<b>90.6</b>
26	<b>Provision for Cost Fluctuations</b>	<b>0.4</b>	<b>0.0</b>	<b>0.0</b>	<b>1.1</b>	<b>24.9</b>
27	<b>One-Time Allocations</b>	<b>121.3</b>	<b>159.0</b>	<b>112.0</b>	<b>101.3</b>	<b>78.4</b>
28	<b>Total Expenditures</b>	<b>858.3</b>	<b>918.3</b>	<b>908.3</b>	<b>939.9</b>	<b>943.0</b>
29	<b>REVENUES minus EXPENDITURES</b>	<b>-1.3</b>	<b>-30.8</b>	<b>10.0</b>	<b>0.1</b>	<b>-7.7</b>
30	<b>OPERATING RESERVE</b>					
31	Beginning Operating Reserve	73.6	72.3	41.6	51.5	51.7
32	Surplus / (Deficit) -- from Line 29 above	-1.3	-30.8	10.0	0.1	-7.7
33	<b>Ending Operating Reserve</b>	<b>72.3</b>	<b>41.6</b>	<b>51.5</b>	<b>51.7</b>	<b>44.0</b>

## **E. Summary of the 2025-26 Operating Budget**

Table 2 summarizes the 2025-26 Operating Budget, including total revenues, expenditures by area, net position for the year, and the projected operating reserve.

Line 5: Total operating revenue is projected to be \$935.4 million in 2025-26. Details of the operating revenues are shown in Table 3.

Line 13: Total expenditures are projected to be \$943.1 million in 2025-26. Details of the expenditures (by area) are shown in Tables 4 through 8.

Line 14: The in-year net position is projected to be balanced budget in 2024-25 and a planned deficit of \$7.7 million in 2025-26.

Line 17: The Operating Reserve is forecast to be \$51.7 million at the end of 2024-25 and \$44 million at the end of 2025-26 – above the Board-mandated minimum level of \$10 million.

**Table 2**  
**SUMMARY OF OPERATING BUDGET: 2025-26**

	<a>	<b>	<c>	
	2024-25 Budget (@Feb. 28, 2025)	2025-26 Budget	\$ Change from 2024-25	
1	<b>Operating Revenues (Table 3)</b>			
2	Government Grants	314,993,688	321,341,849	6,348,161
3	Tuition Revenue	501,543,723	489,789,664	-11,754,059
4	All Other	123,423,788	124,221,972	798,184
5	<b>Total Revenues</b>	<b>939,961,199</b>	<b>935,353,485</b>	<b>-4,607,714</b>
6	<b>Expenditure Budgets</b>			
7	Faculties (Table 4)	565,193,406	562,550,597	-2,642,809
8	Scholarships and Bursaries (Table 5)	42,993,297	45,377,760	2,384,463
9	Support Areas (Table 6)	140,911,319	141,163,152	251,833
10	University-wide Expenditures (Table 7)	88,323,653	90,599,411	2,275,758
11	Provision for Cost Fluctuations	1,142,711	24,930,347	23,787,636
12	One-Time Allocations	101,301,593	78,440,039	-22,861,554
13	<b>Total Expenditures</b>	<b>939,865,979</b>	<b>943,061,306</b>	<b>3,195,327</b>
14	<b>Surplus / (Deficit) - Line 5 minus Line 13</b>	<b>95,220</b>	<b>-7,707,821</b>	
15	<b>Beginning Operating Reserve Balance</b>	<b>51,593,312</b>	<b>51,688,532</b>	
16	Surplus / (Deficit) -- Line 14 above	95,220	-7,707,821	
17	<b>Closing Operating Reserve Balance</b>	<b>51,688,532</b>	<b>43,980,711</b>	
18	<b>Board-mandated Minimum Level Reserve Target</b>	<b>10,000,000</b>	<b>10,000,000</b>	

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## **F. Details of the 2025-26 Operating Revenue Forecasts (Table 3)**

### **Government Grants**

In 2017-18, the Provincial Government introduced an enrolment corridor-based funding system whereby the major portion of on-going provincial grants would flow as a block grant, provided the institution maintains an overall level of domestic enrolments. In 2019-20, the Province had signaled the move to a performance-based funding system whereby, gradually, over the next 5 years (starting in 2020-21), the major portion of grant funding would be tied to performance/outcomes metrics. In response to the global pandemic and its impact on university operations, the Province delayed the actual metrics-based implementation until the end of 2023-24. Starting with 2024-25, the Government has notionally presented the grants transitioning to the performance-based system, but with no change in the overall grant funding level (i.e. the sum of lines 2 and 3 in Table 3 remain unchanged).

As noted earlier, the Province committed to time-limited grant funding for the three years spanning 2024-25 through 2026-27. This funding is shown in line 5 of Table 3.

### **Tuition Fees**

The recommended tuition fee rates for 2025-26 are summarized in Tables 10, 10a, and 11. Tuition revenue projections are a function of tuition rates and the enrolment forecasts shown in Table 12.

### **Domestic Students from Ontario**

As noted earlier (in section A), tuition rates for domestic students from Ontario remain unchanged – with the exception tuition anomaly adjustments to undergraduate MOS and Computer Science.

### **Domestic Students from Other Provinces**

As described earlier, tuition rates for undergraduate domestic students from other provinces are recommended to increase by 5% in 2025-26.

### **International Students**

Recent University budgets highlighted the fact that Western’s international undergraduate student tuition rates were below the average of our peer research-intensive institutions in Ontario, and it was noted that, looking forward, our recommendations for these tuition fees will seek to move Western’s tuition rates to the level of our peers. The recommendations for international undergraduate tuition fees continue on the path to narrowing the gap with our peer institutions.

Starting in the fall term of 2018, tuition rates for international Ph.D. students have been set at the same rate as domestic students.

### **All Other Revenues**

A number of other sources contribute to the University’s Operating Budget. Major items to note are the Canada Research Chairs (CRCs), the Fee-for-Services Transfer from the Affiliated University

Colleges, Fundraising associated with Student Financial Aid, Royalties and Licenses, and the Fee-for-Services Transfer from Ancillaries and Other Self-funded Operations.

- Table 9 summarizes the distribution of currently occupied CRCs at Western. Our current allocation is a total of 78 CRCs. The occupancy of the Chairs turns over dynamically as terms end and begin – including COVID related extensions. There are 60 occupied Chairs in the current year and we are projecting 56 occupied chairs in 2025-26, with \$7.9 million in associated revenue. We have some CRC recruitments/hires in process, and we are waiting to hear the results of the CRC reallocation process which may impact the number of CRCs allocated to Western.
- The Fee-for Services Transfer from the Affiliated University Colleges represents payments for services and teaching provided to their students. The transfer rate is 12% of the Colleges' grant and tuition revenue. The projected \$9.4 million for 2025-26 is a 1.3 million reduction, which is primarily due to lower tuition revenue at the Colleges resulting from lower international enrolments. In addition, in recognition of the financial pressures faced by Huron University College and King's University College (due to reductions in international enrolments), we have agreed to temporary reductions to the transfer rate – from 12% to 11% in 2025-26 and 11.5% in 2026-27. Starting in 2027-28, the transfer rate will return to 12%.
- Fundraising for needs-based Student Awards continues to be of high priority for the University. In 2025-26, we project a sum of nearly \$11.8 million from this source.
- Research contracts (through partnerships with the private sector) attracts overhead revenue to cover the indirect costs of the research – and this revenue is shared between the Faculties, the Research Promotion Fund (managed by the Vice-President Research), and the central university budget to cover costs such as space/facilities and I.T. infrastructure.
- The revenue from Royalties and Licenses includes patents/licenses associated with the Robarts Research Institute which flows to the Schulich School. We are projecting a sum of \$4.9 million in 2025-26.
- Western's self-funded operations and ancillary units transfer substantial funds to the University Operating Budget by way of payments associated with facilities/land costs and services provided by the University. This category also includes the payment from the Ivey Business School to the University for services provided by the University at-large to Ivey, a component within the funding model for the Ivey School that was introduced in 2004-05.

**G. Details of the 2025-26 Expenditure Recommendations**

**1. Faculty Budget Recommendations**

Table 4 shows the 2025-26 **base budget recommendations** for Western’s Faculties. Final 2025-26 base budgets are the net result of the following:

- Starting base budgets;
- The Inflationary Budget Adjustments (IBA);
- Academic Priorities Fund (APF) allocations;
- Program expansion funding and/or targeted government allocations; and
- Funds associated with CRC positions (detailed in Table 9).

The **Inflationary Budget Adjustment (IBA)**, which reduces base budgets by 3%, is applied annually. This adjustment is required to help fund inflationary costs, which are primarily the annual employee salary increases as negotiated through collective bargaining agreements. As described in section D, the IBA mechanism has been modified – and the outcome is that the Faculty budgets (in total) benefit to an equivalent of \$8 million in base funding at the end of the 3-year planning period. *It should be noted that central funding to cover the costs of negotiated employee compensation increases will be incrementally added to Faculty base budgets (in year) as the information is available – i.e. the funds will be added to the figures shown in column <f> of Table 4.*

Figure C illustrates the impact of the in-year addition of funding to cover the costs of negotiated compensation increases – using the Faculties’ budgets as presented in last year’s budget. Columns <a>, <b>, and <c> are replicated from last year’s budget – and show that Faculty budgets in total increase \$2.5 million in 2024-25 over 2023-24 (column <c>, row 12). This year’s budget shows the final 2024-25 Faculty budgets (Table 4, column <a>) which total \$404.1 million (column <a>, row 12) – an increase of \$13.1 million. *This \$13.1 million is the amount added in-year to cover the costs of negotiated compensation increases.*

Figure C

**Faculty Budgets: Illustration of Impact of In-Year Compensation Increase Funding -- using 2024-25 as example**

		<a>	<b>	<c>	<d>	<e>	<f>
		From Last Year's Budget			From this Budget		Therefore, Funding added in-year for Salary Increases
		2023-24 Base Budget	Planned 2024-25 Base Budget	Change over 2023-24	Final 2024-25 Base Budget	Change over 2023-24	
1	<b>Faculties</b>						
2	Arts & Humanities	34,205,653	34,516,397	310,744	35,891,174	1,685,521	1,374,777
3	Education	19,968,472	19,742,614	-225,858	20,281,050	312,578	538,436
4	Engineering	41,341,326	41,640,204	298,878	42,979,453	1,638,127	1,339,249
5	Health Sciences	38,444,674	40,222,934	1,778,260	41,793,975	3,349,301	1,571,041
6	Information & Media Studies	12,290,086	12,188,747	-101,339	12,607,851	317,765	419,104
7	Law	10,246,139	9,876,609	-369,530	10,254,258	8,119	377,649
8	Medicine & Dentistry	80,246,622	79,244,295	-1,002,327	81,860,460	1,613,838	2,616,165
9	Music	11,724,094	11,541,454	-182,640	11,906,414	182,320	364,960
10	Science	70,903,814	69,528,751	-1,375,063	71,732,719	828,905	2,203,968
11	Social Science	69,170,494	72,514,338	3,343,844	74,821,506	5,651,012	2,307,168
12	<b>Sub-Total Faculties</b>	<b>388,541,374</b>	<b>391,016,343</b>	<b>2,474,969</b>	<b>404,128,860</b>	<b>15,587,486</b>	<b>13,112,517</b>

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The **Academic Priorities Fund (APF)** shown in line 19 of Table 4 was established in 2011-12. The Provost's APF recommendations are in direct response to requests from the Faculties and are made in the context of the following considerations:

- The Faculty's overall resource situation relative to enrolments/teaching
- Plans for program expansion and/or development of new graduate and undergraduate programs
- Projected revenue sharing allocations
- Resources relative to similar programs/Faculties
- Cost structure variations among disciplines/Faculties
- Relationship between resources, enrolments, and faculty/staff complements
- Scholarship/research activities and new initiatives, including interdisciplinary or cross-Faculty initiatives
- Investments made in recent years

In 2025-26, given our revenue situation, we did not commit to any new/incremental base APF allocations. Therefore, the only **APF base allocation** for 2025-26 is a commitment in year 1 of the 3-year planning period – a sum of \$150,000 to the Faculty of Social Science to support Faculty priorities (Table 4, column c, line 11).

The **Other Base Changes** for the Faculties (shown in column <d> of Table 4) consist of:

- \$610,000 to Engineering as a direct result of enrolment expansion – and this funding is expected to support additional faculty and staff positions; and
- \$50,000 to Science in support of the incremental teaching associated with the Engineering expansion plan.

The **funding model for the Ivey Business School**, introduced in 2004-05, flows all tuition fees and government grants deriving from enrolments directly to Ivey. Under this funding model, the Ivey School does not participate in the University's other funding programs such as the APF, the Research Infrastructure Support Fund (RISF), and other targeted special funding programs – and the Faculty is responsible for all its costs, including annual employee compensation increases. Ivey also transfers an annual amount to the central budget, reflecting the cost of general services provided to the Faculty by the University.

Over and above the base budget allocations, the Faculties receive substantial additional on-going funds through the **enrolment-related revenue sharing mechanism** that was implemented in 2011-12. A proportion of tuition revenue deriving from incremental enrolments flows to the Faculties, as follows:

- 50% on direct-entry undergraduate enrolments/teaching – with 30% distributed based on program enrolments and 20% based on teaching levels (measured in course registrations)
- 50% on second-entry (or professional) undergraduate enrolments
- 50% on graduate enrolments

The Faculties are projected to receive \$6.3 million in 2025-26 (an increase of \$3.7 million over 2024-25) through the overall enrolment-related revenue-sharing mechanism, as shown in Table 4, column f, line 15.

The Faculties also receive additional budgetary support through:

- **One-time operating budget allocations** (totaling \$16.8 million) which are detailed in Table 8 (lines 12 to 23);

- The new **PhD enrolment growth funding support program**, estimated at \$1.1million (Table 4, line 16);
- **The Research Infrastructure Support Fund (RISF)** totaling \$750,000 (Table 4, line 17); and
- Support for **Faculty-specific capital projects** totaling \$1.4 million – through the University’s Capital Budget.

A consolidated summary of the Provost’s allocation recommendations for the Faculties (direct to the Faculties, from the various sources described above) is presented in Figure D. These recommendations are for the 2025-26 Budget.

*Figure D*  
**SUMMARY OF 2025-26 ALLOCATION RECOMMENDATIONS FOR THE FACULTIES**  
 (direct allocations to the Faculties through the planning process)

		Base Allocations	One-Time Allocations	Capital Support
1	Arts & Humanities		454,192	
2	Education		205,000	
3	Engineering	610,562	965,000	300,000
4	Health Sciences		5,286,916	300,000
5	Information & Media Studies		151,000	150,000
6	Law		175,000	
7	Medicine & Dentistry		7,938,251	300,000
8	Music		430,270	
9	Science	50,102	275,000	300,000
10	Social Science	150,000	903,832	
11	<b>Total</b>	<b>810,664</b>	<b>16,784,461</b>	<b>1,350,000</b>

*Note: These recommendations are for the 2025-26 budget -- and should be considered in the context of resource allocations made in the first two years of this 3-year period as well as previous planning cycles.*

## 2. Scholarships and Bursaries

Base budget allocations for centrally-funded student support programs are shown in Table 5 – with a total of \$45.4 million estimated for 2025-26.

- Undergraduate scholarships are projected to increase by \$955,000 due to increases in the number of scholarship-eligible students and expansion of scholarships for Black and Indigenous students.
- Fundraising for undergraduate and graduate student needs-based awards continues to be a high priority for the University. In 2025-26, we project a sum of \$11.8 million from this source.
- Western’s bursary program supports undergraduate and graduate students – with an allocation of \$2.8 million in the coming year.
- As part of the integration of Brescia University College into Western, the University committed to a student financial support program – the Brescia Legacy Fund. The fund was created through a \$25 million endowment established on May 1, 2024 – and is expected to provide \$1.05 million for

spending in 2025-26. The fund will support scholarships, bursaries, and programming for underrepresented groups or historically disadvantaged groups.

- As the footnote in Table 5 indicates, graduate student funding is addressed through the Faculty budgets, and the Faculty plans estimate a total of \$56.7 million in 2025-26 for this priority item. Graduate students also receive additional funding through faculty members' research grants, external student award programs (e.g. tri-agencies), and other sources. In recent years, these sources have added about \$50 million annually to overall graduate student financial support.

In addition to the base budget allocations shown in Table 5, two special one-time student financial support funding allocations are also recommended in this budget:

- The commitment made two years ago to provide \$500,000 for a Graduate Student Needs-based and Emergency Fund is included in Table 8, line 10. This fund augments the regular annual general bursary funds available to all students (shown in Table 5, line 4).
- As described earlier, international undergraduate student recruitment is a high priority for the University – and is of even greater importance in the current environment which includes the Federal Government's plan to limit the number of study permits for international students. In support of this, \$6.15 million in one-time funding for international undergraduate student recruitment awards (shown in Table 8, line 2).

### 3. Support Unit Budget Recommendations

Table 6 shows the 2025-26 base budget recommendations for Support Units. Final 2025-26 base budgets are the net result of the following:

- Starting base budgets;
- The Inflationary Budget Adjustments (IBA);
- Support Units Priorities Fund (SUPF) allocations; and
- Other strategic and operational base allocations.

For 2025-26, similar to the Faculties, we did not commit to any new/incremental base SUPF allocations. Therefore, the **SUPF base allocations** for 2025-26 (shown in column c of Table 6) are from the commitments made in year one of the 3-year planning period. These SUPF allocations (totaling \$1.5 million) are in support of additional staff or maintaining staffing levels.

The **Other Base Changes** – totaling \$1.5 million – for the Support Units (shown in column <d> of Table 6) consist of:

- Allocations to all Support Units (equivalent to 1% of the IBA) to maintain service levels;
- \$250,000 to the Libraries to maintain staff capacity in order to ensure optimal library services to the University community;
- \$116,000 to Facilities Management to support the operating costs of incremental space/facilities;
- \$207,000 to Campus Safety & Emergency Services for additional Special Constables.

Similar to the Faculties, the Support Units also receive additional budgetary support through:

- **One-time operating budget allocations** (\$6.6 million) which are detailed in Table 8 (lines 24 through 45); and
- Support for **Unit-specific capital projects** totaling \$1.3 million – through the University's Capital Budget.

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#### 4. University-wide Expenditures

Table 7 summarizes University-wide Expenditures. These are expenses that extend across all areas of the University.

- The increase in the University’s physical plant **Utilities** is the net result of projected utilities rate increases, utilization patterns, anticipated savings resulting from the implementation of energy efficiency initiatives, and the opening of new buildings.
- The **Library Acquisitions Budget** continues to be a high priority and a sum of \$15.7 million is recommended for 2025-26.
- The **Maintenance, Modernization, and Infrastructure (MMI)** transfer to the Capital Budget is maintained at \$16 million – and the funds are used to support general maintenance of our facilities.
- The **Federal Research Support Fund (FRSF) Transfer to Capital** continues at the \$3 million level and these funds are used to support projects in our Long-range Space Plan that involve research facilities. The FRSF provides partial funding to cover the indirect costs associated with federally-funded research activities.
- The **Information Technology Infrastructure Fund (ITIF)** supports rapidly expanding University-wide central IT infrastructure including our networks, wireless technologies, internet bandwidth, IT security infrastructure, general university computer labs, instructional support and eLearning software applications, central university databases, the hardware necessary to run the applications and databases, and maintenance costs associated with all the hardware and software.
- **Contingency** is set at \$2.3 million or about 0.25% of Operating Revenues, as in previous years.

#### 5. One-Time Recommendations

As noted above, the Faculties and Support Units will receive substantial one-time funding in 2025-26. The specific one-time recommendations are summarized in Table 8 and include unit-specific items as well as allocations for University-wide initiatives.

As described earlier in Section C of this document, the following high priority university-wide initiatives are recommended for support in the 2025-26 budget – with one-time allocations totaling \$73.3 million:

- **The Endowed Chairs Matching Program:** \$30 million
- **International Undergraduate Recruitment Awards:** 6.15 million
- Support for our **Fundraising Campaign:** \$5 million
- Multi-year plan to fund a **new Engineering Building** to accommodate the enrolment expansion: \$3.4 million
- **Western’s new space in Toronto** – Annual lease and equipment costs: \$2.5 million
- **Modernization of General University Instructional Facilities:** \$2.17 million
- Continuation of the **Undergraduate Summer Research Internship Program:** \$2 million
- Continuation of the **Postdoctoral Fellowships Program:** \$1.6 million
- The **National Campaign and Campaign-related Marketing:** \$1.26 million

- Resources to support **Graduate Student Need-based Bursaries and Emergency Funding:** \$500,000
- Support for our **Research Institutes:** \$500,000

**Table 3**  
**2025-26 OPERATING REVENUES**

		2024-25 Budget Forecast (@Feb 28, 2025) (1)	2025-26 Budget (2)	Increase / (Decrease) Amount (3)	% Change (2) to (1)
1	<b>Government Grants</b>				
2	Provincial: Core Operating Grant	102,227,545	102,227,545	0	0.0%
3	Provincial: Performance-based Grant	177,553,581	177,553,581	0	0.0%
4	Provincial: Special Purpose Grants	15,458,789	16,003,798	545,009	3.5%
5	Provincial: Time-Limited Grants	8,393,434	14,156,925	5,763,491	68.7%
6	Federal Research Support Fund (FRSF)	11,360,339	11,400,000	39,661	0.3%
7	<b>Sub-Total Government Grants</b>	<b>314,993,688</b>	<b>321,341,849</b>	<b>6,348,161</b>	<b>2.0%</b>
8	<b>Tuition Revenue</b>				
9	Undergraduate	315,140,000	306,385,470	-8,754,530	-2.8%
10	Graduate	75,660,000	71,284,820	-4,375,180	-5.8%
11	<i>Sub-Total General Programs</i>	<i>390,800,000</i>	<i>377,670,290</i>	<i>-13,129,710</i>	<i>-3.4%</i>
12	Ivey Programs (Undergraduate and Graduate)	93,468,843	96,007,374	2,538,531	2.7%
13	International Medical and Dental Students	15,578,880	14,416,000	-1,162,880	-7.5%
14	<i>Sub-Total Other Programs</i>	<i>109,047,723</i>	<i>110,423,374</i>	<i>1,375,651</i>	<i>1.3%</i>
15	Miscellaneous Fees	1,696,000	1,696,000	0	0.0%
16	<b>Sub-Total Tuition Revenue</b>	<b>501,543,723</b>	<b>489,789,664</b>	<b>-11,754,059</b>	<b>-2.3%</b>
17	<b>Other Revenues</b>				
18	Canada Research Chairs (CRCs)	8,500,000	7,900,000	-600,000	-7.1%
19	Fee for Services Transfer from Affiliated University Colleges	10,630,501	9,363,819	-1,266,682	-11.9%
20	Recoverable Salaries	24,100,000	24,100,000	0	0.0%
21	Fundraising -- Need-based Student Awards and Bursaries	11,794,175	11,794,175	0	0.0%
22	Application Fees	3,000,000	3,000,000	0	0.0%
23	Research Overhead Revenues	5,500,000	5,500,000	0	0.0%
24	Royalties and Licences	5,175,000	4,875,000	-300,000	-5.8%
25	Scholarship/Research Initiatives in the SSHRC Disciplines	504,136	529,536	25,400	5.0%
26	Fee for Services Transfer from Self-Funded & Ancillary Operations	50,424,600	54,074,500	3,649,900	7.2%
27	Miscellaneous Revenues	3,795,376	3,084,942	-710,434	-18.7%
28	<b>Sub-Total Other Revenues</b>	<b>123,423,788</b>	<b>124,221,972</b>	<b>798,184</b>	<b>0.6%</b>
29	<b>Total Revenues</b>	<b>939,961,199</b>	<b>935,353,485</b>	<b>-4,607,714</b>	<b>-0.5%</b>

**Table 4  
 FACULTIES**

	<a>	<b>	<c>	<d>	<e>	<f>
	2024-25 Base Budget (@Feb 28, 2025)	IBA	APF	Other Base Changes	Canada Research Chairs	Resulting 2025-26 Base Budget **
1	<b>Faculties</b>					
2	Arts & Humanities	-809,234			-170,000	34,911,940
3	Education	-406,024			-90,000	19,785,026
4	Engineering	-891,801		610,562	-340,000	42,358,214
5	Health Sciences	-815,619				40,978,356
6	Information & Media Studies	-251,339				12,356,512
7	Law	-279,530				9,974,728
8	Medicine & Dentistry	-1,325,125			-100,000	80,435,335
9	Music	-272,640				11,633,774
10	Science	-1,487,710		50,102	-80,000	70,215,111
11	Social Science	-1,539,853	150,000		260,000	73,691,653
12	<b>Sub-Total Faculties (excluding Business)</b>	<b>404,128,860</b>	<b>150,000</b>	<b>660,664</b>	<b>-520,000</b>	<b>396,340,649</b>
13	Business	106,711,510		2,854,722		109,566,232
14	<b>Sub-Total Faculties</b>	<b>510,840,370</b>	<b>150,000</b>	<b>3,515,386</b>	<b>-520,000</b>	<b>505,906,881</b>
15	Enrollment-related Revenue Sharing Allocation	2,627,662		3,699,385		6,327,047
16	PhD Enrolment Growth Support	1,418,000		-276,000		1,142,000
17	Research Infrastructure Support Fund (RISF)	750,000				750,000
18	Faculty Recruitment Initiatives	255,654				255,654
19	Academic Priorities Fund (APF)	3,840,160				3,840,160
20	<b>Total -- with Revenue Sharing Allocation</b>	<b>519,731,846</b>	<b>150,000</b>	<b>6,938,771</b>	<b>-520,000</b>	<b>518,221,742</b>
21	<b>All Other</b>					
22	Western Strategic Success Programs	1,500,000				1,500,000
23	Education: Continuing Education for Teachers	1,357,875		30,175		1,388,050
24	Medicine & Dentistry: International Tuition and Primary Care	15,928,685		-1,162,880		14,765,805
25	Faculties' Share of Research Overheads	1,930,000				1,930,000
26	Faculty Scholars & Distinguished University Professors	505,000				505,000
27	Graduate and Undergraduate Program Reviews	140,000				140,000
28	Recoverable Salaries	24,100,000				24,100,000
29	<b>Sub-Total</b>	<b>45,461,560</b>	<b>0</b>	<b>-1,132,705</b>	<b>0</b>	<b>44,328,855</b>
30	<b>Total Academic Units</b>	<b>565,193,406</b>	<b>150,000</b>	<b>5,806,066</b>	<b>-520,000</b>	<b>562,550,597</b>

\*\* Note: Funding to cover the costs of negotiated employee salary and benefits increases will be incrementally added to Faculty base budgets (in year, to column f), as the information is available.

**Table 5**  
**SCHOLARSHIPS and BURSARIES**

		<a>	<b>	<c>
		2024-25 Base Budget (@Feb 28, 2025)	Changes	Resulting 2025-26 Base Budget
1	Undergraduate Scholarships	9,515,297	955,000	10,470,297
2	Government-Mandated Domestic Tuition Re-Investment	17,938,356	383,263	18,321,619
3	Privately-Funded Need-based Awards & Bursaries	11,794,175		11,794,175
4	Western Bursaries and Fellowships	2,781,867	36,200	2,818,067
5	Brescia Legacy Fund		1,050,000	1,050,000
6	Targeted MCU Bursaries	763,602	-40,000	723,602
7	Global Opportunities Awards	200,000		200,000
8	<b>Total Scholarships and Bursaries</b>	<b>42,993,297</b>	<b>2,384,463</b>	<b>45,377,760</b>

*Graduate student funding is addressed through the Faculty budgets. In 2024-25, this funding is estimated to be \$62.7 million and the plan for 2025-26 is \$56.7 million.*

*Graduate students also receive additional funding through faculty members' research grants, external student award programs (e.g. tri-agencies), and other sources. In recent years, these sources have added about \$50 million annually to overall graduate student financial support.*

**Table 6**  
**SUPPORT AREAS**

	<a>	<b>	<c>	<d>	<e>	
	2024-25 Base Budget (@Feb 28, 2025)	IBA	SUPF	Other Base Changes	** Resulting 2025-26 Base Budget	
1	<b>Reporting to the Provost</b>					
2	Academic Programs Portfolio	2,446,368	-50,038		16,680	2,413,010
3	Western Technology Services	13,348,997	-250,223	100,000	83,408	13,282,182
4	Western Libraries	15,297,886	-348,161	131,962	366,054	15,447,741
5	Registrar's Office	9,343,587	-160,700		53,567	9,236,454
6	Student Experience Portfolio	3,371,287	-77,816		25,939	3,319,410
7	Office of Indigenous Initiatives	1,389,179	-19,799		6,600	1,375,980
8	Vice-Provost (APPF) Portfolio	1,990,891	-47,047	100,000	15,682	2,059,526
9	Graduate & Postdoctoral Studies	2,341,811	-57,504		19,168	2,303,475
10	Institutional Planning and Budgeting	3,432,470	-69,982		23,327	3,385,815
11	Western International	2,971,560	-60,367	100,000	20,122	3,031,315
12	McIntosh Gallery - Operating Budget Supplement	428,392				428,392
13	Teaching Fellows Program	475,312				475,312
14	<b>Sub-Total</b>	<b>56,837,740</b>	<b>-1,141,637</b>	<b>431,962</b>	<b>630,547</b>	<b>56,758,612</b>
15	<b>Reporting to the Vice-President Operations &amp; Finance</b>					
16	Financial Services	6,203,562	-152,932	100,000	50,977	6,201,607
17	Facilities Management	22,900,040	-445,108		264,445	22,719,377
18	Campus Safety & Emergency Services	4,931,661	-105,399	224,624	242,227	5,293,113
19	Internal Audit	734,461	-14,865		4,955	724,551
20	Legal Services	1,081,181	-19,849		6,616	1,067,948
21	<b>Sub-Total</b>	<b>35,850,905</b>	<b>-738,153</b>	<b>324,624</b>	<b>569,220</b>	<b>36,006,596</b>
22	<b>Reporting to the Vice-President Research</b>					
23	Animal Care/Veterinary Services - Operating Budget Supplement	3,712,300				3,712,300
24	Research Western	8,049,135	-173,083	200,000	57,694	8,133,746
25	Research Promotion Fund	1,750,000				1,750,000
26	Special Grants Support for Arts/Humanities/Social Sciences	250,000				250,000
27	Scholarship/Research Initiatives in the SSHRC Disciplines	504,136			25,400	529,536
28	Western Innovation Fund	400,000				400,000
29	<b>Sub-Total</b>	<b>14,665,571</b>	<b>-173,083</b>	<b>200,000</b>	<b>83,094</b>	<b>14,775,582</b>
30	<b>Vice-President University Advancement Portfolio</b>	<b>10,352,987</b>	<b>-210,500</b>	<b>175,000</b>	<b>70,167</b>	<b>10,387,654</b>
31	<b>General Administration</b>					
32	Human Resources (Including Workplace Health Services)	8,992,411	-219,129	205,000	73,043	9,051,325
33	Offices of the President and All Vice-Presidents	5,427,865	-114,964		38,321	5,351,222
34	Western Communications	6,379,547	-136,765	100,000	45,588	6,388,370
35	University Secretariat	1,497,392	-17,758	35,000	5,919	1,520,553
36	Office of Equity, Diversity, and Inclusion	906,901	-20,495	30,000	6,832	923,238
37	<b>Sub-Total</b>	<b>23,204,116</b>	<b>-509,111</b>	<b>370,000</b>	<b>169,703</b>	<b>23,234,708</b>
38	<b>Total Support Areas</b>	<b>140,911,319</b>	<b>-2,772,484</b>	<b>1,501,586</b>	<b>1,522,731</b>	<b>141,163,152</b>

*Note: Funding to cover the costs of negotiated employee salary and benefits increases will be incrementally added to Unit base budgets (in year, to column e), as the information is available.*

**Table 7**  
**UNIVERSITY-WIDE EXPENDITURES and EMPLOYEE BENEFIT COSTS**

		<a>	<b>	<c>	<d>
		2024-25 Base Budget (@Feb 28, 2025)	New Investment	Other Changes	Resulting 2025-26 Base Budget
1	Utilities	29,499,686		2,204,730	31,704,416
2	Library Acquisitions	15,740,896			15,740,896
3	Transfer to MMI: Operating	16,000,000			16,000,000
4	Transfer to MMI: Ancillaries	600,000			600,000
5	FRSF Transfer to Capital	3,000,000			3,000,000
6	CRC Transfer to Capital	880,000		-64,000	816,000
7	Information Technology Infrastructure Fund	8,276,722			8,276,722
8	Property Taxes	2,802,150		38,475	2,840,625
9	Insurance	3,613,000		111,000	3,724,000
10	Contingency	2,349,903		-11,519	2,338,384
11	Accessible Education Services	1,473,454			1,473,454
12	Professional Fees	2,375,000		100,000	2,475,000
13	Institutional Memberships	1,800,000			1,800,000
14	Sports and Recreation Services - Operating Budget Supplement	878,995		7,722	886,717
15	The Western Entrepreneurship Ecosystem - Operating Budget Supplement	674,207			674,207
16	Costs Associated with Employee Contracts	755,000			755,000
17	Convocation and Diplomas	500,000			500,000
18	Governance-Related Costs	205,800			205,800
19	Office of the Ombudsperson	127,190			127,190
20	<b>Total University-wide Expenditures</b>	<b>91,552,003</b>	<b>0</b>	<b>2,386,408</b>	<b>93,938,411</b>
21	Employee Benefit Plan Costs	152,693,250		11,526,750	164,220,000
22	Employee Benefit Recoveries	-155,921,600		-11,637,400	-167,559,000
23	<b>Net Employee Benefits</b>	<b>-3,228,350</b>	<b>0</b>	<b>-110,650</b>	<b>-3,339,000</b>
24	<b>Net University-wide Expenditures</b>	<b>88,323,653</b>	<b>0</b>	<b>2,275,758</b>	<b>90,599,411</b>

**Table 8**  
**2025-26 ONE-TIME ALLOCATIONS**

1	Endowed Chairs Matching Program	30,000,000
2	International Undergraduate Recruitment Awards	6,150,000
3	Support for Fundraising Campaign	5,000,000
4	Engineering Expansion -- Support for New Building (multi-year plan) -- Funding from Expansion Revenues	3,417,965
5	Toronto Space Lease Costs --Year 1 of 5 Years of One-Time Funding	2,500,000
6	Modernization of General University Instructional Facilities	2,170,000
7	Undergraduate Summer Research Internship Program (USRI)	2,000,000
8	Post Doctoral Fellowships Program	1,600,000
9	National Campaign and Campaign-Related Marketing	1,260,000
10	Graduate Student Needs-based Bursaries	500,000
11	Research Institutes: Transitional Support	500,000
12	<b>Faculties</b>	
13	Arts & Humanities: Renewal of Two Limited -Term Appointments (\$239K), Support for Ethics and Artificial Intelligence Interdisciplinary Graduate Program (\$150K), and Curatorial Residency in Social and Environmental Justice (\$65K)	454,192
14	Education: Teaching Secondments (\$150K), and Centre for Research & Education on Violence Against Women & Children (CREVAWC) Supplement (\$55K)	205,000
15	Engineering: Lab Technology Upgrades (\$187K), Autonomous and Smart Mobility Lab (\$203K), and Undergraduate Enrolment Expansion -- Start-up and Faculty Recruitment Funding (\$575K)	965,000
16	Health Sciences: Undergraduate Student Initiatives (\$175K), Targetted Government Funding for Clinical Education (\$1.4M), Nursing Expansion Funding (\$2M) and Nurse Practitioner Program (\$1.1M)	5,286,916
17	FIMS: Partial Support for Two Staff Positions (\$55K), and Summer Institute on Data Science for African Early Career (\$60K), and Creation of Hybrid Teaching Facilities (\$36K)	151,000
18	Law: Wellness Counsellor (\$140K), and EDID Initiatives (\$35K)	175,000
19	Medicine & Dentistry: Targetted Government Funding for Medical Education (\$2.3M), Targetted Government Funding for Dental Clinical Education (\$1.1M), Dental Patient Management Software (\$500K), and Robarts Royalties & Licences Flowthrough (\$4.0M)	7,938,251
20	Music: Limited-Term Renewal (\$130K), Student Recruitment Initiatives (\$271K), Ensemble/Concert Series (\$19K), and Equipment Purchase (\$10K)	430,270
21	Science: Engineering Expansion Teaching Support (\$75K), and Relocation of Microscope Lab (\$200K)	275,000
22	Social Science : International Student Counselling Initiatives (\$261K), International Student Financial Support (\$35K), Contract Staff positions (\$257K), Redesign MRPE to an AI-focused program (\$300K), and Museum of Ontario Archaeology Supplement (\$50K)	903,832
23	<b>Sub-Total Faculties</b>	<b>16,784,461</b>
24	<b>Support Units</b>	
25	Academic Programs Portfolio: Program Innovation Specialist Contract Position (\$100K), and QA Academy (\$25K)	125,000
26	Western Technology Services: Enterprise Resource Planning and Financial Application Migration (\$100K), and Storage Management Infrastructure (\$100K)	200,000
27	Libraries: Staff Recruitment Support (\$100K), and Indigenous and Black Student Funding Partnership with FIMS (\$51K)	151,408
28	Student Experience: Family Practice Clinic Support (\$400K), and Accessible Education Initiatives (\$204K)	603,748
29	Office of Indigenous Initiatives: Wampum Learning Lodge Programming Initiatives (\$100K), and Support for Operations and Programming (\$100K)	200,000
30	Vice-Provost (APPF): Immigration/Recruitment Consultant (\$100K) and Training & Development Initiatives for New Faculty (\$30K)	130,000
31	Graduate & Postdoctoral Studies: Fraud Detection Software Contract	100,000
32	Institutional Planning & Budgeting: Contract Staffing to Support Rankings Activities	100,000
33	Western International: International Student Orientation Initiatives	100,000
34	McIntosh Gallery: Careers in Heritage Collections Assistant (\$40K), and Furniture and Computer Replacement (\$7.8K)	47,750
35	Financial Services: Digital Assistant -- Co-Pilot Software	100,000
36	Facilities Management: Equipment Acquisition (\$135K) and Sustainable Snow and Ice Winter Management Plan (\$30K)	165,250
37	Campus Safety & Emergency Services: Additional Staffing (\$308K), and Equipment Renewal (\$176K)	484,457
38	Legal Services: Contract Staffing	55,000
39	Human Resources: Contract Staffing	200,000
40	Equity, Diversity & Inclusion: Black Student Leadership University Experience -- B.L.U.E. (\$100K) and Programming Initiatives (\$15K)	115,000
41	Western Communications: Contract Staffing (\$70K), and Site-Improve Software Subscription (\$30K)	100,000
42	University Secretariat: General Non-Salary Support	15,000
43	Vice-President (Research): Support for Research/Scholarship Initiatives	3,445,000
44	Vice-President (University Advancement): Campaign-related Initiatives	120,000
45	<b>Sub-Total Support Units</b>	<b>6,557,613</b>
46	<b>Total One-Time Allocations</b>	<b>78,440,039</b>

**Table 9**  
**CANADA RESEARCH CHAIRS -- by FACULTY (Cumulative)**

		2024-25 Final						2025-26 Preliminary					
		Tier 1		Tier 2		Total		Tier 1		Tier 2		Total	
		N	\$	N	\$	N	\$	N	\$	N	\$	N	\$
1	Arts & Humanities	3	510,000	1	90,000	4	600,000	2	340,000	1	90,000	3	430,000
2	Business	1	170,000	1	90,000	2	260,000	1	170,000	1	90,000	2	260,000
3	Education	1	170,000	3	270,000	4	440,000	1	170,000	2	180,000	3	350,000
4	Engineering	4	680,000	6	540,000	10	1,220,000	2	340,000	6	540,000	8	880,000
5	Health Sciences	3	510,000	3	270,000	6	780,000	3	510,000	3	270,000	6	780,000
6	Info & Media Studies			1	90,000	1	90,000			1	90,000	1	90,000
7	Law												
8	Medicine & Dentistry	6	1,020,000	10	900,000	16	1,920,000	7	1,190,000	7	630,000	14	1,820,000
9	Music			1	90,000	1	90,000			1	90,000	1	90,000
10	Science	5	850,000	5	450,000	10	1,300,000	4	680,000	6	540,000	10	1,220,000
11	Social Science	2	340,000	4	360,000	6	700,000	3	510,000	5	450,000	8	960,000
12	Total to Faculties	25	4,250,000	35	3,150,000	60	7,400,000	23	3,910,000	33	2,970,000	56	6,880,000
13	Total CRC Funding		5,000,000		3,500,000		8,500,000		4,600,000		3,300,000		7,900,000

**Table 10**  
**2025-26 TUITION FEE PROPOSALS FOR UNDERGRADUATE PROGRAMS**

		Domestic Ontario Students			International Students		
		Actual 2024-25 Tuition	2025-26		Actual 2024-25 Tuition	2025-26	
			Proposed Tuition	<a> % Increase		Proposed Tuition	<a> % Increase
1	<b>First-Entry Programs &lt;b&gt;</b>						
2	Year 1	6,050	6,050	0.0%	44,767	46,110	3.0%
3	Year 2	6,050	6,050	0.0%	43,922	46,110	3.0%
4	Year 3	6,050	6,050	0.0%	42,296	45,240	3.0%
5	Year 4	6,050	6,050	0.0%	40,728	43,565	3.0%
6	Computer Science						
7	Year 1	6,990	7,514	7.5%	52,000	53,560	3.0%
8	Year 2	6,990	7,514	7.5%	43,922	53,560	3.0%
9	Year 3	6,050	7,514	7.5%	42,296	45,240	3.0%
10	Year 4	6,050	6,050	0.0%	40,728	43,565	3.0%
11	Engineering						
12	Year 1	12,294	12,294	0.0%	60,618	62,437	3.0%
13	Year 2	12,294	12,294	0.0%	60,618	62,437	3.0%
14	Year 3	12,294	12,294	0.0%	58,373	62,437	3.0%
15	Year 4	12,294	12,294	0.0%	56,211	60,124	3.0%
16	M.O.S.						
17	Year 1	6,990	7,514	7.5%	56,654	58,354	3.0%
18	Year 2	6,990	7,514	7.5%	56,654	58,354	3.0%
19	Year 3	6,050	7,514	7.5%	54,556	58,354	3.0%
20	Year 4	6,050	6,050	0.0%	52,536	56,193	3.0%
21	Nursing						
22	Year 1	6,050	6,050	0.0%	56,365	58,056	3.0%
23	Year 2	6,050	6,050	0.0%	56,365	58,056	3.0%
24	Year 3	6,050	6,050	0.0%	54,277	58,056	3.0%
25	Year 4	6,050	6,050	0.0%	52,267	55,905	3.0%
26	<b>Second-Entry Programs</b>						
27	Business (HBA)						
28	Year 1	25,200	25,200	0.0%	60,050	64,850	8.0%
29	Year 2	25,200	25,200	0.0%	60,050	64,850	8.0%
30	Dentistry						
31	Year 1	35,341	35,341	0.0%	125,439	129,202	3.0%
32	Year 2	35,341	35,341	0.0%	125,439	129,202	3.0%
33	Year 3	35,341	35,341	0.0%	120,793	129,202	3.0%
34	Year 4	35,341	35,341	0.0%	116,319	124,417	3.0%
35	Education (B.Ed.)	7,271	7,271	0.0%	41,676	42,926	3.0%
36	Law						
37	Year 1	20,151	20,151	0.0%	49,253	50,731	3.0%
38	Year 2	20,151	20,151	0.0%	48,324	50,731	3.0%
39	Year 3	20,151	20,151	0.0%	46,534	49,774	3.0%
40	Medicine (M.D.)						
41	Year 1	23,986	23,986	0.0%	92,095	94,858	3.0%
42	Year 2	23,986	23,986	0.0%	90,357	94,858	3.0%
43	Year 3	23,986	23,986	0.0%	n.a.	n.a.	n.a.
44	Year 4	23,986	23,986	0.0%	n.a.	n.a.	n.a.

<a> The proposed 2025-26 rates would be effective May 1, 2025.  
 The % increase figures are calculated on the previous year of study in the previous academic year;  
 for example, the % increase for year 2 is the increase over the year 1 tuition in the previous academic year.  
 <b> Includes Arts & Humanities, BMedSci program, Health Sciences, Kinesiology, Music, Science (excl. Computer Science), and  
 Social Science (excl. M.O.S.).

**Table 10a**  
**2025-26 TUITION FEE PROPOSALS FOR**  
**UNDERGRADUATE OUT-OF-PROVINCE DOMESTIC STUDENTS**

		Actual 2024-25 Tuition	2025-26	
			Proposed Tuition	<a> % Increase
1	<b>First-Entry Programs &lt;b&gt;</b>			
2	Year 1	7,002	7,352	5.0%
3	Year 2	7,002	7,352	5.0%
4	Year 3	7,002	7,352	5.0%
5	Year 4	7,002	7,352	5.0%
6	Computer Science			
7	Year 1	7,002	7,514	7.3%
8	Year 2	7,002	7,514	7.3%
9	Year 3	7,002	7,514	7.3%
10	Year 4	7,002	7,352	5.0%
11	Engineering			
12	Year 1	14,230	14,941	5.0%
13	Year 2	14,230	14,941	5.0%
14	Year 3	14,230	14,941	5.0%
15	Year 4	14,230	14,941	5.0%
16	M.O.S.			
17	Year 1	7,002	7,514	7.3%
18	Year 2	7,002	7,514	7.3%
19	Year 3	7,002	7,514	7.3%
20	Year 4	7,002	7,352	5.0%
21	Nursing			
22	Year 1	7,002	7,352	5.0%
23	Year 2	7,002	7,352	5.0%
24	Year 3	7,002	7,352	5.0%
25	Year 4	7,002	7,352	5.0%
26	<b>Second-Entry Programs</b>			
27	Business (HBA)			
28	Year 1	29,170	30,628	5.0%
29	Year 2	29,170	30,628	5.0%
30	Dentistry			
31	Year 1	40,911	42,956	5.0%
32	Year 2	40,911	42,956	5.0%
33	Year 3	40,911	42,956	5.0%
34	Year 4	40,911	42,956	5.0%
35	Education (B.Ed.)	8,415	8,835	5.0%
36	Law			
37	Year 1	23,325	24,491	5.0%
38	Year 2	23,325	24,491	5.0%
39	Year 3	23,325	24,491	5.0%
40	Medicine (M.D.)			
41	Year 1	27,766	29,154	5.0%
42	Year 2	27,766	29,154	5.0%
43	Year 3	27,766	29,154	5.0%
44	Year 4	27,766	29,154	5.0%

<a> The 2025-26 rates abide by the Provincial Government's framework for domestic out-of-province students -- and would be effective May 1, 2025.  
 <b> Includes Arts & Humanities, BMedSci program, Health Sciences, Kinesiology, Music, Science (excl. Computer Science, and Social Science (excl. M.O.S.).

**Table 11**  
**2025-26 TUITION FEE PROPOSALS FOR GRADUATE PROGRAMS**

		Domestic Students			International Students		
		Actual 2024-25 Tuition	2025-26		Actual 2024-25 Tuition	2025-26	
			Proposed Tuition	<a> % Increase		Proposed Tuition	<a> % Increase
1	<b>Masters Category 1</b>						
2	Arts & Humanities	6,360	6,360	0.0%	20,146	20,549	2.0%
3	Engineering (M.E.Sc.)	6,360	6,360	0.0%	20,146	20,549	2.0%
4	Health & Rehabilitation Sciences	6,360	6,360	0.0%	20,146	20,549	2.0%
5	Health Information Sciences	8,664	8,664	0.0%	28,430	28,999	2.0%
6	Interdisciplinary Programs <b>	6,360	6,360	0.0%	20,146	20,549	2.0%
7	Kinesiology M.A. & MSc	6,360	6,360	0.0%	20,541	21,157	3.0%
8	Law/Studies in Law	10,368	10,368	0.0%	28,387	28,955	2.0%
9	Media Studies	6,360	6,360	0.0%	20,146	20,549	2.0%
10	Medicine (Basic Medical Sciences)	6,360	6,360	0.0%	20,146	20,549	2.0%
11	Music	6,360	6,360	0.0%	20,146	20,549	2.0%
12	Nursing (M.Sc.)	7,639	7,639	0.0%	28,430	28,999	2.0%
13	Science	6,360	6,360	0.0%	20,146	20,549	2.0%
14	Social Science	6,360	6,360	0.0%	20,146	20,549	2.0%
15	<b>Masters Category 2</b>						
16	Master in Management Analytics	48,300	50,700	5.0%	77,500	81,400	5.0%
17	C.S.D./O.T./P.T. (MPT)	11,294	11,294	0.0%	38,908	40,075	3.0%
18	Foods and Nutrition (MScFN)	10,877	10,877	0.0%	38,908	40,075	3.0%
19	Dentistry (Orthodontics)	27,373	27,373	0.0%	94,617	97,456	3.0%
20	Education (MA)	10,877	10,877	0.0%	38,908	40,075	3.0%
21	Engineering (M.Eng.)	10,877	10,877	0.0%	44,446	45,779	3.0%
22	Environment & Sustainability	12,179	12,179	0.0%	38,908	40,075	3.0%
23	Financial Economics	30,549	30,549	0.0%	60,943	62,771	3.0%
24	Library & Information Science	10,877	10,877	0.0%	38,908	40,075	3.0%
25	M.M. in Journalism & Communication	13,543	13,543	0.0%	38,908	40,075	3.0%
26	Master of Nurisng	10,877	10,877	0.0%	38,908	40,075	3.0%
27	MA in Research for Policy & Evaluation	18,720	18,720	0.0%	35,096	36,149	3.0%
28	Master of Data Analytics	23,308	23,308	0.0%	57,519	59,245	3.0%
29	Master of Mgmt. of Applied Science	19,690	19,690	0.0%	57,519	59,245	3.0%
30	Medicine (Family Medicine)	14,322	14,322	0.0%	38,908	40,075	3.0%
31	Medicine (Pathology Assistant)	11,295	11,295	0.0%	38,908	40,075	3.0%
32	Medicine (Public Health)	34,055	35,076	3.0%	57,377	59,098	3.0%
33	Interdisciplinary Medical Sciences (MSc)	11,295	11,295	0.0%	39,370	40,551	3.0%
34	Advanced Health Care Practice (M.Cl.Sc.)	10,877	10,877	0.0%	38,908	40,075	3.0%
35	<b>Doctoral</b>						
36	Doctor of Musical Arts	6,360	6,360	0.0%	6,360	6,360	0.0%
37	Doctor of Education (EdD)	10,097	10,097	0.0%	38,908	40,075	3.0%
38	PhD Programs	6,360	6,360	0.0%	6,360	6,360	0.0%

<a> The proposed 2025-26 rates would be effective September 1, 2025.

<b> Includes Biomedical Engineering, Neuroscience, and Theory & Criticism

**Table 12**  
**ENROLMENT PROJECTIONS: 2025-26 to 2029-30**

		Actuals					Projections/Plans				
		2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
1	<b>Constituent University</b>										
2	<b>Full-Time Undergraduates</b>										
3	Arts & Humanities	877	853	864	923	1,030	1,009	1,043	1,048	1,051	1,053
4	Business (HBA)	1,057	1,072	1,210	1,336	1,376	1,356	1,356	1,356	1,356	1,356
5	Dentistry	263	264	281	281	283	284	284	284	284	284
6	Education	677	697	703	783	887	772	668	668	668	668
7	Engineering	2,151	2,293	2,497	2,590	2,919	2,929	2,866	2,865	2,809	2,831
8	Health Sciences										
9	Foods & Nutrition					237	172	189	233	282	315
10	Family Studies					140	150	165	178	233	264
11	BHSc Program	1,339	1,424	1,437	1,546	1,603	1,575	1,602	1,592	1,567	1,586
12	Kinesiology	1,285	1,283	1,311	1,293	1,337	1,281	1,285	1,268	1,232	1,232
13	Nursing	989	1,028	1,180	1,326	1,325	1,376	1,478	1,492	1,371	1,278
14	Law	490	482	496	503	510	520	530	530	530	530
15	MACS (Media and Communication Studies)	871	899	880	909	994	988	1,023	1,052	1,033	1,038
16	Medicine										
17	MD Program	686	688	689	698	716	735	755	756	759	759
18	B.Med.Sci. Program	1,161	1,252	1,305	1,199	1,117	1,129	1,097	1,114	1,240	1,281
19	Music	443	434	410	375	414	451	504	547	547	547
20	Science - B.Med.Sci.	1,731	1,905	1,546	1,500	1,529	1,512	1,636	1,664	1,692	1,721
21	Science - Computer Science					481	943	1,376	1,790	1,818	1,832
22	Science - All Other	3,804	3,904	4,416	4,763	4,377	4,082	3,666	2,974	3,039	3,057
23	Social Science - MOS	3,056	3,315	3,397	3,457	3,433	3,218	3,082	2,927	2,892	2,925
24	Social Science - All Other	3,826	4,033	4,280	4,469	4,510	4,248	4,037	3,900	3,881	3,918
25	<b>Total Full-Time Undergraduates</b>	<b>24,706</b>	<b>25,826</b>	<b>26,902</b>	<b>27,951</b>	<b>29,218</b>	<b>28,730</b>	<b>28,642</b>	<b>28,238</b>	<b>28,284</b>	<b>28,475</b>
26	Concurrent Programs	345	380	370	384	381	402	402	402	402	402
27	ISSAP					7	7	7	7	7	7
28	Medical Residents	940	968	999	1,023	1,048	1,025	1,025	1,025	1,025	1,025
29	<b>Full-Time Graduates</b>										
30	Masters	3,869	4,360	4,231	4,370	4,664	4,557	4,645	4,694	4,707	4,714
31	Doctoral	2,231	2,345	2,415	2,477	2,557	2,536	2,554	2,525	2,539	2,532
32	<b>Total Full-Time Graduates</b>	<b>6,100</b>	<b>6,705</b>	<b>6,646</b>	<b>6,847</b>	<b>7,221</b>	<b>7,093</b>	<b>7,199</b>	<b>7,219</b>	<b>7,246</b>	<b>7,246</b>
33	<b>Total Full-Time Enrolment</b>	<b>32,091</b>	<b>33,879</b>	<b>34,917</b>	<b>36,205</b>	<b>37,875</b>	<b>37,257</b>	<b>37,275</b>	<b>36,891</b>	<b>36,964</b>	<b>37,155</b>
34	<b>Part-Time FTEs</b>										
35	Undergraduate	2,563	2,408	2,537	2,671	2,614	2,670	2,650	2,650	2,650	2,650
36	Education (AQs)	447	460	416	452	361	375	400	400	400	400
37	Masters	122	128	111	96	89	100	100	100	100	100
38	Doctoral	35	29	32	30	29	30	30	30	30	30
39	<b>Total Part-Time FTEs</b>	<b>3,167</b>	<b>3,025</b>	<b>3,096</b>	<b>3,249</b>	<b>3,093</b>	<b>3,175</b>	<b>3,180</b>	<b>3,180</b>	<b>3,180</b>	<b>3,180</b>
40	<b>Total Constituent FTEs</b>	<b>35,258</b>	<b>36,904</b>	<b>38,013</b>	<b>39,454</b>	<b>40,968</b>	<b>40,432</b>	<b>40,455</b>	<b>40,071</b>	<b>40,144</b>	<b>40,335</b>
41	<b>Affiliated University Colleges</b>										
42	<b>Full-Time Undergraduates</b>										
43	Brescia	1,301	1,171	1,099	1,125						
44	Huron	1,431	1,525	1,560	1,729	1,981	1,987	2,088	2,173	2,182	2,196
45	King's	3,415	3,253	3,150	2,986	3,053	3,004	2,995	3,039	3,121	3,233
46	<b>Total Full-Time Undergraduates</b>	<b>6,147</b>	<b>5,949</b>	<b>5,809</b>	<b>5,840</b>	<b>5,034</b>	<b>4,991</b>	<b>5,083</b>	<b>5,212</b>	<b>5,303</b>	<b>5,429</b>
47	<b>Part-Time Undergraduate FTEs</b>										
48	Brescia	70	72	65	65						
49	Huron	57	58	50	51	52	50	50	50	50	50
50	King's	299	266	272	257	251	265	265	265	265	265
51	<b>Total Part-Time FTEs</b>	<b>426</b>	<b>396</b>	<b>387</b>	<b>373</b>	<b>303</b>	<b>315</b>	<b>315</b>	<b>315</b>	<b>315</b>	<b>315</b>
52	<b>Graduate FTEs</b>										
53	Brescia	35	31	31	32						
54	Huron	13	10	7	8	7	13	13	13	13	13
55	King's	60	62	65	64	64	65	65	65	65	65
56	<b>Total Graduate FTEs</b>	<b>108</b>	<b>103</b>	<b>103</b>	<b>104</b>	<b>71</b>	<b>78</b>	<b>78</b>	<b>78</b>	<b>78</b>	<b>78</b>
57	<b>Total Affiliate FTEs</b>	<b>6,681</b>	<b>6,448</b>	<b>6,299</b>	<b>6,317</b>	<b>5,408</b>	<b>5,384</b>	<b>5,476</b>	<b>5,605</b>	<b>5,696</b>	<b>5,822</b>
58	<b>Total FTEs - Western Complex</b>	<b>41,939</b>	<b>43,352</b>	<b>44,312</b>	<b>45,771</b>	<b>46,376</b>	<b>45,816</b>	<b>45,931</b>	<b>45,676</b>	<b>45,840</b>	<b>46,157</b>

**Table 12**  
**ENROLMENT PROJECTIONS: 2025-26 to 2029-30**

		Actuals					Projections/Plans				
		2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
	<i>Rows 59 to 98 Included above</i>										
59	<b>International Students</b>										
60	Constituent Full-Time										
61	Undergraduates	2,822	2,761	2,593	2,398	2,212	1,974	1,902	1,947	2,129	2,280
62	Medical Residents	130	173	189	207	225	200	200	200	200	200
63	Masters (excluding Ivey)	695	826	818	905	1,016	820	828	830	834	838
64	MBA (Regular), Ivey MSc	159	199	222	239	254	200	184	186	186	186
65	Executive MBA	1	2	1	0	0	0	0	0	0	0
66	Doctoral	686	798	875	941	954	907	864	856	854	844
67	Affiliates										
68	Undergraduates	1,390	1,233	1,144	1,027	784	669	528	464	474	538
69	Masters	4	4	3	3	0	1	1	1	1	1
70	<b>Year 1 Only</b>										
71	<b>Constituent</b>										
72	Arts & Humanities	221	248	202	257	281	280	280	285	285	285
73	Engineering	704	774	893	848	948	850	860	870	880	890
74	Health Sciences										
75	Foods & Nutrition					39	65	75	85	95	100
76	Family Studies					17	50	60	70	80	85
77	BHSc Program	407	421	387	477	466	430	435	440	445	450
78	Kinesiology	335	351	351	344	369	335	335	335	335	335
79	Nursing	159	142	142	176	187	190	205	205	205	205
80	MACS (Media and Communication Studies)	226	270	212	244	324	300	300	300	300	305
82	Music	117	94	88	98	144	145	145	145	145	145
83	Science - B.Med.Sci.	1,092	1,049	1,000	981	920	1,000	1,005	1,010	1,015	1,020
85	Science - Computer Science					481	500	505	510	515	520
84	Science - All Other	709	967	1,033	1,084	518	550	555	560	565	570
81	Social Science - MOS	1,072	1,052	1,151	1,200	1,054	950	970	985	1,000	1,010
86	Social Science - All Other	965	1,054	1,009	990	900	850	855	865	875	880
87	<b>Total Year 1 - Constituent</b>	<b>6,007</b>	<b>6,422</b>	<b>6,468</b>	<b>6,699</b>	<b>6,648</b>	<b>6,495</b>	<b>6,585</b>	<b>6,665</b>	<b>6,740</b>	<b>6,800</b>
88	<b>Affiliated University Colleges</b>										
89	Brescia	270	258	244	304						
90	Huron	489	448	417	575	685	720	720	720	735	750
91	King's	968	840	721	650	774	728	745	795	845	895
92	<b>Total Year 1 - Affiliates</b>	<b>1,727</b>	<b>1,546</b>	<b>1,382</b>	<b>1,529</b>	<b>1,459</b>	<b>1,448</b>	<b>1,465</b>	<b>1,515</b>	<b>1,580</b>	<b>1,645</b>
93	<b>Total Year 1 - Western Complex</b>	<b>7,734</b>	<b>7,968</b>	<b>7,850</b>	<b>8,228</b>	<b>8,107</b>	<b>7,943</b>	<b>8,050</b>	<b>8,180</b>	<b>8,320</b>	<b>8,445</b>
94	<b>Masters</b>										
95	All Programs (excluding MBAs)	3,301	3,545	3,429	3,512	3,803	3,689	3,737	3,758	3,763	3,770
96	Ivey (excl EMBA)	466	665	631	653	654	618	674	700	708	708
97	Executive MBA	102	150	171	205	207	250	234	236	236	236

For Information

98	Year 1 Constituent International Students	592	610	684	622	523	580	630	680	730	780
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**Table 13**  
**WESTERN'S LONG-RANGE SPACE PLAN**  
 Note: within each category, the projects are not prioritized

	<b>Major Capital Projects</b>	<b>Status</b>
	<b>Category 1 -- Projects Underway or in Advanced Planning</b>	
1	<b>New Engineering Building</b>	Underway
2	<b>Undergraduate Residence -- University Drive Location</b>	Underway
3	<b>Renovations to Create the Donald K. Johnson Leadership Centre in Toronto (Ivey)</b>	Underway
4	<b>The Bioconvergence Centre -- Interdisciplinary Research &amp; Experiential Learning Facility</b>	In Advanced Planning
5	<b>Pathogen Research Centre Facility</b>	In Advanced Planning
6	<b>Renewal of Facilities at the West Campus (formerly Brescia)</b>	In Advanced Planning
7	<b>Replacement of University Drive Bridge</b>	In Advanced Planning
8	<b>University-wide Campus Sustainability/Energy Conservation/Infrastructure Projects (multiple stages -- ongoing)</b>	Ongoing
9	<b>Pedestrian-friendly Campus Initiatives -- <i>Open Space Strategy</i></b>	Ongoing
10	<b>Category 2 -- Projects in Various Planning Stages</b>	
11	<b>New Facilities for Health Sciences -- to support Enrolment Expansion</b>	Early Planning Stages
12	<b>Social Sciences Centre Realignment/Expansion</b>	Early Planning Stages
13	<b>Multi-Sport Field House -- with Parking Garage</b>	Early Planning Stages
14	<b>Category 3 -- For Future Consideration</b>	
15	<b>Western Commons -- Gathering/Collision Spaces</b>	
16	<b>Graduate and Upper-Year Housing -- Platt's Lane East</b>	
17	<b>Modernization of Schulich School's Medical/Dental Facilities</b>	
18	<b>Renewal/Replacement of Chemistry Laboratory Facilities</b>	
19	<b>Western in Downtown London</b>	
20	<b>Ivey Spencer Hotel and Conference Centre Renewal</b>	
21	<b>New Space for the McIntosh Gallery</b>	
22	<b>New Research Initiatives/Partnerships at the Research Parks</b>	
23	<b>Multi-Level Parking Structures</b>	
24	<b>Residence Renovation Projects</b>	
25	<b>Renewal: University Community Centre, Law Building, Spencer Engineering Building, Elborn College</b>	
26	<b>Asset Acquisitions</b>	

## 2025-26 Capital Budget

### A. The Nature of University Capital Expenditures

The Capital Budget for 2025-26 sets out Western’s planned capital spending in the context of the proposed Long-Range Space Plan, as outlined in Table 13 of the Operating Budget. The various elements of capital spending are grouped into nine categories as shown in Table 14.

Category 1 shows all new construction, while categories 2 to 7 show renovations to existing space. Category 1 expenditures are usually funded from general University funds, the major exceptions being projects funded all or in part from external research grants, private funds, government, student contributions, and Housing construction – the latter being funded from the Housing budget. Categories 2 to 5 are funded primarily from general University funds and government, while category 6 is funded from Housing operations, and category 7 is funded by the Ancillary Unit undertaking the work. Categories 8 and 9 involve carrying costs and loan repayments, other expenditures such as purchases of land and buildings, and transfers from the Capital Budget for other purposes. Planned capital expenditures for 2025-26 total \$252.6 million.

Categories 2 to 5 involve **Maintenance, Modernization, and Infrastructure (MMI)** and are eligible to receive funds from the annual MMI transfer from the Operating Budget to the Capital Budget. These types of expenditures are directed at the modification of existing space and the renewal and expansion of the utilities and infrastructure of the University.

In planning future expenditures on MMI, it is useful to consider the Current Replacement Value (CRV) of our campus capital assets. Recent increases in overall construction and renovation costs have increased Western’s buildings and infrastructure CRV. In addition, the successful integration of Brescia University College into Western on May 1, 2024 added 30,075 gross square meters of space across 6 major buildings. As shown in *Figure E*, our buildings and infrastructure have a CRV of approximately \$5,452 million (as at February 24, 2025).

*Figure E*  
**CURRENT REPLACEMENT VALUE (BUILDINGS AND INFRASTRUCTURE)**

	<b>Western University</b>	CRV (\$M)	Square Metres	Major Buildings
1	Major Non-Residential Buildings	3,419	599,479	80
2	Utilities and Infrastructure	230		
3	Subtotal, Eligible for MMI	3,649	599,479	80
4	Housing	1,344	278,522	15
5	Other Ancillary Buildings	460	71,983	11
6	Total	5,452	949,984	106

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The University has approximately 599,500 gross square metres spread amongst eighty major non-residential buildings. The non-residential buildings, including utilities and infrastructure, are the physical assets generally eligible for MMI expenditures.

The University also has 279,000 square metres of Housing space in twelve major undergraduate residences, three major apartment buildings, and numerous smaller buildings for graduate students in Platt's Lane Estates. Other than Housing, there are many buildings which are operated largely or entirely as ancillaries: Western Student Recreation Centre, Thompson Recreation and Athletic Centre, TD Stadium, Boundary Layer Wind Tunnel, Western Day Care, the Ivey Spencer Leadership Centre, and facilities at the Research Parks.

With this background in mind, we describe the nine categories of University capital expenditures:

1. **New Construction.** This category includes projects which create new buildings, including housing, additions to existing buildings, and other new facilities such as parking structures or lots, power plants and athletic fields. It does not include projects which improve the space within existing buildings or projects which upgrade other existing facilities.
2. **Major Building Renovations.** This category involves major maintenance and renovation expenditures on non-residential building projects, with project timelines of more than one year. Renovations to major buildings will continue to be a part of our capital planning given that 68% of the 599,500 square metres in major buildings were built before 1995.
3. **Utilities and Infrastructure Projects.** This category involves projects with values greater than \$10,000 directed at the upgrading and new installation of utilities and other infrastructure, including boilers and chillers, electrical, water and sewer distribution systems, and sustainability and energy conservation initiatives such as deep energy retrofits. Construction of a new Chiller Plant or major Power Plant expansion would be included in category 1.
4. **Modernization of Instructional and Research Facilities.** This category includes the renewal and modernization of classrooms, laboratories, libraries, and other space used for instruction and research, as well as upgrades to information technology. These expenditures are critical to maintaining Western's reputation as a leader in the quality of teaching and research. These projects are sometimes funded by the units themselves with operating or research funds.
5. **General Maintenance and Modernization Projects.** This category consists of a wide variety of maintenance and modernization projects which are not included in categories 2 to 4. Such projects include roof replacement, interior and exterior painting, road, bridge, sidewalk repair, and general maintenance of structures and systems. Projects to advance the Open Space Strategy may be included in this category. A provision for unforeseen projects forms part of the allotment in this category which is based on historical experience.
6. **Housing Renovations.** This category includes all maintenance and modernization expenditures on University residences and apartment buildings. Construction of a new residence or apartment building would be included in category 1. Maintenance and modernization expenditures, projected to be \$16.3 million in 2025-26, are funded from Housing revenues. Housing has always set aside adequate funds to manage its maintenance expenditure.

7. **Ancillary Projects.** This category includes capital expenditures on Ancillaries other than Housing, including Hospitality Services, the Book Store, Parking Services, student fee-funded units, self-funded support units, and self-funded research units. These units pay a charge to the University for the space they occupy.
8. **Carrying Costs and Debt Repayments.** This category consists of principal repayments and interest on debt for capital projects.
9. **Other Capital Expenditures.** This category includes asset acquisitions and other miscellaneous expenditures. It has been an established principle in Western's Campus Development Strategy (formerly the Campus Master Plan) that the University pursue, as appropriate, the purchase of lands contiguous to University property as lands become available. Western will continue to seek to protect the Regional Facilities zoning around the main campus and to buy land near our campus when it comes up for sale. The University will also look to acquire strategic physical assets.

Table 14 also includes Line A through M, additional information that is relevant to understanding the capital budget funding and financing, and maintenance expense metrics. Line A shows total sources of funding for the Capital Budget, including use of debt; line B, sources of funds less expenditure; line C, the accumulated capital reserve at year-end; and line D, capital debt outstanding at year-end. Details of these items are shown in Tables 16 and 18. Changes in the capital reserve (line C) result from funding less expenditure (line B). Thus for 2023-24, line B shows a net source of \$65.1 million, the difference between funding of \$150.8 million and expenditure of \$85.7 million. In years where the expenditure exceeds sources of funding, the reserve is drawn upon as planned, as is forecasted in the 2025-26 budget for (\$111.1 million).

Line E shows the replacement value of non-residential buildings and utilities and infrastructure, the assets eligible for MMI spending, while line F shows the ratio of the annual MMI expenditure to the replacement value. For example, in 2023-24, MMI expenditures were \$39.6 million, while the estimated replacement value of non-residential buildings, utilities, and infrastructure was \$3,024 million. The ratio of the two is 1.3%, as shown in line F. This ratio represents the contribution of maintenance, modernization and infrastructure expenditure to the replacement value of the buildings and infrastructure. Modernization and infrastructure expenditure is included as these projects often result in major renovation and infrastructure upgrades that relieve deferred maintenance expense.

Line G of Table 14 shows the annual transfer from the Operating Budget to the Capital Budget for Maintenance, Modernization, and Infrastructure (the MMI transfer). The annual transfer increased to \$16.0 million in 2024-25, after having been maintained at \$15.5 million since 2017-18. This consistent level of funding commitment has established Western as a leader among Canadian universities in maintaining its facilities and dealing with deferred maintenance.

Line H of Table 14 shows the ratio of the annual MMI transfer to total MMI expenditures; for example, in 2023-24, the transfer was \$15.5 million, and expenditures were \$39.6 million, so the ratio is 39.2%. This ratio will fluctuate with the level of MMI expenditure each year. Other sources of funding for MMI expenditures can include the annual capital facilities renewal grant from the Province, special Provincial grants, additional one-time allocations from the University's Operating Budget, one-time allocations from the Province, fundraising, and borrowing. This amount represents how much of the annual MMI expenditure is funded by transfers from the annual Operating Budget.

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Line J contains an estimate of maintenance spending, defined narrowly as spending required to bring aging facilities up to their condition when originally built. Whenever Western undertakes a major maintenance project, there is also modernization of the facility, and whenever we carry out a major modernization project, there is generally some maintenance expenditure; it is thus difficult to separate the two. Line J is calculated on the assumption that 2/3 of the expenditures in categories 2, 3, and 5 involve maintenance (the remaining 1/3 is modernization), while 1/3 of the expenditures in category 4 involve maintenance (the remaining 2/3 is modernization). While the ratio of maintenance to modernization would vary by project and by year, Facilities Management considers them a reasonable average over several years.

The value of line J in 2023-24 is \$22.4 million, or 0.7% (line K) of the replacement value in that year. A standard target in industry for this ratio is 2.0%; if large buildings last an average of 50 years, then average maintenance spending should be 2.0% of replacement value. When the actual ratio is consistently lower than 2.0%, as has been the case at Western and most Canadian universities recently, the level of deferred maintenance will grow. As Western renovates aging buildings, there will be years that deferred maintenance will decline as a result.

Major capital projects are outlined in Table 15. The projects reflect the Long-Range Space Plan (outlined in Table 13) and are assigned to one of the nine categories. Where possible, the year and month of the start and end of the project(s) are shown.

The list in Table 15 presents a variety of capital projects supporting academic, student and research spaces, as well as utilities and infrastructure improvements. With new construction projects, Western continues to utilize its scarce developable land in the core campus, often by using existing parking lots. This increases the pressure on available parking, and we continue to plan for construction of additional parking structures at the periphery of campus.

## **B. Sources of Funding and Capital Expenditures in 2025-26**

Table 16 displays sources of funding for budgeted capital expenditures with estimates of comparative data for 2024-25. There are five major sources of funding: 1) Government grants; 2) Western's Operating Budget; 3) One-time funds from Internally Restricted Net Assets; 4) Borrowing; and 5) Other sources.

The University must carefully balance its available resources for use in capital expenditures. For example, projects financed by debt require an ultimate funding source, and one-time funding from Internally Restricted Net Assets, such as allocations from the Major Strategic Opportunities Fund, must be used strategically since they can be exhausted.

Table 17 shows expenditures in categories 1 and 2 for 2024-25 (estimates as of March 18, 2025) and 2025-26 (current proposals).

In alignment with the priorities in our Strategic Plan, Western is continuing our capital plan in support of "growth and impact". We closely monitor construction market conditions and have been adjusting our capital plan and related timing of projects accordingly.

**Table 14**  
**CAPITAL BUDGET SUMMARY, 2021-22 TO 2025-26**  
**(\$000)**

Category	Purpose	Actual 2021-22	Actual 2022-23	Actual 2023-24	Projected 2024-25	Budget 2025-26
	<b>New Construction</b>					
1	New Construction (Table 17, line 14)	31,367	35,439	34,712	51,369	129,523
	<b>Maintenance, Modernization, and Infrastructure (MMI)</b>					
2	Major Building Renovations (Table 17, line 22)	27,539	11,321	5,608	14,928	24,553
3	Utilities and Infrastructure Projects	7,513	6,673	10,178	10,831	31,031
4	Modernization of Instructional and Research Facilities	8,925	10,682	12,053	7,743	10,608
5	General Maintenance and Modernization Projects	7,871	14,076	11,736	15,256	32,742
	Sub-Total MMI	51,848	42,751	39,576	48,758	98,934
	<b>Other</b>					
6	Housing Renovations	6,682	6,514	3,972	7,533	16,294
7	Ancillary Projects	2,859	2,261	1,637	2,845	4,847
8	Carrying Costs and Debt Repayments	963	904	839	800	800
9	Other Capital Expenditures	12,543	6,072	4,965	1,203	2,225
	Sub-Total Other	23,047	15,751	11,413	12,381	24,166
10	<b>Total Expenditures</b>	<b>106,262</b>	<b>93,941</b>	<b>85,701</b>	<b>112,508</b>	<b>252,623</b>

Line		Actual 2021-22	Actual 2022-23	Actual 2023-24	Projected 2024-25	Budget 2025-26
	<b>Sources of Funding, Reserves, and Debt</b>					
A	Total Sources of Funding, Including Debt (Table 16)	136,617	117,561	150,839	113,838	141,532
B	Sources of Funding less Expenditures	30,355	23,620	65,139	1,330	-111,091
C	Capital Reserve, Year End (Table 18)	184,067	207,687	272,825	274,155	163,064
D	Capital Debt Outstanding, Year End (Table 18)	328,661	320,623	312,246	303,552	294,608
E	Replacement Value of Non-Residential Buildings, Utilities & Infrastructure, \$M	2,162	2,414	3,024	3,649	3,824
F	MMI Expenditures/Replacement Value	2.4%	1.8%	1.3%	1.3%	2.6%
G	Annual MMI transfer from Operating to Capital Budget	15,500	15,500	15,500	16,000	16,000
H	MMI transfer/MMI Expenditures	29.9%	36.3%	39.2%	32.8%	16.2%
J	Estimate of Maintenance Expenditure	31,590	24,940	22,366	29,924	62,420
K	Maintenance Expenditure/Replacement Value	1.5%	1.0%	0.7%	0.8%	1.6%
L	Number of Major Buildings	98	99	99	106	106
M	Total Gross Square Meters (000's)	903	905	905	950	950

Category 8 does not include carrying costs and loan repayments for Residences and Apartments, Research Park and the Ivey Business School Foundation.

Line B is equal to Line A Total Sources of Funding less Total Expenses.

The change in line C from one year to the next is equal to Line B.

Line J consists of 2/3 of Category 2, 3 and 5 and 1/3 of Category 4.

**Table 15**  
**MAJOR CAPITAL PROJECTS**

		Category	Start	End
1	<b>Projects Underway, or in Advanced Planning</b>			
2	New Engineering Building	1	Q1 2025	Q3 2026
3	Undergraduate Residence -- University Drive Location	1	Q1 2025	Q3 2026/ Q2 2027
4	Renovations to Create the Donald K. Johnson Leadership Centre in Toronto (Ivey)	2	Q1 2025	Q2 2026
5	The Bioconvergence Centre -- Interdisciplinary Research & Experiential Learning Facility	1	tbd	tbd
6	Pathogen Research Centre Facility	1	tbd	tbd
7	Renewal of Facilities at the West Campus (formerly Brescia)	2	tbd	tbd
8	Replacement of University Drive Bridge	1	tbd	tbd
9	University-wide Campus Sustainability/Energy Conservation/Infrastructure Projects (multiple stages -- ongoing)	1,3&5	Ongoing	
10	Pedestrian-friendly Campus Initiatives -- Open Space Strategy	1&5	Ongoing	
11	<b>Projects in Various Planning Stages</b>			
12	New Facilities for Health Sciences -- to support Enrolment Expansion	1	tbd	tbd
13	Social Sciences Centre Realignment/Expansion	2	tbd	tbd
14	Multi-Sport Field House -- with Parking Garage	1	tbd	tbd
15	<b>Projects for Future Consideration (requires funding plan)</b>			
16	Western Commons -- Gathering/Collision Spaces	1	tbd	tbd
17	Graduate and Upper-Year Housing -- Platt's Lane East	1	tbd	tbd
18	Modernization of Schulich School's Medical/Dental Facilities	2	tbd	tbd
19	Renewal/Replacement of Chemistry Laboratory Facilities	2	tbd	tbd
20	Western in Downtown London	1&2	tbd	tbd
21	Ivey Spencer Hotel and Conference Centre Renewal	2	tbd	tbd
22	New Space for the McIntosh Gallery	1&2	tbd	tbd
23	New Research Initiatives/Partnerships at the Research Parks	1	tbd	tbd
24	Multi-Level Parking Structures	1	tbd	tbd
25	Residence Renovation Projects	6	tbd	tbd
26	Renewal: University Community Centre, Law Building, Spencer Engineering Building, Elborn College	2	tbd	tbd
27	Asset Acquisitions	9	tbd	tbd

*Dates may use calendar quarters as an estimate of the anticipated construction start and end periods. Projects completed in multiple phases may reference multiple end dates.*

**Table 16**  
**CAPITAL BUDGET: SOURCES OF FUNDING**  
**(\$000)**

		<b>Projected 2024-25</b>	<b>Budget 2025-26</b>
1	<b>Government Grants</b>		
2	MCU Annual Capital Grant (Facilities Renewal Program)	7,331	7,300
3	CFI BRIF - Pathogen Research Centre Facility	0	7,363
4	Ministry of Environment and Climate Change Canada (Decarbonization Incentive Program)	1,555	3,175
5	CFI SDRI Biotherapeutics Centre Renovation	0	950
6	Department of Natural Resources Canada (Zero Emission Vehicle Infrastructure Program)	438	0
7	<b>Sub-Total</b>	<b>9,324</b>	<b>18,788</b>
8	<b>Operating Budget</b>		
9	Operating Budget MMI Transfer - Base	16,000	16,000
10	Operating Budget MMI Transfer - Base (Ancillaries)	600	600
11	Operating Budget - FRSF Transfer	3,000	3,000
12	Operating Budget - CRC Transfer	880	816
13	Operating Budget - New Engineering Building	5,772	3,418
14	Operating Budget - Building Addition to support Enrolment Expansion Health Sciences	9,000	0
15	<b>Sub-Total</b>	<b>35,252</b>	<b>23,834</b>
16	<b>Major Strategic Opportunities Funding (MSOF) and Undistributed Investment Returns</b>	<b>10,276</b>	<b>6,069</b>
17	<b>Borrowing</b>		
18	Expansion of Residence Capacity	9,394	61,633
19	<b>Sub-Total</b>	<b>9,394</b>	<b>61,633</b>
20	<b>Other</b>		
21	Student Contribution - Western Student Recreation Centre	1,429	1,600
22	Sports & Recreation Services - Student Contribution for Artificial Turf Playing Fields	231	231
23	Student Contribution - New Engineering Building	200	200
24	Energy Conservation Incentives (Rebates)	300	200
25	Unit Contributions	37,064	7,836
26	Projects Funded by Housing	7,533	16,294
27	Projects Funded by Ancillaries	2,835	4,847
28	<b>Sub-Total</b>	<b>49,592</b>	<b>31,208</b>
29	<b>Total Sources of Funding (In-Year)</b>	<b>113,838</b>	<b>141,532</b>

**Table 17**  
**CAPITAL EXPENDITURES FOR NEW CONSTRUCTION AND MAJOR BUILDING RENOVATIONS**  
**2024-25 and 2025-26**  
**(\$000)**

		<b>Projected 2024-25</b>	<b>Budget 2025-26</b>
1	<b><i>Category 1: New Construction</i></b>		
2	Undergraduate Residence - University Drive Location	6,600	61,634
3	New Engineering Building	6,600	32,000
4	Pathogen Research Centre Facility	1,675	14,271
5	The Bioconvergence Centre - Interdisciplinary Research & Experiential Learning Facility	4,300	12,300
6	Multi-Sport Field House -- with Parking Garage	100	2,500
7	Health Sciences 4th Floor Addition	1,450	2,550
8	Ronald D. Schmeichel Building for Entrepreneurship and Innovation	17,250	2,181
9	Additional Space for Health Sciences - to support Enrolment Expansion	100	1,675
10	Biomedical Research Facility - Phase 1 of Medical School Project	823	223
11	Building Addition to consolidate Faculty of Education Clinics	4,000	189
12	Graduate and Upper-Year Housing - Platt's Lane East	2,400	0
13	Western Commons - Common/Gathering Spaces	6,071	0
14	<b><i>Total, Category 1</i></b>	<b><i>51,369</i></b>	<b><i>129,523</i></b>
15	<b><i>Category 2: Major Building Renovations</i></b>		
16	Renovations to Create the Donald K. Johnson Leadership Centre in Toronto (Ivey)	1,400	17,000
17	Social Sciences Centre Realignment/Expansion	0	4,000
18	Renewal of Facilities at the West Campus (formerly Brescia)	0	3,000
19	Weldon Library Modernization	9,848	530
20	Elborn College, Faculty of Health Sciences Expansion of Physical & Occupational Therapy	3,257	0
21	Fanshawe Boathouse/Rowing Centre Renewal	423	23
22	<b><i>Total, Category 2</i></b>	<b><i>14,928</i></b>	<b><i>24,553</i></b>

**Table 18**  
**CAPITAL RESERVES AND DEBT AT FISCAL YEAR END**  
**(\$000)**

		Actual 2021-22	Actual 2022-23	Actual 2023-24	Projected 2024-25	Budget 2025-26
1	<b>A. Capital Reserves</b>					
2	General Capital Fund	47,218	56,427	50,586	47,522	17,956
3	Designated Capital Fund	136,849	151,260	222,239	226,633	145,108
4	<b>Total Capital Reserves</b>	<b>184,067</b>	<b>207,687</b>	<b>272,825</b>	<b>274,155</b>	<b>163,064</b>

		Actual 2021-22	Actual 2022-23	Actual 2023-24	Projected 2024-25	Budget 2025-26
5	<b>B. Capital Debt</b>					
6	New Construction, Major Renovations & Other	0	0	0	0	0
7	Housing	50,561	41,061	31,257	30,552	85,008
8	Research Park	12,300	11,662	10,994	10,200	9,600
9	Unused and Invested Debenture Proceeds	265,800	267,900	269,995	262,800	200,000
10	<b>Total Capital Debt</b>	<b>328,661</b>	<b>320,623</b>	<b>312,246</b>	<b>303,552</b>	<b>294,608</b>

*Line 2 includes the required \$6 million general capital reserve fund.*

*Line 3 includes fund balances for large capital projects.*

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## Long-Term Financial Trends

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The Operating and Capital Budgets represent Western’s proposed spending in the near future, however, the University continues to operate within a long-term planning horizon. As such, there are important long-term financial trends which must be understood when evaluating these budgets. Three such financial trends are: capital reserves and debt, employee future benefits, and deferred maintenance.

### A. Capital Reserves and Debt

Table 18 displays Capital Reserves and Debt for fiscal years ending April 30.

Capital Reserves are divided into two categories:

- the General Capital Fund, which includes funds not yet designated for specific purposes and funds designated for future projects.
- the Designated Capital Fund, which has been assigned to specific capital projects.

Capital Debt is divided into the following categories:

- **New Construction, Major Renovations, Infrastructure, and Other** – represents debt on projects that are largely new construction, additions to existing buildings, other new facilities, non-residential projects that involve major maintenance, and renovations to existing space. It also includes debt on purchases of property.
- **Housing** – debt required for new construction, maintenance, and modernization projects for University residences and apartment buildings.
- **Research Park** – debt incurred by the Research Park.
- **Unused and Invested Debenture Proceeds** – unused proceeds from Western’s debenture issuances that have been committed and invested until specific capital projects require the funding.

Capital Debt is a resource that can help Western advance its Long-Range Space Plan and Campus Development Strategy. However, while debt is an important component in our planning, financing requires an ultimate funding source. As a result, careful consideration must be taken to balance the levels of debt and ensure repayment and service costs remain financially sustainable for Western.

Western’s Capital Debt consists of \$190 million and \$100 million debentures issued in 2007 and 2017, respectively. In 2013, the University also obtained a \$100 million fifteen-year amortizing facility, to finance a residence capital project. The University’s debentures necessitate an annual credit rating. Standard & Poor’s completed its review in February 2025 and the credit rating was upgraded to AA+, from AA. The outlook was changed to Stable, from Positive as a result of the upgrade.

The Board of Governors has approved a Capital Debt Policy that outlines the principles used in guiding the University’s overall capitalization and debt management strategy. The policy requires compliance with two ratios, and also utilizes monitoring ratios as part of its debt management strategy. The capital debt, as well as the policy ratios are shown in *Figure F* for the years ending April 30.

*Figure F*  
**CAPITAL DEBT and POLICY RATIOS**

	Debt (\$M)	Compliance Ratios		Monitoring Ratios	
		Net Assets-to-Debt Ratio (greater than 0.5x)	Debt Burden (less than 5%)	Debt per FTE (\$)	Debt/Revenues Available for repayment (%)
2021	345.9	3.7	1.9%	9,810	30%
2022	328.7	4.2	2.8%	8,907	30%
2023	320.6	4.6	1.8%	8,434	27%
2024	312.2	5.4	1.7%	7,920	23%
2025p	303.6	5.5	1.4%	7,421	22%

The projected debt is based on Board-approved projects with allowance for other projects, which may be presented to the Board during the period under consideration.

**B. Employee Future Benefits**

Subject to eligibility rules set within various collective agreements, the University provides medical, dental, and life insurance benefits to eligible employees after their employment with Western ends.

The obligation for these employee future benefits is projected by actuarial valuation every three years. In the years between valuations, an extrapolation of the actuarial valuation is used to determine the projected benefit obligations. At April 30, 2024, the University's accrued benefit liability relating to the employee future benefit plans was \$408.7 million (2023 - \$420.7 million). The annual expense for non-pension employee future benefits in 2024 was \$22.8 million (2023 - \$23.3 million).

Amongst major research universities, Western historically has one of the largest employee future benefits liabilities. *Figure G* outlines the University employee future benefits, the obligation and expense for years ending April 30.

*Figure G*  
**EMPLOYEE FUTURE BENEFITS (EFB) AS A % OF TOTAL EXPENSES**

	EFB Obligation (\$M)	EFB Expense (\$M)	Total University Expenses (\$M)	EFB Expense as % of Total
2020	561.8	21.9	1,182	1.9%
2021	565.3	30.1	1,137	2.6%
2022	478.6	27.6	1,212	2.3%
2023	420.7	23.3	1,323	1.8%
2024	408.7	22.8	1,399	1.6%

### C. Deferred Maintenance

Deferred Maintenance is defined as work on the maintenance of physical facilities that has been deferred on a planned or unplanned basis to a future budget cycle or postponed until funds become available. To avoid increasing the size of the deferred maintenance backlog, it is necessary to carry out replacement of facility components on an annual basis.

The estimates of deferred maintenance are different from estimates of debt or employee future benefits. There are actual contracts in place for the first two categories that allow us to make reasonable estimates. For deferred maintenance, this is not the case; therefore, we have to find other ways to quantify this liability. The University uses a capital-asset management system common to the sector to assess, track, and report on the condition of facilities. The system requires that each major component of a building – roof sections, classrooms, heating, ventilation, air-conditioning systems and so on – be inspected, either entirely or on a sample basis. Data on the findings of these inspections are entered into a central database. The system uses industry-standard cost and lifecycle data to forecast the timing and costs of capital renewal projects. Cost forecasts also include soft costs and automatic renewal requirements to maintain assets.

The University, in coordination with all other Ontario universities, has completed a campus-wide facilities data review, conducted by a common vendor for the sector. This common approach has the benefit of improving consistency in estimates and in comparability across institutions. Western will continue to assess about 20% of its facilities data each year, however, with this analysis complete, the variability in estimates moving forward are more likely to reflect rising costs, versus changes in the estimation process.

As of February 24, 2025, the Facilities Management Division estimates that deferred maintenance at Western is \$348 million for non-residential buildings and \$57 million for residences. Approximately 62% of the deferred maintenance for non-residential buildings relates to mechanical and electrical requirements. Other major components include maintenance driven by code requirements and maintenance for roofs and windows.

A common measure for determining the overall condition of facilities is the ratio of deferred maintenance over Current Replacement Value (DM/CRV) of the facilities. The calculation as at February 24, 2025, is outlined in *Figure H* as follows:

*Figure H*  
**DEFERRED MAINTENANCE TO CURRENT REPLACEMENT VALUE**

		Non-Residential Buildings	Combined Residences
1	Current Replacement Value (CRV)	\$3,649 million	\$1,344 million
2	Deferred Maintenance (DM)	\$348 million	\$57 million
3	DM/CRV	9.5%	4.3%

The average age of Western’s buildings is 37 years and 68% of our buildings were built before 1995. Western’s residences are funded through rents which cover maintenance; the University has never had a problem with deferred maintenance on residences. A ratio of 9.5% (Deferred Maintenance/Current Replacement Value) for non-residential buildings indicates a significant need for maintenance funding.

If the average component of a large building lasts 50 years, then on average, maintenance spending should be 2.0% of replacement value. This level of spending is a standard target in the industry. When the actual ratio is consistently less than 2.0%, as has been the case at most Canadian universities, the volume of deferred maintenance will grow. Failure to adequately address deferred maintenance results in substandard facilities and could result in the failure of critical systems. Based on the Current Replacement Value of our facilities at \$3,649 million, spending on major maintenance for campus buildings at 2.0% should be in the range of \$73 million annually.

As explained at the start of the Capital Budget, the annual maintenance transfer is used for Maintenance, Modernization, and Infrastructure (MMI). The Administration is sometimes asked by faculty and staff if the MMI transfer is too large. As lines G and E in Table 14 show, the ratio of the MMI transfer to the Current Replacement Value of our non-residential buildings, utilities, and infrastructure has been below 1% in recent years (*Figure I*).

*Figure I*  
**MMI TRANSFER TO CRV RATIO 2021-22 to 2025-26**

		Actual 2021-22	Actual 2022-23	Actual 2023-24	Projected 2024-25	Budget 2025-26
1	MMI (\$M)	15.5	15.5	15.5	16.0	16.0
2	CRV (\$M)	2,162	2,414	3,024	3,649	3,824
3	Ratio	0.72%	0.64%	0.51%	0.44%	0.42%

Thus, the MMI transfer from the Operating to the Capital Budget is less than a quarter of the 2.0% required to keep deferred maintenance from growing. Continuation of this MMI transfer is essential to maintaining a safe and reliable campus infrastructure, which supports modern research and teaching, and sustains faculty, staff, and student morale.

Line J of Table 14 presents an estimate of maintenance spending from all sources, with maintenance defined as spending required to bring aging facilities up to their condition when originally built. The last time the ratio of this estimate to current replacement value was about 2.0% was 2010-11. A projected ratio of 1.8% for 2025-26 will be higher than in recent years, but below the 2.0% target. Additional funding, from provincial and federal sources, continues to be required to catch up and maintain the 2.0% target over the long-term. Achieving the 2.0% target over time is required to sustain the condition of Western’s facilities.



**Western**  
UNIVERSITY • CANADA

***2025-26 Program Specific Fees  
and Other Supplemental Fees***

**March 31, 2025**

*Western University*

**Notes regarding 2025-26 Program-specific Tuition and Fees and Other Supplemental Fees**

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**Table 1: Program-Specific Tuition**

This table includes tuition fees that do not align with the standard structure of tuition fees outlined in Tables 10, 10a, and 11 of the Operating Budget document – and include concurrent programs, new programs, and graduate diploma programs.

**Table 2: Program-Related Fees**

This table includes program-related fees – including internship/placement fees, course materials fees, tuition deposits, and the health insurance plan for International Students.

**Table 3: Application Fees**

This table includes application fees for graduate programs, professional programs, and undergraduate exchange programs.

**Table 4: Supplemental Fees and Other Charges**

This table includes a variety of other fees including late registration fees, course cancellation/change fees, and charges for official documentation, supplemental exams, and photo identification.

**Table 5: Business School Course Material Fees**

Reports the costs of custom course material fees (course packs and related) for all pre-HBA courses.

Western University

Table 1

**2024-2025 and Proposed 2025-2026 PROGRAM-SPECIFIC TUITION FEES**

			2024-25	Proposed 2025-26	
			Amount	Amount	% change
1	<b>Concurrent Programs</b>				
2	<b>HBA/BESc Program</b>				
3	Entering After 2 Years of Engineering	<i>Domestic</i>	22,138.00	22,138.00	0.0%
4	Entering After 3 Years of Engineering	<i>Domestic</i>	32,095.00	32,095.00	0.0%
5	Entering After 2 Years of Engineering	<i>Domestic Out-of-Province</i>	25,627.00	26,908.00	5.0%
6	Entering After 3 Years of Engineering	<i>Domestic Out-of-Province</i>	37,154.00	39,012.00	5.0%
7	Entering After 2 Years of Engineering	<i>International</i>	90,643.00	94,862.00	4.7%
8	Entering After 3 Years of Engineering	<i>International</i>	120,668.00	127,287.00	5.5%
9	<b>HBA/JD Program</b>				
10	All Years	<i>Domestic</i>	29,505.00	29,505.00	0.0%
11	All Years	<i>Domestic Out-of-Province</i>	34,155.00	35,862.00	5.0%
12	All Years	<i>International</i>	79,278.00	83,156.00	4.9%
13	<b>HBA/BA-BSc Program</b>				
14	Entering After 2 Undergraduate Years	<i>Domestic</i>	17,361.00	17,361.00	0.0%
15	Entering After 3 Undergraduate Years	<i>Domestic</i>	27,902.00	27,902.00	0.0%
16	Entering After 2 Undergraduate Years	<i>Domestic Out-of-Province</i>	20,098.00	21,102.00	5.0%
17	Entering After 3 Undergraduate Years	<i>Domestic Out-of-Province</i>	32,300.00	33,915.00	5.0%
18	Entering After 2 Undergraduate Years	<i>International</i>	74,792.00	78,535.00	5.0%
19	Entering After 3 Undergraduate Years	<i>International</i>	104,817.00	111,020.00	5.9%
20	<b>JD/BA-BSc Program</b>				
21	Entering After 2 Undergraduate Years	<i>Domestic</i>	15,600.00	15,600.00	0.0%
22	Entering After 3 Undergraduate Years	<i>Domestic</i>	19,955.00	19,955.00	0.0%
23	Entering After 2 Undergraduate Years	<i>Domestic Out-of-Province</i>	18,059.00	18,962.00	5.0%
24	Entering After 3 Undergraduate Years	<i>Domestic Out-of-Province</i>	23,100.00	24,255.00	5.0%
25	Entering After 2 Undergraduate Years	<i>International</i>	62,680.00	64,561.00	3.0%
26	Entering After 3 Undergraduate Years	<i>International</i>	71,637.00	73,786.00	3.0%
27	<b>JD/BESc Program</b>				
28	Entering After 2 Years of Engineering	<i>Domestic</i>	18,891.00	18,891.00	0.0%
29	Entering After 3 Years of Engineering	<i>Domestic</i>	22,192.00	22,192.00	0.0%
30	Entering After 2 Years of Engineering	<i>Domestic Out-of-Province</i>	21,869.00	22,962.00	5.0%
31	Entering After 3 Years of Engineering	<i>Domestic Out-of-Province</i>	25,690.00	26,975.00	5.0%
32	Entering After 2 Years of Engineering	<i>International</i>	73,247.00	75,445.00	3.0%
33	Entering After 3 Years of Engineering	<i>International</i>	79,562.00	81,950.00	3.0%
34	<b>MBA/JD Program</b>				

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Table 1

**2024-2025 and Proposed 2025-2026 PROGRAM-SPECIFIC TUITION FEES**

			2024-25	Proposed 2025-26	
			Amount	Amount	% change
35	Note: 2024-25 = March 2025; 2025-26 = March 2026				
36	Year 1	<i>Domestic</i>	63,982.00	63,982.00	0.0%
37	Years 2 and 3	<i>Domestic</i>	42,380.00	42,380.00	0.0%
38	Year 1	<i>Domestic Out-of-Province</i>	66,704.00	68,238.00	2.3%
39	Year 2	<i>Domestic Out-of-Province</i>	43,746.00	44,752.00	2.3%
40	Year 3	<i>Domestic Out-of-Province</i>	43,746.00	44,752.00	2.3%
41	Year 1	<i>International</i>	116,190.00	119,443.00	2.8%
42	Years 2 and 3	<i>International</i>	81,011.00	83,279.00	2.8%
43	<b>JD/MA-MSc Program</b>				
44	Entering Before Year 1 Law	<i>Domestic</i>	22,229.00	22,229.00	0.0%
45	Entering After Year 1 Law	<i>Domestic</i>	23,507.00	23,507.00	0.0%
46	Entering Before Year 1 Law	<i>Domestic Out-of-Province</i>	25,445.00	26,717.00	5.0%
47	Entering After Year 1 Law	<i>Domestic Out-of-Province</i>	26,505.00	27,830.00	5.0%
48	Entering Before Year 1 Law	<i>International</i>	55,968.00	57,581.00	2.9%
49	Entering After Year 1 Law	<i>International</i>	59,326.00	61,006.00	2.8%
50	<b>MBA/MEng Program</b>				
51	Note: 2024-25 = March 2025; 2025-26 = March 2026				
52	Years 1 - 2	<i>Domestic</i>	48,154.00	48,154.00	0.0%
53	After 2 years	<i>Domestic; per term</i>	16,050.00	16,050.00	0.0%
54	Years 1 - 2	<i>Domestic Out-of-Province</i>	48,154.00	48,154.00	0.0%
55	After 2 years	<i>Domestic Out-of-Province: per term</i>	16,050.00	16,050.00	0.0%
56	Years 1 - 2	<i>International</i>	84,350.00	86,543.00	2.6%
57	After 2 years	<i>International; per term</i>	28,117.00	28,848.00	2.6%
58	<b>MBA Direct /JD Program</b>				
59	Note: 2024-25 = July 2024; 2025-26 = July 2025				
60	Year 1	<i>Domestic</i>	41,688.00	41,688.00	0.0%
61	Year 2	<i>Domestic</i>	34,425.00	34,425.00	0.0%
62	Year 3	<i>Domestic</i>	34,425.00	34,425.00	0.0%
63	Year 1	<i>Domestic Out-of-Province</i>	45,021.00	46,326.00	2.9%
64	Year 2	<i>Domestic Out-of-Province</i>	37,547.00	38,635.00	2.9%
65	Year 3	<i>Domestic Out-of-Province</i>	37,547.00	38,635.00	2.9%
66	Year 1	<i>International</i>	82,054.00	84,352.00	2.8%
67	Year 2	<i>International</i>	70,790.00	72,772.00	2.8%
68	Year 3	<i>International</i>	70,790.00	72,772.00	2.8%

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Table 1

**2024-2025 and Proposed 2025-2026 PROGRAM-SPECIFIC TUITION FEES**

			2024-25	Proposed 2025-26	
			Amount	Amount	% change
69	<b>Ivey Business School</b>				
70	The rates shown below are program fees				
71	Business (MBA)	<i>Domestic</i>	83,250.00	83,250.00	0.0%
72	Business (MBA)	<i>International</i>	129,750.00	132,990.00	2.5%
73	Business (MSc) -- all streams	<i>Domestic</i>	38,250.00	38,250.00	0.0%
74	Business (MSc) -- all streams	<i>International</i>	81,180.00	89,300.00	10.0%
75	Business (MGMT/CEMS)	<i>Domestic</i>	43,200.00	43,200.00	0.0%
76	Business (MGMT/CEMS)	<i>International</i>	87,380.00	96,120.00	10.0%
77	Business (MSc) Double Degree Track Program -- Business Analytics Stream for Ivey Students Attending 2 terms at Norwegian School of Economics	<i>Domestic (total for 5 terms) - effective with the September 2025 intake</i>	47,800.00	47,800.00	0.0%
78	Business (MSc) Double Degree Track Program -- Business Analytics Stream for Ivey Students Attending 2 terms at Norwegian School of Economics	<i>International (total for 5 terms) - effective with the September 2025 intake</i>	93,800.00	93,800.00	0.0%
79	Tuition, Executive MBA Program- Canada -- September & February Intake	<i>Domestic: total for 3 terms</i>	122,900.00	126,000.00	2.5%
80	Tuition, Executive MBA Program- Canada -- September & February Intake	<i>International: total for 3 terms</i>	122,900.00	126,000.00	2.5%
81	Tuition, MBA Direct (Domestic) -- July Intake		50,085.00	50,085.00	0.0%
82	Tuition, MBA Direct (International) -- July Intake		75,960.00	77,860.00	2.5%
83	Tuition, Accelerated MBA (Domestic) -- November Intake		86,000.00	89,100.00	3.6%
84	GDip in Management				
85	If taken in Hong Kong				
86	Per Module (1-4)	<i>Fees in U.S Dollars</i>	3,000.00	3,000.00	0.0%
87	Term 5	<i>Fees in U.S Dollars</i>	3,000.00	3,000.00	0.0%
88	Entry Assessment	<i>Fees in U.S Dollars</i>	1,000.00	1,000.00	0.0%
89	Graduate Diploma in Accounting				
90	Summer program	<i>Domestic, 1 term</i>	9,200.00	9,400.00	2.2%
91	Summer program	<i>International, 1 term</i>	17,300.00	18,000.00	4.0%
92	Graduate Diploma in Business and Sustainability (MSc)	<i>Domestic</i>	5,000.00	5,000.00	0.0%
93	Graduate Diploma in Business and Sustainability (MSc)	<i>International</i>	5,000.00	5,000.00	0.0%
94	Graduate Diploma in Climate Risk Assessment and Opportunity (Business and Climate Impact)	<i>Domestic (per-course)</i>	5,000.00	5,000.00	0.0%
95	Graduate Diploma in Climate Risk Assessment and Opportunity (Business and Climate Impact)	<i>International (per-course)</i>	7,500.00	7,500.00	0.0%
96	Leadership Under Fire	<i>Domestic (per-course)</i>	500.00	500.00	0.0%
97	<b>Faculty of Education</b>				
98	Tuition - Post Graduate Certificate in Education	<i>per course</i>	250.00	250.00	0.0%
99	3-Part Additional Qualification	<i>per course</i>	685.00	685.00	0.0%
100	Additional Basic Qualification	<i>Domestic, per course</i>	735.00	735.00	0.0%
101	Additional Basic Qualification	<i>International, per course</i>	1,470.00	1,470.00	0.0%

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Table 1

**2024-2025 and Proposed 2025-2026 PROGRAM-SPECIFIC TUITION FEES**

			2024-25	Proposed 2025-26	
			Amount	Amount	% change
102	Honor Specialist Additional Qualification	<i>per course</i>	735.00	735.00	0.0%
103	Honor Specialist Additional Qualification	<i>International, per course</i>	1,470.00	1,470.00	0.0%
104	Technology Studies: Additional Qualification	<i>per course</i>	735.00	735.00	0.0%
105	Certificate of Unified English Braille Competence (non-credit)	<i>per level</i>	325.00	325.00	0.0%
106	<b>Master of Professional Education (MPed)</b>				
107	Domestic Students				
108	All Fields	<i>per course</i>	2,719.00	2,719.00	0.0%
109	International Students				
110	Onsite	<i>per course</i>	4,632.00	4,771.00	3.0%
111	Online	<i>per course</i>	3,535.00	3,641.00	3.0%
112	<b>Faculty of Engineering</b>				
113	University Network of Excellence in Nuclear Engineering Program	<i>10 courses or 8 courses and project</i>	22,500.00	22,500.00	0.0%
114	Graduate Diploma in Engineering Leadership and Innovation	<i>Domestic: per term tuition fee</i>	3,625.00	3,625.00	0.0%
115	Graduate Diploma in Engineering Leadership and Innovation	<i>International: per term tuition fee</i>	14,815.00	15,259.00	3.0%
116	Graduate Diploma in Climate Risk Assessment and Opportunity (Climate Risk and Infrastructure Resiliency)	<i>Domestic (per-course)</i>	5,000.00	5,000.00	0.0%
117	Graduate Diploma in Climate Risk Assessment and Opportunity (Climate Risk and Infrastructure Resiliency)	<i>International (per-course)</i>	7,500.00	7,500.00	0.0%
118	<b>Faculty of Information and Media Studies</b>				
119	MLIS Part-Time	<i>Domestic; per-course tuition fee</i>	725.13	725.13	0.0%
120	MLIS Part-Time	<i>International; per-course tuition fee</i>	2,593.00	2,671.00	3.0%
121	<b>Faculty of Health Science</b>				
122	<b>Compressed Nursing Program</b>				
123	Years 3 and 4, Fall/Winter	<i>Domestic</i>	6,050.00	6,050.00	0.0%
124	Years 3 and 4, Fall/Winter	<i>Domestic Out-of-Province</i>	7,002.00	7,352.00	5.0%
125	Year 3, Fall/Winter	<i>International</i>	56,364.00	58,055.00	3.0%
126	Year 4, Fall/Winter	<i>International</i>	56,364.00	58,055.00	3.0%
127	Summer Term between Years 3 and 4	<i>Domestic</i>	3,025.00	3,025.00	0.0%
128	Summer Term between Years 3 and 4	<i>Domestic Out-of-Province</i>	3,501.00	3,676.00	5.0%
129	Summer Term between Years 3 and 4	<i>International</i>	27,138.00	27,952.00	3.0%
130	<b>Combined Health Professional Masters and PhD</b>				
131	All Years	<i>Domestic</i>	11,294.00	11,294.00	0.0%
132	All Years	<i>International</i>	38,908.00	40,075.00	3.0%
133	Graduate Diploma in Applied Health Sciences	<i>Domestic; per-course tuition fee</i>	1,418.00	1,418.00	0.0%
134	Graduate Diploma in Applied Health Sciences	<i>International; per-course tuition fee</i>	3,767.00	3,880.00	3.0%
135	Graduate Diploma in Primary Health Care Nurse Practitioner	<i>Domestic; per term</i>	2,666.00	2,666.00	0.0%

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Table 1

**2024-2025 and Proposed 2025-2026 PROGRAM-SPECIFIC TUITION FEES**

			2024-25	Proposed 2025-26	
			Amount	Amount	% change
136	Masters of Kinesiology (MKIN)	<i>Domestic; per term</i>	2,120.00	2,120.00	0.0%
137	Masters of Kinesiology (MKIN)	<i>Internation; per term</i>	9,476.67	9,761.00	3.0%
138	<b>Brescia School of Foods &amp; Nutrition</b>				
139	Diploma in Dietetic Education & Practical Training (DDEPT)	<i>Domestic</i>	6,050.00	6,050.00	0.0%
140	Diploma in Dietetic Education & Practical Training (DDEPT)	<i>Out of Province</i>	7,002.00	7,352.00	5.0%
141	Diploma in Dietetic Education & Practical Training (DDEPT)	<i>International</i>	39,220.00	40,397.00	3.0%
142	<b>Schulich School of Medicine and Dentistry</b>				
143	Medicine (M. D.) -- Year 5	<i>due to unmatched residency</i>	11,993.00	11,993.00	0.0%
144	Medicine (M. D.) -- Year 6	<i>due to unmatched residency</i>	5,996.00	5,996.00	0.0%
145	Medicine (M. D.) -- Year 7	<i>due to unmatched residency</i>	5,996.00	5,996.00	0.0%
146	Medicine (M.D.) -- Repeat of partial or full academic year	<i>New: Domestic</i>		14,392.00	
147	Medicine (M.D.) -- Repeat of partial or full academic year	<i>New: Out of Province</i>		17,492.00	
148	Medicine (M.D.) -- Repeat of partial or full academic year	<i>New: International</i>		56,915.00	
149	MSc in Clinical Medical Biophysics	<i>Domestic; per-course tuition fee</i>	1,411.75	1,411.75	0.0%
150	MSc in Clinical Medical Biophysics	<i>International; per-course tuition fee</i>	4,543.00	4,679.00	3.0%
151	Internationally Trained Dentistry Program	<i>Year 2 (plus full-time ancillary and supplementary fees)</i>	56,000.00	56,000.00	0.0%
152	Internationally Trained Dentistry Program	<i>Year 3 (plus full-time ancillary and supplementary fees)</i>	56,000.00	56,000.00	0.0%
153	Internationally Trained Dentistry Program	<i>Year 4 (plus full-time ancillary and supplementary fees)</i>	56,000.00	56,000.00	0.0%
154	International Medical Trainees	<i>includes Saudi Trainees</i>	100,000.00	100,000.00	0.0%
155	Dentistry, Advanced Standing Program Bench Test	<i>reflects changes in exam structure</i>	800.00	4,500.00	
156	Grad Diploma: Pathology and Laboratory Medicine	<i>Domestic per Term</i>	2,595.00	2,595.00	0.0%
157	Grad Diploma: Pathology and Laboratory Medicine	<i>International per Term</i>	3,375.00	3,476.00	3.0%
158	Master of Health Sciences (MHSc) -- Global Health Systems	<i>Domestic</i>	22,000.00	22,000.00	0.0%
159	Master of Health Sciences (MHSc) -- Global Health Systems	<i>International</i>	57,519.00	59,245.00	3.0%
160	Master of Science in Drug Safety and Pharmacovigilance	<i>Domestic</i>	22,002.00	22,002.00	0.0%
161	Master of Science in Drug Safety and Pharmacovigilance	<i>International</i>	37,440.00	38,563.00	3.0%
162	<b>Faculty of Music</b>				
163	Music Recording Arts, All Years - Domestic tuition	<i>Domestic: compressed prgm with Fanshawe</i>	6,914.00	6,914.00	0.0%
164	Music Recording Arts, All Years - Domestic tuition	<i>Domestic Out-of-Province: compressed prgm with Fanshawe</i>	8,004.00	8,404.00	5.0%
165	Music Recording Arts - Year 1 - International tuition	<i>compressed prgm with Fanshawe</i>	38,270.00	39,418.00	3.0%
166	Music Recording Arts - Year 2 - International tuition	<i>compressed prgm with Fanshawe</i>	38,270.00	39,418.00	3.0%
167	Music Recording Arts - Year 3 - International tuition	<i>compressed prgm with Fanshawe</i>	38,270.00	39,418.00	3.0%
168	<b>Faculty of Science</b>				
169	Graduate Diploma in Climate Risk Assessment and Opportunity (Natural Hazards and Risks)	<i>Domestic (per-course)</i>	5,000.00	5,000.00	0.0%

Western University

**Table 1**

**2024-2025 and Proposed 2025-2026 PROGRAM-SPECIFIC TUITION FEES**

			2024-25	Proposed 2025-26	
			Amount	Amount	% change
170	Graduate Diploma in Climate Risk Assessment and Opportunity (Natural Hazards and Risks)	<i>International (per-course)</i>	7,500.00	7,500.00	0.0%
171	<b>Faculty of Social Science</b>				
172	Graduate Diploma in Public Administration				
173	per-course tuition	<i>Domestic</i>	920.00	920.00	0.0%
174	per-course tuition	<i>International</i>	4,971.00	5,120.00	3.0%
175	Graduate Diploma in Climate Risk Assessment and Opportunity (Climate Change Governance)	<i>Domestic (per-course)</i>	5,000.00	5,000.00	0.0%
176	Graduate Diploma in Climate Risk Assessment and Opportunity (Climate Change Governance)	<i>International (per-course)</i>	7,500.00	7,500.00	0.0%
177	UG Diploma in Management Studies	<i>Domestic</i>	6,050.00	6,050.00	0.0%
178	UG Diploma in Management Studies	<i>International</i>	21,000.00	21,630.00	3.0%
179	<b>Indigenous Student STEM Access Program (ISSAP)</b>	<i>Domestic</i>	6,050.00	6,050.00	0.0%
180	<b>School of Graduate and Postdoctoral Studies</b>				
181	Graduate Diploma in Accounting				
182	Summer program	<i>Domestic, 1 term</i>	9,200.00	9,400.00	2.2%
183	Summer program	<i>International, 1 term</i>	17,300.00	18,000.00	4.0%
184	<b>Per-Course Tuition Fees</b>				
	<i>First Entry Programs:</i> <ul style="list-style-type: none"> <li>• Tuition per full course is one-fifth (20%) of full program tuition for the respective program.</li> <li>• Tuition per full audited course is one-tenth (10%) of full program tuition for the respective program.</li> </ul>				
185	<i>HBA Year 2:</i> Tuition per full course is one-sixth of full program tuition.				
186	<i>Law:</i> Tuition per full course is one-seventh of full program tuition.				
187	<i>Medicine/Dentistry:</i> Tuition will be set by special arrangement.				
188	<i>Graduate Programs:</i> Tuition per term is one-half (50%) of full-time tuition for the respective program.				

Western University

Table 2

**Proposed 2025-2026 PROGRAM-RELATED FEES**

			<b>2024-25 Amount</b>	<b>Proposed 2025-26 Amount</b>
1	<b>Faculty of Arts and Humanities</b>			
2	Student Donation	<i>opt out option: to support Faculty priorities</i>	50.00	50.00
3	Visual Arts Field Trip Fee	<i>Applicable to several VA courses</i>	60.00	60.00
4	1020 Safety Kit & Materials Fee	<i>SA 1601</i>	40.00	40.00
5	236 Printmaking Materials Fee	<i>SA 2630 A/B</i>	120.00	120.00
6	330 Printmaking Materials Fee	<i>SA 3633</i>	190.00	190.00
7	SA 2690Y-Studio Art Ceramics Materials Fee	<i>SA 2690</i>	160.00	190.00
8	Printmaking Silk Screen Fee	<i>SA 4605 / 9500</i>	60.00	60.00
9	Workshop Fees	<i>Applicable to several VA courses</i>	25.00	25.00
10	Sculpture 1 Workshop Materials Fee (half course)	<i>Applicable to several VA courses</i>	95.00	95.00
11	Sculpture 2 Workshop Materials Fee (full course)	<i>SA 2643 / 3643</i>	190.00	190.00
12	Toronto: Culture and Performance field trip fee	<i>Theatre Studies 3581F/English 3581F/ArtHum 3393F</i>	175.00	175.00
13	Internship Fee - 4 month academic internship (0.5 credit), Western-sourced position	<i>one instalment</i>	150.00	150.00
14	Internship Fee - (Professional Internship) - 4 month work term	<i>one instalment</i>	150.00	150.00
15	Internship Fee - (unpaid internships) - administrative fee	<i>New: one instalment</i>		100.00
16	Internship Fee - Non-credit (paid or unpaid)	<i>New: one instalment</i>		75.00
17	Studio Art Materials Fee	<i>Studio Art 3678</i>	50.00	50.00
18	Destination Theatre Trip (accommodation, live theatre, seminars/workshops)	<i>Theatre Studies 3900G</i>	2,700.00	3,000.00
19	Havana Course	<i>Spanish 2104F/G</i>	1,800-2,000	1,800-2,000
20	Rondine Course	<i>Italian 3040A/B</i>	4,500-5,000	4,500-5,000
21	San Luis Potosi Mexico	<i>Spanish 2908H/3908B</i>	2,500-3,000	2,500-3,000
22	Sevilla Course	<i>SP 3910B and SP 2956G</i>	3,000-3,500	3,000-3,500
23	Study Trip to Oaxaca, Mexico	<i>AH2680G/SA2690B</i>	4,500-5,000	4,500-5,000
24	Study Tour to Greece	<i>Classical Studies 3010G</i>	3,500.00	3,500.00
25	Vindolanda Field School Fees	<i>Classical Studies 4580G</i>	2,800-3,200	3,500-4,000
26	Study Tour to Italy	<i>New: Classical Studies 3050G</i>		3,500-4,000
27	CEL Cuba – Field Trip to University of Holguin Oscar Lucerno Moya in Cuba	<i>New: Spanish 1030, 2200 or 3300</i>		750.00
28	Study Abroad in Cuba	<i>New: Spanish 2200 or 3300</i>		2,400.00
29	<b>Continuing Studies</b>			

Western University

Table 2

**Proposed 2025-2026 PROGRAM-RELATED FEES**

			<b>2024-25 Amount</b>	<b>Proposed 2025-26 Amount</b>
30	Tuition Deposit for Diploma Programs in: Not for Profit Management, Clinical Trials Management, Occupational Health & Safety Management, Public Relations, Pedorthics, Marketing, Human Resources, and Safety Management & Human Resources	<i>non-refundable</i>	500.00	500.00
31	<b>Faculty of Education</b>			
32	Tuition Deposit - B.Ed./Dip.Ed.	<i>non-refundable</i>	500.00	500.00
33	Tuition Deposit - Add'l Qualifications (per full course)	<i>non-refundable</i>	100.00	100.00
34	Tuition Deposit - All Graduate programs	<i>non-refundable</i>	500.00	500.00
35	Deferral Fee - All Graduate programs	<i>admission deferral, non-refundable</i>	500.00	500.00
36	Practicum Supports B.Ed./Dip. Ed.	<i>Year 1</i>	550.00	550.00
37	Practicum Supports B.Ed./Dip. Ed.	<i>Year 2</i>	550.00	550.00
38	Student Donation	<i>opt out option: to support Faculty priorities</i>	30.00	30.00
39	Technology AQ Facility Fee	<i>to rent space &amp; equipment needed for course EDTECH 5677</i>	75.00	75.00
40	School & Applied Child Psychology -- Access to Psychological Test Material		40.00	40.00
41	<b>Faculty of Engineering</b>			
42	M.Eng Tuition Deposit	<i>non-refundable</i>	500.00	500.00
43	Student Donation	<i>opt out option: to support UG Student Initiatives (i.e., project teams, events, clubs)</i>	100.00	100.00
44	Undergraduate Student Laboratory Endowment Fund	<i>opt out option: to support Faculty Laboratories</i>	50.00	50.00
45	Co-op Program Application	<i>non-refundable</i>	125.00	125.00
46	Co-op Program	<i>Fee Per Term</i>	550.00	550.00
47	Undergraduate Student Co-curricular Learning Space	<i>non-refundable</i>	75.00	75.00
48	MME 4490 - Engineering in a Global Context: Advanced Manufacturing	<i>International Component Course Fee</i>	2,300.00	2,300.00
	<p><b>Exchange Programs</b></p> <p>For information on fees for the International Study Centre, please contact Western International at exchange@uwo.ca or call (519) 661-2111 ext. 89309</p> <p>Incoming Exchange, Fees Payable to Western:</p> <ul style="list-style-type: none"> <li>• <i>Full or half year:</i> bus pass, Western One card, and UHIP for International Students</li> </ul> <p>Outgoing Exchange, Fees Payable to Western:</p> <ul style="list-style-type: none"> <li>• <i>Full Year:</i> full program tuition fees, USC health and dental plans</li> <li>• <i>Half Year at Western:</i> full program tuition fees, USC health plan and dental plans, bus pass, half of full-time ancillary fees</li> <li>• <i>Half Year not at Western:</i> half of full-time tuition fees, USC health and dental plans</li> </ul>			
49	<b>Faculty of Health Science (CSD, Nursing, OT, PT, Health Studies, Kinesiology, AHCP)</b>			

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Table 2

**Proposed 2025-2026 PROGRAM-RELATED FEES**

			<b>2024-25 Amount</b>	<b>Proposed 2025-26 Amount</b>
50	Graduate Professional Programs Tuition Deposit fee	<i>Domestic</i>	500.00	500.00
51	Graduate Professional Programs Tuition Deposit fee	<i>International</i>	2,000.00	2,000.00
52	<b>School of Health Studies</b>			
53	Course fee: Aging Globally, Lessons from Scandinavia		4,000.00	4,000.00
54	Student Donation ( <i>Student Opportunity Fund</i> )	<i>opt out option: to support Faculty priorities</i>	100.00	100.00
55	<b>School of Kinesiology</b>			
56	Holster Kit Fee	<i>Applicable to specific courses</i>	120.00	120.00
57	Student Donation ( <i>Student Opportunity Fund</i> )	<i>opt out option: to support Faculty priorities</i>	100.00	100.00
58	Kinesiology - Taping supplies		95.00	100.00
59	Kinesiology - First responder certification training	<i>for students in Kinesiology 4585</i>	425.00	425.00
60	Kinesiology - Course Reader Fee	<i>Opt out option -- for students in Kinesiology 3362</i>	45.00	45.00
61	<b>School of Kinesiology AND School of Health Studies</b>			
62	Internship fee: 4 month work term	<i>paid in one installment</i>	450.00	450.00
63	Internship fee: 8 month work term	<i>paid in two installments</i>	700.00	700.00
64	Internship fee: 9-12 month work term	<i>paid in three installments</i>	950.00	950.00
65	Internship fee: 13-16 month work term	<i>paid in three installments</i>	1,200.00	1,200.00
66	Health Record Verification	<i>for students in Kinesiology 4995F/G and Health Science 4995F/G</i>	50.00	50.00
67	<b>School of Nursing</b>			
68	Student Donation ( <i>Student Opportunity Fund</i> )	<i>opt out option: to support Faculty priorities</i>	100.00	100.00
69	Placement Kit	<i>for students in Nursing 1201 and Nursing 1080</i>	20.00	20.00
70	Clinical Fieldwork Placement Fee - Crisis Intervention Training	<i>for students in Nursing 3900 and Nursing 2271</i>	70.00	70.00
71	NurseAchieve eLearning Tool - CTF Program	<i>for students in Nursing 3630 A/B</i>	450.00	450.00
72	NurseAchieve eLearning Tool - Collaborative Program	<i>for students in Nursing 3630 A/B</i>	550.00	550.00
73	Course Fee: International Practicum in Rwanda	<i>New: for students enroled in Nursing 3311B</i>		2,500.00
74	<b>School of Occupational Therapy</b>			
75	Clinical Fieldwork Placement Fee - Crisis Intervention Training	<i>for students in Occupational Therapy 9580</i>	70.00	70.00
76	Laboratory and Clinic Kit Fee	<i>New: for all students in Occupational Therapy</i>		150.00
77	<b>School of Physical Therapy</b>			
78	Clinical Fieldwork Placement Fee - Crisis Intervention Training	<i>for students in Physical Therapy 9181</i>	70.00	70.00

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Table 2

**Proposed 2025-2026 PROGRAM-RELATED FEES**

			<b>2024-25 Amount</b>	<b>Proposed 2025-26 Amount</b>
79	<b>School of Communication Sciences and Disorders</b>			
80	Clinical Fieldwork Placement Fee - Crisis Intervention Training	<i>New: for students in Commsci 9511 and 9626</i>		70.00
81	Laboratory and Clinic Kit fee		300.00	300.00
82	<b>Applied Health Care Practice</b>			
83	AHCP Wound Healing Supplies	<i>for students taking AHCP9660, 9670</i>	550.00	550.00
84	AHCP Sport & Exercise Medicine Taping Supplies and Certificate Costs	<i>for students taking AHCP9691</i>	550.00	550.00
85	AHCP MCISc Clinical Mentorship		2,100.00	2,100.00
86	<b>Brescia School of Foods &amp; Nutrition</b>			
87	Student Donation ( <i>Student Opportunity Fund</i> )	<i>opt out option -- to support Faculty priorities. All undergraduate students in Foods &amp; Nutrition &amp; Family Studies</i>	100.00	100.00
88	Course fee: Canadian & Japanese FN Diet Professions	<i>for students in FN 4488</i>	4,000.00	4,000.00
89	Lab Fee: Foods & Nutrition Labs	<i>for all students in FN 2140A/B, FN 2142A/B, FN 3310A/B, FN 3340A/B, FN 3342A/B, FN 3348A/B FN 3400A/B, FN 4420A/B, FN 4435A/B, FN 9342A/B, FN 9420A/B, FN 9430A/B</i>	50.00	50.00
90	DDEPT Clinical Preceptorship	<i>for students in DDEPT program. Summer Term for students in FN 4903</i>	4,000.00	4,000.00
91	Masters of FN (MScFN) Clinical Preceptorship Fees	<i>Payable installments for students in MScFN paid per term (5 installments)</i>	4,000.00	4,000.00
92	Crisis Intervention Training	<i>All Master Program &amp; DDEPT only. Training in May.</i>	70.00	70.00
93	<b>Faculty of Information and Media Studies</b>			
94	MLIS Co-op Placement	<i>Applicable to specific courses</i>	800.00	800.00
95	Ph DLIS Co-op Placement	<i>Applicable to specific courses</i>	800.00	800.00
96	Internship Fee, FIMS, Academic Internship		125.00	150.00
97	Internship Fee, MMJC, non-academic, Third-Term Internship		103.00	125.00
98	Tuition Deposit, MMJC	<i>non-refundable</i>	412.00	450.00
99	Tuition Deposit, Library and Info. Science (Graduate)	<i>non-refundable</i>	412.00	450.00
100	Student Donation	<i>opt out option: to support Faculty priorities</i>	50.00	50.00
101	Health Information Sciences Placement	<i>Applicable to specific courses</i>	800.00	800.00
102	<b>Faculty of Law</b>			
103	Tuition Deposit, JD program, Year 1 only	<i>non-refundable</i>	500.00	500.00
104	Tuition Deposit, LLM and MSL programs, new students only	<i>non-refundable</i>	500.00	500.00

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Table 2

**Proposed 2025-2026 PROGRAM-RELATED FEES**

			<b>2024-25 Amount</b>	<b>Proposed 2025-26 Amount</b>
105	International Law Capstone Course field trip fee; Ottawa/NY	<i>optional</i>	600-700	800-2,200
106	Career Management Platforms		40.00	45.00
107	<b>Schulich School of Medicine and Dentistry</b>			
108	Dental Kits	<i>Year 1</i>	17,000.00	17,000.00
109	Dental Kits	<i>Year 2</i>	18,000.00	18,000.00
110	Dental Kits	<i>Year 3</i>	4,500.00	4,500.00
111	Dental Kits	<i>Year 4</i>	1,000.00	1,000.00
112	Internationally Trained Dentists Program - Dental Kits	<i>Year 2</i>	35,000.00	35,000.00
113	Internationally Trained Dentists Program - Dental Kits	<i>Year 3</i>	4,500.00	4,500.00
114	Internationally Trained Dentists Program - Dental Kits	<i>Year 4</i>	1,000.00	1,000.00
115	Tuition Deposit, Dentistry, Year 1 only	<i>\$500 non-refundable</i>	1,000.00	1,000.00
116	Tuition Deposit, Dentistry, Year 2, Internationally Trained Dentistry	<i>\$500 non-refundable</i>	4,950.00	4,950.00
117	Instrument Deposit, Dentistry, Year 2, Internationally Trained Dentistry	<i>non-refundable</i>	5,000.00	5,000.00
118	International Medical Elective Insurance Fee (Specific Partnerships)	<i>per elective</i>	445.00	445.00
119	Tuition Deposit, Medicine, Year 1 only	<i>\$500 non-refundable</i>	1,000.00	1,000.00
120	Tuition Deposit, Masters of Public Health	<i>\$500 non-refundable</i>	500.00	500.00
121	Visiting Medical Elective, Canadian Universities	<i>per elective</i>	150.00	150.00
122	Visiting Medical Elective, International Universities	<i>per elective</i>	945.00	945.00
123	Student Donation, Undergraduate BMSc	<i>opt out option: to support Faculty priorities</i>	75.00	75.00
124	Interdisciplinary Medical Sciences MSc: Fee for Material and External Assessment Tool		150.00	150.00
125	Summer Experiential Learning Fee -- MHSc (Global Health Systems)		5,000.00	5,000.00
126	<b>Faculty of Music</b>			
127	Music Lesson (2 term total)	<i>Applicable to specific courses</i>	2,700.00	2,781.00
128	Music - Audition Fee		85.00	88.00
129	Music - Opera Workshop Fee		85.00	88.00
130	Music - Music Education Instrument Fee		60.00	62.00
131	Music Performance String Instrument Bank Fee		130.00	134.00
132	Internship Fee - 4 month academic internship (0.5 credit), Western-sourced position	<i>one instalment</i>	125.00	129.00
133	Student Donation (Gift Fund)	<i>opt out option: to support Faculty priorities</i>	100.00	100.00

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Table 2

**Proposed 2025-2026 PROGRAM-RELATED FEES**

			<b>2024-25 Amount</b>	<b>Proposed 2025-26 Amount</b>
134	<b>Ivey Business School</b>			
135	Tuition Deposit, MBA	<i>\$500 non-refundable</i>	5,000.00	5,000.00
136	Tuition Deposit, Executive MBA Program (Canada)	<i>non-refundable</i>	3,000.00	5,000.00
137	Tuition Deposit, Accelerated MBA	<i>\$500 non-refundable</i>	5,000.00	5,000.00
138	Tuition Deposit, Master of Management-Analytics (MMA)	<i>non-refundable</i>	2,000.00	2,000.00
139	Tuition Deposit, HBA	<i>\$500 non-refundable</i>	2,000.00	2,000.00
140	Tuition Deposit, MSc program	<i>\$500 non-refundable</i>	2,000.00	2,000.00
141	Tuition Deposit, PhD	<i>non-refundable</i>	300.00	300.00
142	Course Material Fees, MBA		2,639.00	2,639.00
143	Course Material Fees, MBA (exchange students)		420.00	420.00
144	Course Material Fees, JD/MBA		2,325.00	2,325.00
145	Course Material Fees, Direct MBA		1,490.00	1,490.00
146	Course Material Fee, Graduate Diploma in Accounting		1,000.00	1,000.00
147	Pre Business Custom Course Material Fees	<i>See Ivey Custom Course Material Fees 2025-2026</i>		
148	HBA 1 Custom Course Material Fees		1,500.00	1,750.00
149	HBA 2 Custom Course Material Fees		600.00	700.00
150	HBA Dual Degree Course Material Fees		300.00	350.00
151	MSc Business Analytics Course Material Fees (Fall 2025 Intake)	<i>Fall 2025 &amp; Winter 2026 terms</i>	650.00	650.00
152	MSc International Business Course Material Fees (Winter 2025 & Winter 2026 Intakes)	<i>Fall 2025 &amp; Winter 2026 terms</i>	625.00	625.00
153	MSc Digital Management Course Material Fees (Fall 2025 Intake)	<i>Fall 2025 &amp; Winter 2026 terms</i>	875.00	875.00
154	<b>Faculty of Science</b>			
155	Telescope Access Fee	<i>Astronomy 2801</i>	35.00	35.00
156	Science Co-op program	<i>\$500 per 4-month term</i>	500.00	500.00
157	Student Donation	<i>opt out option: to support Faculty priorities</i>	75.00	75.00
158	Accelerated Masters in Geology	<i>field school course; refundable upon successful completion of course</i>	1,600.00	1,600.00
159	Accelerated Masters in Geophysics		1,600.00	1,600.00
160	Master of Environment and Sustainability (MES)	<i>placement costs</i>	3,000.00	3,000.00
161	Master of Data Analytics	<i>placement costs</i>	3,000.00	3,000.00
162	Masters in Statistics	<i>New: placement costs</i>		3,000.00

Western University

**Table 2**

**Proposed 2025-2026 PROGRAM-RELATED FEES**

			<b>2024-25 Amount</b>	<b>Proposed 2025-26 Amount</b>
163	<b>Faculty of Social Science</b>			
164	Internship Fee (replace varied work term rates)	<i>per 4-month term</i>	500.00	500.00
165	Masters of Research for Policy and Evaluation: Internship Fee		3,000.00	3,000.00
166	Student Donation	<i>opt out option; to support Faculty priorities</i>	50.00	50.00
167	Course Material Fees, Graduate Diploma in Accounting		1,000.00	1,000.00
168	Master of Management of Applied Science Internship Fee	<i>placement costs</i>	3,000.00	3,500.00
169	<b>General</b>			
170	Admission Deferral Deposit	<i>non-refundable</i>	500.00	500.00
171	Tuition Deposit, Full-time Undergraduates	<i>non-refundable</i>	500.00	500.00
172	Tuition Deposit, Part-time Undergraduates	<i>non-refundable</i>	150.00	2,500.00
173	Tuition Deposit, Full-time International Undergraduates	<i>non-refundable</i>	1,000.00	2,500.00
174	Tuition Deposit, Full-time International Masters	<i>New: Effective January 2025, non-refundable</i>	2,000.00	2,000.00
175	University Health Insurance Plan for International Students			
176	Undergraduates, Full-time and Part-time	<i>12 month term</i>	756.00	TBD
177	Graduates, excluding MBA	<i>per term</i>	252.00	TBD
178	Graduates, MBA	<i>12 month term</i>	756.00	TBD
179	Exchange students	<i>per term</i>	252.00	TBD

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**Table 3**

**Proposed 2025-2026 APPLICATION FEES**

			<b>2024-25 Amount</b>	<b>Proposed 2025-26 Amount</b>
1	<b>Undergraduate Programs</b>			
2	Arts and Humanities - Application fee for Student Service Learning Option in Cuba	<i>Spanish 2200 or 3300</i>	60.00	75.00
3	Arts and Humanities - Application fee for summer study at University of Holguin Oscar Lucero Moya in Cuba	<i>academic credit via Letter of Permission (Spanish 1030, 2200 or 3300)</i>	60.00	75.00
4	Arts and Humanities - Visual Arts Portfolio Application Fee	<i>BFA Studio Arts; USD</i>	15.00	15.00
5	Dentistry		375.00	375.00
6	Dentistry International Student Application		375.00	375.00
7	Dentistry: Advanced Standing Dentistry Application		375.00	375.00
8	Dentistry: Internationally Trained Dentist Program Application		375.00	375.00
9	Education, B.Ed./Dip.Ed.		80.00	80.00
10	Engineering, Leadership and Innovation Certificate	<i>change in name from Technological Entrepreneurship Certificate</i>	125.00	125.00
11	Exchange programs: Western International Exchange, Study Abroad, Internship, Research & Summer programs		60.00	65.00
12	Exchange programs, Faculty of Law		60.00	60.00
13	Part-time Application Fee		75.00	100.00
14	Law		115.00	150.00
15	Medicine		125.00	135.00
16	<b>Ivey Business School</b>			
17	HBA		150.00	200.00
18	HBA Advanced Entry Opportunity Program		150.00	200.00
19	<b>Continuing Studies</b>			
20	Application Fee due at time of submission for Diploma Program in: Not for Profit Management, Clinical Trials Management, Occupational Health & Safety Management, Public Relations, Pedorthics, Marketing, Human Resources, and Safety Management & Human Resources	<i>non-refundable</i>	100.00	100.00
21	<b>Graduate Programs</b>			
22	Communication Sciences and Disorders (M.CL.Sc.)		275.00	275.00
23	Occupational Therapy M.Sc. (OT)		275.00	275.00
24	Physical Therapy (MPT)		275.00	275.00
25	Ivey MBA		150.00	150.00
26	Ivey MSc		150.00	150.00
27	Orthodontics		350.00	350.00

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**Table 3**

**Proposed 2025-2026 APPLICATION FEES**

		<b>2024-25 Amount</b>	<b>Proposed 2025-26 Amount</b>
28	All other graduate programs	170.00	170.00

Western University

**Table 4**

**Proposed 2025-2026 SUPPLEMENTAL FEES AND OTHER CHARGES**

			<b>2024-25 Amount</b>	<b>Proposed 2025-26 Amount</b>
1	<b>Course Cancellation/Change Fees</b>			
2	Full-time Undergraduates - excl. Yr 1 Dentistry, Yr 1 Medicine and HBA		380.00	400.00
3	Part-time Undergraduates	<i>per full course</i>	100.00	120.00
4	Part-time Undergraduates	<i>per half course</i>	50.00	60.00
5	Education - B.Ed./Dip.Ed.		350.00	350.00
6	Education - Additional Qualifications		100.00	100.00
7	Law - JD, First year only		500.00	500.00
8	Law - LLM and MSL programs		500.00	500.00
9	Executive MBA Cancellation Fee	<i>if withdrawing up to 30 days from start of session</i>	5,000.00	5,000.00
10	MM-A Cancellation Fee	<i>if withdrawing up to 30 days from start of session</i>	2,000.00	2,000.00
11	Accelerated MBA Cancellation Fee	<i>NEW: if withdrawing up to 30 days from start of session</i>		2,000.00
12	HBA Deferral Fee		645.00	1,000.00
13	<b>Identification Cards</b>			
14	Photo Identification Card (Western ONEcard)		40.00	50.00
15	Photo Identification Replacement		40.00	50.00
16	<b>Late Payment Charges: based on overdue balance on new consolidated account including tuition and residence charges (Fall 2025)</b>			
17	Late payment charges will be charged monthly at an interest rate of 1.5% on overdue balances, which is equivalent to an annual interest rate of 19.56%			
18	<b>Late Registration Fees</b>			
19	Full-time Undergraduates		200.00	230.00
20	Part-time Undergraduates		100.00	115.00
21	Accommodated Exam, Unauthorized Exam Absence Fee		25.00	35.00
22	Courier	<i>Within Ontario</i>	45.00	50.00
23	Courier	<i>Canada (Outside of Ontario)</i>	50.00	55.00

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**Table 4**

**Proposed 2025-2026 SUPPLEMENTAL FEES AND OTHER CHARGES**

			<b>2024-25 Amount</b>	<b>Proposed 2025-26 Amount</b>
24	Courier	<i>U.S.</i>	55.00	60.00
25	Courier	<i>International</i>	100.00	120.00
26	Course Description/Course Syllabus	<i>1 course</i>	3.00	5.00
27	Deregistration Fee		350.00	375.00
28	Diploma Authentication		10.00	20.00
29	Amended Tax Receipts (T2202/T4A)	<i>includes electronic filing of amendments</i>	35.00	35.00
30	Early Release of Diploma		130.00	145.00
31	Education - French as a Second Language Testing		100.00	100.00
32	Braille Drills Supplement Book	<i>one time charge for levels 2-4; included if entering in level 1</i>	40.00	40.00
33	PLA Testing Braille Certificate	<i>if studied at other Braille provider</i>	100.00	100.00
34	Education - Kodaly certification		320.00	320.00
35	Engineering - Supplemental Examination	<i>non-refundable</i>	125.00	125.00
36	Exchange Placement fee, Faculty of Law		165.00	165.00
37	Exchange , Western International & Western Heads East Placement Fee		165.00	170.00
38	Facsimile (Fax)/PDF charge		28.00	35.00
39	Electronic Degree Parchment		55.00	60.00
40	Late Application to Graduate		120.00	140.00
41	Letter of Permission - Outgoing Students		90.00	100.00
42	Letter of Permission - Incoming Students		90.00	100.00
43	Mailing of Diplomas	<i>Outside of Canada</i>	90.00	100.00
44	Mailing of Diplomas	<i>Within Canada</i>	50.00	60.00
45	Mailing of Miscellaneous Items	<i>for mailing items through Canada Post (excludes mailing of transcripts, official letters, forms)</i>	15.00	25.00
46	Dentistry - Supplemental Examination	<i>London</i>	75.00	75.00

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**Table 4**

**Proposed 2025-2026 SUPPLEMENTAL FEES AND OTHER CHARGES**

			<b>2024-25 Amount</b>	<b>Proposed 2025-26 Amount</b>
47	Medicine - Postgraduate Fellowship Administrative Fee		150.00	150.00
48	Medicine - Masters of Public Health - Learning Materials	<i>charged 1/3 in each of 3 terms</i>	800.00	1,000.00
49	Medicine - Masters of Public Health - Field Trip Fee	<i>charged 1/3 in each of 3 terms</i>	600.00	350.00
50	Medicine - Masters of Public Health - Practicum Fee	<i>charged 1/3 in each of 3 terms</i>	600.00	650.00
51	Medicine - Postgraduate Verification-Dates only	<i>Regular &amp; Rush</i>	50.00	50.00
52	Medicine - Postgraduate Verification-Dates & Performance		75.00	75.00
53	Medicine - Postgraduate Certificate of Completion of Training - duplicate/replacement		25.00	25.00
54	Medicine - Postgraduate Courier	<i>Within Canada</i>	15.00	15.00
55	Medicine - Postgraduate Courier	<i>To USA</i>	25.00	25.00
56	Medicine - Postgraduate Courier	<i>International</i>	50.00	50.00
57	Medicine - Postgraduate Registration - Residents/Fellows		945.00	980.00
58	Medicine - Undergraduate Non-credit Summer Elective	<i>per elective</i>	60.00	60.00
59	Medicine - Undergraduate Verification-Dates only		50.00	50.00
60	Medicine - Undergraduate Verification-Dates & Performance		75.00	75.00
61	International Health and Equity Learning (IHEL) - International Placement Fee	<i>per placement</i>	50.00	60.00
62	Music - Recital Cancellation Fee		210.00	216.00
63	Nursing - Foreign Licensure Documentation		300.00	300.00
64	Nursing - Professional Practice Remedial Fee		300.00	300.00
65	Official Western Letter	<i>Per Electronic Letter</i>	20.00	30.00
66	Official Western Letter, on demand	<i>Per Paper Letter</i>	30.00	40.00
67	Physical Therapy - Foreign Licensure Documentation		300.00	300.00
68	Physical Therapy - Clinical Fieldwork Placement Remedial Fee		300.00	450.00
69	Occupational Therapy - Clinical Fieldwork Placement Remedial Fee		300.00	450.00

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**Table 4**

**Proposed 2025-2026 SUPPLEMENTAL FEES AND OTHER CHARGES**

			<b>2024-25 Amount</b>	<b>Proposed 2025-26 Amount</b>
70	Occupational Therapy - Foreign Licensure Documentation		300.00	300.00
71	Communication Sciences & Disorders - Clinical Fieldwork Placement Remedial Fee		300.00	450.00
72	Communication Sciences & Disorders - Foreign Licensure Documentation		300.00	300.00
73	Physical Therapy - Supplemental Examination		250.00	250.00
74	Occupational Therapy - Supplemental Examination		250.00	250.00
75	AHCP - MCIsc Supplemental Practical Examination		500.00	500.00
76	Re-admission Fee (Undergraduates deleted for non-payment of fees)		90.00	110.00
77	Removal of Academic Sanctions (Sealing charge)		75.00	90.00
78	Replacement Cheque Fee		35.00	40.00
79	Replacement/Duplication of Graduation Diplomas		70.00	85.00
80	Reprinting of non-current fee bills		25.00	25.00
81	Returned Cheque Charge		80.00	90.00
82	Self-service Letters	<i>Per Letter</i>	10.00	20.00
83	Supplemental Examination	<i>London; for Faculties not listed above</i>	50.00	60.00
84	Third Party Forms	<i>per form; standard processing time</i>	20.00	30.00
85	Third Party Forms on demand		30.00	40.00
86	Transcripts, electronic (MyCreds)	<i>per copy; electronic (MyCreds)</i>	20.00	30.00
87	Transcripts, paper	<i>per copy; paper</i>	25.00	30.00
88	Transcript Special Handling	<i>to include with a transcript an external student-provided form that does not require completion</i>	5.00	10.00
89	Transcript Evaluation Fee		100.00	120.00
90	Visiting Research Only Processing Fee	<i>Graduate</i>	200.00	300.00
91	Visiting Research Only Processing Fee	<i>Undergraduate</i>	200.00	300.00

*Western University*

**Table 4**

**Proposed 2025-2026 SUPPLEMENTAL FEES AND OTHER CHARGES**

			<b>2024-25 Amount</b>	<b>Proposed 2025-26 Amount</b>
92	Writing Proficiency Examination		90.00	100.00
93	Payment Plan Charge		100.00	110.00
94	Student Experience: Student-Athlete Fee -- Varsity Athletes		275.00	350.00
95	Student Experience: Student-Athlete Fee -- Varsity Club Athletes		235.00	290.00

Western University

**Table 5**

**PROPOSED 2025-26 BUSINESS SCHOOL COURSE MATERIAL FEES**

				2024-25 Amount	2025-26 Amount	% change
<b>BUSINESS FOUNDATIONS CUSTOM COURSE MATERIAL FEES</b>						
	<b>Course</b>		<i>Fees include program activity fees if applicable</i>			
1	1220E	Bus 1220E Introduction to Business	<i>Making Business Decisions Text and Cases 16th Edition</i>	230.00	230.00	0.0%
2	2257	Bus 2257 Accounting and Business Analysis	<i>Bus2257 Accounting and Business Analysis Casebook</i>	300.00	300.00	0.0%
3	2295F/G	Bus 2295 F/G Business Basics for the Sciences	<i>Bus2295F/G Bus Basic for Science Casebook</i>	90.00	90.00	0.0%
4	1299E	Bus 1299E Business for Engineers	<i>Bus1299E Business for Engineers Casebook</i>	245.00	245.00	0.0%
5	<b>Notes</b>					
6	•	<i>Business Foundations course material fees include a custom coursepack, plus all course materials not bound in the custom coursepack including in-class readings, handouts, additional cases and items ordered from outside suppliers like software, workbooks, or other materials.</i>				
7	•	<i>The custom course pack and hardcopy handouts are comprised of purchased material, copyright material reported through copyright holders directly, copyright material reported through Access Copyright, and materials that fall in the fair dealing copyright exception.</i>				



**Western**  
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**Student Fee-Funded Units, Ancillaries,  
Academic Support Units, and  
Associated Companies**

**2025-26 Budgets and Ancillary Fees**

**March 31, 2025**

## Student Fee-funded Units, Ancillary Units, Academic Support Units, and Associated Companies

### 2025-26 Budgets and Ancillary Fees

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#### A. Introduction

The following provides a financial overview and description of funding sources for Student Fee-Funded Units, Ancillary Units, Academic Support Units, and Associated Companies

Table 1 includes a summary of the 2024-25 projected year-end results and 2025-26 budgets for each of the units. Tables 2 and 3 provide a listing of the 2024-25 Ancillary fees and the proposed Ancillary fee rates for 2025-26.

#### B. Student-Fee-Funded Units

*Student Fee-Funded Units* are supported, in whole or in part, by non-tuition-related compulsory ancillary fees. The proposed 2025-26 Student Organization and University Ancillary Fees are presented on Tables 2 and 3. Student involvement in establishing fee levels for University fee-funded units is facilitated through the Student Services Committee (SSC) – a student-run group comprised of voting representatives from the University Students' Council (USC), the Society of Graduate Students (SOGS), and the Master of Business Administration Association (MBAA).

In the past (except for the 3-year period of the global pandemic – 2020-21 through 2022-23), inflationary increases were regularly supported on an annual basis by the SSC and recommended to Western's Board of Governors. The SSC supported inflationary increases of 2.5% in 2023-24 and 3% in 2024-25 recognizing the extraordinarily high levels of inflation (reaching as high as 6.9%) as well as growing enrolment and increasing demand for student services.

In order to maintain and enhance the services/supports provided to our students by the fee-funded student service units and in consideration of the current level of inflation, the University proposed that a basic increase of 2% be applied to all student service ancillary fees in 2025-26. The fee increase was unanimously supported by the SSC.

Units within the Wellness & Well-being and Leadership & Learning pillars under the Student Experience portfolio are using operating reserve funds to hire contract staff in 2025-26 to move forward with initiatives around student health as well as experiential learning and employer relations.

#### C. Ancillary Units

Revenues that support the *Ancillary Unit* budgets are derived primarily from the sale of goods and services to the general University community.

The 2025-26 budget for Housing Services includes costs associated with one-time deferred major

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maintenance and improvements scheduled for the fiscal year as well as costs associated with the ramp up of the new residence scheduled for phased opening in September 2026.

The 2024-25 forecast has Retail operating at a breakeven level while Hospitality continues to struggle with inflationary food and labour costs. Similar patterns, including a deficit in Hospitality, are projected for 2025-26.

#### **D. Academic Support Units**

The budgets for the *Academic Support Units* are funded from various sources, including recoveries from internal research projects, revenues from external industrial contracts, and course fees. In addition, Animal Care & Veterinary Services (ACVS) receives support from the University operating budget to help offset the costs of housing research animals, unrecoverable regulatory requirements, and training for animal users.

The ACVS budget shows higher revenues and expenses in 2025-26 reflecting the opening of the new Biomedical Research Facility (BMRF). Revenue growth is due to higher per-diem rates and volume related recoveries from research grants, and the expense increase reflects higher staffing levels.

Western Continuing Studies (WCS) is budgeting lower revenues in 2025-26 due to projected decreases in international enrolments resulting from the Federal Government's international student study permit caps. The unit is budgeting higher one-time expenses due to its relocation to the West Campus (formerly Brescia). The unit will utilize its operating reserve to fund the budgeted in-year deficit.

#### **E. Associated Companies**

The Associated Companies are separate legal business entities that are consolidated into the overall Combined Western University Financial Statements.

Western Research Parks is in the process of securing a new tenant to replace the previous anchor tenant (Arlanxeo) which terminated its lease in 2024-25. The 2025-26 budget assumes a replacement halfway through the year and at a lower rate than the previous tenant, resulting in lower revenues and a budgeted net loss for this transition year.

The Ivey Business School Foundation plan shows an in-year deficit of \$7.3M in 2025-26 due to a one-time allocation of \$13M to support the Donald K. Johnson capital project in downtown Toronto.

Executive education programs in Asia have been slow to recover since the pandemic. Plans to improve brand strategy and integrate the business into the well-established and successful Ivey Academy (within the Ivey Business School Foundation) are expected to achieve a positive structural position in 2025-26.

Table 1

Western University

**Student Fee-Funded Units, Ancillary Units, Academic Support Units, and Associated Companies  
2025-26 Budgets (\$ 000)**

	2024-25 Projected			2025-26 Budget			% Change		Budgeted Reserves at April 30, 2026		
	Revenues	Expenses	Rev-Exp	Revenues	Expenses	Rev-Exp	Revenues	Expenses	Operating	Capital	
1	<b>A - Student Fee-Funded Units</b>										
2	<i>Student Experience Fee-Funded Ancillary Units</i>										
3	<i>Sport &amp; Recreation Pillar</i>										
4	Recreation	6,019.5	5,968.3	51.2	6,086.4	6,097.3	-10.9	1.11%	2.16%	403.2	578.5
5	Sport	7,974.4	8,001.3	-26.9	8,211.6	8,239.8	-28.2	2.97%	2.98%	78.8	150.0
6	Spirit & Connection (Thompson Recreation & Athletic Centre)	1,346.5	1,384.8	-38.3	1,372.3	1,373.9	-1.6	1.92%	-0.79%	56.3	720.0
7	Spirit & Connection (Spirited Activities & Events)	1,724.3	1,694.2	30.1	1,855.7	1,845.4	10.3	7.62%	8.92%	123.2	40.0
8	<i>Wellness &amp; Well-being Pillar</i>										
9	Health & Wellness	7,453.2	7,419.9	33.3	7,551.3	8,174.6	-623.3	1.32%	10.17%	767.1	650.3
10	Wellness & Equity Education	761.8	633.9	127.9	766.8	763.7	3.1	0.66%	20.48%	471.0	
11	Student Support & Case Management	547.2	511.4	35.8	551.3	650.0	-98.7	0.75%	27.10%	242.2	
12	<i>Leadership &amp; Learning Pillar</i>										
13	Academic Support & Engagement	2,067.6	2,301.6	-234.0	2,089.7	2,211.0	-121.3	1.07%	-3.94%	357.0	
14	Careers & Experience	1,816.9	1,810.4	6.5	1,851.1	1,963.8	-112.7	1.88%	8.47%	360.2	
15	<i>All Other Fee-Funded Ancillary Units</i>										
16	Financial Aid Office	1,520.0	1,519.2	0.8	1,531.9	1,535.0	-3.1	0.78%	1.04%	408.2	
17	International Student Services	612.9	611.9	1.0	618.4	617.7	0.7	0.90%	0.95%	2.1	
18	Indigenous Student Centre	949.3	943.7	5.6	954.2	952.7	1.5	0.52%	0.95%	552.7	
19	Off-Campus Housing & Housing Mediation Services	550.9	612.9	-62.0	507.9	624.5	-116.6	-7.81%	1.89%	267.3	
20	Western Foot Patrol	238.5	238.2	0.3	236.5	235.6	0.9	-0.84%	-1.09%	72.3	67.3
21	<b>Sub-Total</b>	<b>33,583.0</b>	<b>33,651.7</b>	<b>-68.7</b>	<b>34,185.1</b>	<b>35,285.0</b>	<b>-1,099.9</b>	<b>1.79%</b>	<b>4.85%</b>	<b>4,161.6</b>	<b>2,206.1</b>
22	<b>B - Ancillary Units</b>										
23	Employee & Family Health Clinic	655.0	624.5	30.5	655.0	628.9	26.1	0.00%	0.70%	45.4	
24	Housing Services	107,227.6	99,161.6	8,066.0	108,469.6	107,950.8	518.8	1.16%	8.86%	51,721.3	
25	Retail and Hospitality Services	27,152.5	29,330.0	-2,177.5	27,692.1	30,998.1	-3,306.0	1.99%	5.69%	-10,064.0	
26	Spencer Leadership Centre	9,891.0	8,905.5	985.5	10,427.4	9,382.3	1,045.1	5.42%	5.35%	1,979.8	
27	Parking Services	6,749.1	6,500.3	248.8	7,005.4	6,978.2	27.2	3.80%	7.35%	4,558.7	
28	<b>Sub-Total</b>	<b>151,675.2</b>	<b>144,521.9</b>	<b>7,153.3</b>	<b>154,249.5</b>	<b>155,938.3</b>	<b>-1,688.8</b>	<b>1.70%</b>	<b>7.90%</b>	<b>48,241.3</b>	<b>0.0</b>
29	<b>C - Academic Support Units</b>										
30	Animal Care & Veterinary Services (ACVS)	7,111.9	7,160.0	-48.1	8,759.6	8,834.3	-74.7	23.17%	23.38%	1,801.0	274.0
31	Boundary Layer Wind Tunnel	2,488.9	2,226.3	262.6	2,487.2	2,351.0	136.2	-0.07%	5.60%	736.2	550.0
32	University Machine Services	1,921.0	1,818.4	102.6	1,850.8	1,849.2	1.6	-3.65%	1.69%	104.2	
33	Fraunhofer Innovation Platform	1,263.8	1,263.8	0.0	1,282.5	1,235.6	46.9	1.48%	-2.23%	46.9	140.3
34	Surface Science Western	2,390.0	2,389.9	0.1	2,543.9	2,543.7	0.2	6.44%	6.44%	305.3	724.2
35	Western Continuing Studies (WCS)	6,508.3	5,603.8	904.5	5,168.7	6,415.6	-1,246.9	-20.58%	14.49%	1,899.7	
36	<b>Sub-Total</b>	<b>21,683.9</b>	<b>20,462.2</b>	<b>1,221.7</b>	<b>22,092.7</b>	<b>23,229.4</b>	<b>-1,136.7</b>	<b>1.89%</b>	<b>13.52%</b>	<b>4,893.3</b>	<b>1,688.5</b>
37	<b>D - Associated Companies</b>										
38	Western Research Parks (incl. ADEISS & AMP)	5,110.4	5,140.8	-30.4	4,794.3	5,337.2	-542.9	-6.19%	3.82%	5,373.1	
39	Ivey Business School Foundation	36,267.1	30,668.5	5,598.6	39,448.6	46,797.7	-7,349.1	8.77%	52.59%	19,577.4	
40	Ivey Business School Asia Limited	1,876.5	2,926.8	-1,050.3	2,415.6	2,402.0	13.6	28.73%	-17.93%	-2,571.3	
41	<b>Sub-Total</b>	<b>43,254.0</b>	<b>38,736.1</b>	<b>4,517.9</b>	<b>46,658.5</b>	<b>54,536.9</b>	<b>-7,878.4</b>	<b>7.87%</b>	<b>40.79%</b>	<b>22,379.2</b>	<b>0.0</b>
42	<b>Grand Total</b>	<b>250,196.1</b>	<b>237,371.9</b>	<b>12,824.2</b>	<b>257,185.8</b>	<b>268,989.6</b>	<b>-11,803.8</b>	<b>2.79%</b>	<b>13.32%</b>	<b>79,675.4</b>	<b>3,894.6</b>

**Table 2**  
*Western University*  
**Proposed 2025-2026 Full-Time Student Organization and University Ancillary Fee Rates**

	Full-Time Undergraduate			Full-Time Graduate - 3 Terms			Full-Time MBA		
	2024-25 Rate	<a,b> Proposed 2025-26 Rate	% change	2024-25 Rate	<a> Proposed 2025-26 Rate	% change	2024-25 Rate	<a> Proposed 2025-26 Rate	% change
1 <b>Student Organization Fees:</b>									
2 Organization Fee	-	-	-	115.62	104.79	-9.4%	695.00	720.00	3.6%
3 Student Buildings	140.89	146.53	4.0%	26.58	26.85	1.0%	-	-	-
4 Student Recreation Centre Fund	96.28	99.17	3.0%	96.28	99.17	3.0%	96.28	99.17	3.0%
5 Transit Pass	302.66	317.79	5.0%	290.31	311.43	7.3%	350.00	<c>362.00	3.4%
6 Safe Transit Program	17.84	18.02	1.0%	-	-	-	-	-	-
7 Health and Wellness	14.11	14.25	1.0%	-	-	-	-	-	-
8 Health Plan <Incl. Dental for Graduate Students> <d>	224.70	240.43	7.0%	634.38	666.96	5.1%	1,150.00	<e>1,320.00	14.8%
9 Dental Plan <d>	216.84	219.01	1.0%	-	-	-	-	-	-
10 Virtual Doctor <f>	41.73	42.14	1.0%	-	-	-	-	-	-
11 Academic Support (includes Ombuds Fee)	13.69	13.83	1.0%	3.31	3.34	0.9%	-	-	-
12 Community Legal Services	6.33	6.39	0.9%	6.33	6.39	0.9%	-	-	-
13 Grad Club Levy	-	-	-	15.78	42.54	169.6%	-	-	-
14 Canadian Federation of Students Fee	-	-	-	20.16	20.64	2.4%	-	-	-
15 Government Advocacy	12.03	12.15	1.0%	-	-	-	-	-	-
16 Student Life	16.23	16.39	1.0%	-	-	-	-	-	-
17 Peer Programs	5.31	5.36	0.9%	-	-	-	-	-	-
18 Clubs Administration	13.17	13.30	1.0%	-	-	-	-	-	-
19 Orientation Week Fee <first year students only>	127.94	129.22	1.0%	-	-	-	-	-	-
20 Student Initiative Grtants	6.36	6.42	0.9%	-	-	-	-	-	-
21 Gazette	18.69	18.88	1.0%	-	-	-	-	-	-
22 Radio Western	11.25	11.36	1.0%	-	-	-	-	-	-
23 Student Refugee Program	0.91	0.92	1.1%	-	-	-	-	-	-
24 Marching Band Fee	2.13	2.15	0.9%	-	-	-	-	-	-
25 Faculty and Affiliate Councils	4.68	4.73	1.1%	-	-	-	-	-	-
26 <b>Sub-Total: Student Organization Fees</b>	<b>1,293.77</b>	<b>1,338.44</b>	<b>3.5%</b>	<b>1,208.75</b>	<b>1,282.11</b>	<b>6.1%</b>	<b>2,291.28</b>	<b>2,501.17</b>	<b>9.2%</b>
27 <b>University Ancillary Fees:</b>									
28 <b>Student Experience Fees</b>									
29 <i>Sport &amp; Recreation Pillar</i>									
30 Recreation	111.21	113.43	2.0%	141.00	143.82	2.0%	141.00	143.82	2.0%
31 Sport	92.28	94.13	2.0%	92.28	94.13	2.0%	92.28	94.13	2.0%
32 Spirit & Connection (Thompson Recreation & Athletic Centre)	21.51	21.94	2.0%	21.51	21.94	2.0%	21.51	21.94	2.0%
33 Spirit & Connection (Spirited Activities & Events)	5.89	6.01	2.0%	5.89	6.01	2.0%	5.89	6.01	2.0%
34 <i>Wellness &amp; Well-being Pillar</i>									
35 Health & Wellness	117.01	119.35	2.0%	117.01	119.35	2.0%	117.01	119.35	2.0%
36 Wellness & Equity Education	13.70	13.97	2.0%	13.70	13.97	2.0%	13.70	13.97	2.0%
37 Student Support & Case Management	10.32	10.53	2.0%	10.32	10.53	2.0%	10.32	10.53	2.0%
38 <i>Leadership &amp; Learning Pillar</i>									
39 Academic Support & Engagement	47.32	48.27	2.0%	47.32	48.27	2.0%	47.32	48.27	2.0%
40 Careers & Experience	39.69	40.48	2.0%	39.69	40.48	2.0%	39.69	40.48	2.0%
41 <b>All Other Unit Fees</b>									
42 Financial Aid Office	42.46	43.31	2.0%	42.46	43.31	2.0%	42.46	43.31	2.0%
43 International Student Services	15.56	15.87	2.0%	15.56	15.87	2.0%	15.56	15.87	2.0%
44 Indigenous Student Centre	13.34	13.61	2.0%	13.34	13.61	2.0%	13.34	13.61	2.0%
45 Off-Campus Housing & Housing Mediation Services	9.88	10.08	2.0%	9.88	10.08	2.0%	9.88	10.08	2.0%
46 Western Foot Patrol	5.22	5.32	1.9%	5.22	5.32	1.9%	5.22	5.32	1.9%
47 <b>Sub-Total: University Ancillary Fees</b>	<b>545.39</b>	<b>556.30</b>	<b>2.0%</b>	<b>575.18</b>	<b>586.69</b>	<b>2.0%</b>	<b>575.18</b>	<b>586.69</b>	<b>2.0%</b>
48 <b>Grand Total</b>	<b>1,839.16</b>	<b>1,894.74</b>	<b>3.0%</b>	<b>1,783.93</b>	<b>1,868.80</b>	<b>4.8%</b>	<b>2,866.46</b>	<b>3,087.86</b>	<b>7.7%</b>

<a> The proposed rates are effective September 1, 2025, except for the Student Recreation Centre fee, which is effective May 1, 2025.

<b> In addition to the Full-Time Undergraduate fees, a \$400.00 fee will be collected on behalf of the HBA Association from HBA students entering the first year of their program. The \$400.00 fee covers both years of the program.

<c> The MBA and MBA Direct Transit Pass fee is administered by the USC and is valid for a full year, commencing March 2026 and July 2026, respectively.

<d> Eligible for opt-out upon presentation of proof of coverage from another source.

<e> The MBA and MBA Direct Health & Dental Plan is administered by the USC and provides coverage for a full year, commencing March 2026 and July 2026, respectively.

<f> The Virtual Doctor fee is eligible for opt-out without conditions.

**Table 3**  
 Western University

**Proposed 2025-2026 *Part-Time* Student Organization and University Ancillary Fee Rates**

	Part-Time Undergraduate - per full course			Undergraduate: Summer - per full course			Part-Time Graduate - per term		
	2024-25 Rate	<a> Proposed 2025-26 Rate	% change	2024-25 Rate	<a> Proposed 2025-26 Rate	% change	2024-25 Rate	<a> Proposed 2025-26 Rate	% change
1	<b>Student Organization Fees:</b>								
2	Organization Fee	-	-	-	-	-	19.27	17.47	-9.3%
3	Student Buildings	28.18	29.31	4.0%	14.10	14.66	-	-	-
4	Student Recreation Centre Fund	19.26	19.84	3.0%	9.97	10.27	16.05	16.53	3.0%
5	Safe Transit Program	3.57	3.61	1.0%	-	-	-	-	-
6	Health and Wellness	2.82	2.85	1.0%	1.42	1.43	-	-	-
7	Academic Support (includes Ombuds Fee)	2.74	2.77	1.0%	1.37	1.38	-	-	-
8	Community Legal Services	1.26	1.27	0.9%	0.64	0.65	-	-	-
9	Grad Club Levy	-	-	-	-	-	1.75	7.10	305.7%
10	Canadian Federation of Students Fee	-	-	-	-	-	3.36	3.44	2.4%
11	Government Advocacy	2.41	2.43	1.0%	1.21	1.22	-	-	-
12	Student Life	3.25	3.28	1.0%	1.63	1.65	-	-	-
13	Peer Programs	1.07	1.08	0.9%	0.53	0.53	-	-	-
14	Clubs Administration	2.63	2.66	1.0%	1.32	1.33	-	-	-
15	Student Initiative Grtants	1.27	1.28	0.9%	0.64	0.65	-	-	-
16	Gazette	3.74	3.78	1.0%	1.88	1.90	-	-	-
17	Radio Western	2.25	2.27	1.0%	1.13	1.14	-	-	-
18	Marching Band Fee	0.43	0.43	0.9%	0.22	0.22	-	-	-
19	Faculty and Affiliate Councils	0.93	0.94	1.1%	0.47	0.48	-	-	-
20	<b>Sub-Total: Student Organization Fees</b>	<b>75.81</b>	<b>77.80</b>	<b>2.6%</b>	<b>36.53</b>	<b>37.51</b>	<b>40.43</b>	<b>44.54</b>	<b>10.2%</b>
21	<b>University Ancillary Fees:</b>								
22	<b>Student Experience Fees</b>								
23	<i>Sport &amp; Recreation Pillar</i>								
24	Recreation	22.24	22.68	2.0%	11.12	11.34	-	-	-
25	Sport	18.45	18.82	2.0%	9.23	9.42	-	-	-
26	Spirit & Connection (Thompson Recreation & Athletic	4.30	4.39	2.0%	2.15	2.19	-	-	-
27	Spirit & Connection (Spirited Activities & Events)	1.18	1.20	2.0%	0.59	0.60	-	-	-
28	<i>Wellness &amp; Well-being Pillar</i>								
29	Health & Wellness	23.40	23.87	2.0%	11.70	11.93	19.49	19.88	2.0%
30	Wellness & Equity Education	2.74	2.79	2.0%	1.37	1.40	2.28	2.33	2.0%
31	Student Support & Case Management	2.07	2.11	2.0%	1.03	1.05	1.72	1.76	2.0%
32	<i>Leadership &amp; Learning Pillar</i>								
33	Academic Support & Engagement	9.46	9.65	2.0%	4.74	4.84	7.89	8.04	2.0%
34	Careers & Experience	7.94	8.10	2.0%	3.97	4.05	6.62	6.75	2.0%
35	<b>All Other Unit Fees</b>								
36	Financial Aid Office	8.49	8.66	2.0%	4.25	4.34	7.07	7.22	2.0%
37	International Student Services	3.11	3.17	2.0%	1.56	1.59	2.60	2.65	2.0%
38	Indigenous Student Centre	2.67	2.72	2.0%	1.33	1.36	2.23	2.27	2.0%
39	Off-Campus Housing & Housing Mediation Services	1.98	2.02	2.0%	0.99	1.01	-	-	-
40	Western Foot Patrol	1.05	1.07	1.9%	0.52	0.53	0.88	0.89	1.9%
41	<b>Sub-Total: University Ancillary Fees</b>	<b>109.08</b>	<b>111.25</b>	<b>2.0%</b>	<b>54.55</b>	<b>55.65</b>	<b>50.77</b>	<b>51.79</b>	<b>2.0%</b>
42	<b>Grand Total</b>	<b>184.89</b>	<b>189.05</b>	<b>2.2%</b>	<b>91.08</b>	<b>93.16</b>	<b>91.20</b>	<b>96.33</b>	<b>5.6%</b>

<a> The proposed rates are effective September 1, 2025, except for the Student Recreation Centre fee, which is effective May 1, 2025.

## Summary of Student Organization Ancillary Fee Increases for 2025-26 (Table 2 of Ancillary Fee Document) -- REVISED

	Undergraduate Students (through USC)	Graduate Students (through SOGS)	MBA Students (through MBAA)
<b>Overall Increase</b>	<b>3.5% → to \$1,338.44</b>	<b>6.1% → to \$1,282.11</b>	<b>9.2% → to \$2,501.17</b>
<i><u>Major Specific Items/Changes</u></i>			
<b>USC Controlled Space/Facilities</b>	<b>4.0%</b>		
<b>Student Rec Centre Fund</b>	<b>3.0%</b>	<b>3.0%</b>	<b>3.0%</b>
<b>Transit Pass</b>	<b>5.0%</b>	<b>7.3%</b>	<b>3.4%</b>
<b>Health Plan</b>	<b>7.0%</b>	<b>5.1%</b>	<b>14.8%</b>
<b>Student Organization Fees</b>	<b>~ 1.0% average</b>	<b>-9.4%</b>	<b>3.6%</b>
<b>Grad Club Levy</b>		<b>169.6%</b>	
<b>CFS Fee</b>		<b>2.4%</b>	

**ITEM 4.1(a)(iv) –Student Services Committee Report**

**ACTION:**     APPROVAL     INFORMATION     DISCUSSION

**EXECUTIVE SUMMARY:**

The Student Services Committee Report provides an explanation regarding the recommended ancillary fees shown in Tables 2 and 3 of Item 4.1(a)(iii).

**ATTACHMENT(S):**

[Student Services Committee Report](#)

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## Student Services Committee Report

Item:	Student Services Committee Report for the 2024/25 Academic Year
Author:	Emilie Kalaydjian, Student Services Committee Chairperson
Date:	April 1, 2025

### Summary

This year we saw effective communication and collaboration between the USC, SOGS and MBAA. We made intentional use of meeting time, having meetings only when necessary. The committee especially appreciated tours led by the Office of Indigenous Initiatives and the Student Experience team, which allowed for a better understanding of their offerings on campus. With the overall cost of living rising, we found the inflationary increase very reasonable. However, the committee voted against the Academic Support and Engagement proposal as it was submitted in second semester and lacked information on how the Strengths Finder services would be executed for all students.

### Academic Support & Engagement Fee Request

There was a request for an additional \$4 per student in student ancillary fees (approximately \$140K) for the Academic Support & Engagement unit, which would enable them to deliver:

- An individual code to all undergraduate and graduate students when they begin their studies at Western
- Increased availability of one-on-one strengths coaching appointments. In 2024, a new portal on Western Connect was developed to facilitate this.
- Annual strengths conference for students with a focus on tailored workshops, a keynote address and opportunities to get inspiration for their future career (at no cost to students)
- Creation of strengths Learning Bundles (akin to those designed by the Office of Indigenous Initiatives for Indigenous Learning). These curated packages will provide faculty with readily accessible resources and pedagogical support to effectively integrate strengths-based principles and practices into their courses.
- Leading with Strengths Speaker Series held on campus in partnership with the Ivey Business School – an opportunity to hear from a successful alumnus using a strengths-based approach in their career
- Development of a strengths Academy, a tiered program beginning with workshops, opportunities to complete one-on-one coaching, and experiential learning with an industry mentor.

### Denial of Academic Support & Engagement Fee Request

After consulting with the committee we decided that we would be voting against this fee increase for two main reasons. While Clifton Strengths by Gallup is an accredited organization and has been very useful to students in the past, the proposal lacked information on how it could be beneficial for graduate students specifically. Because the proposal was presented in January it also did not provide the committee with an opportunity to consult with key stakeholders who would be directly working on this initiative. Ultimately, without having these important conversations there was not enough information provided on how these services would be properly implemented across campus resulting in the denial of the request.

**Inflationary Increases**

The Student Services Committee voted to approve the 2% inflationary increase. Considering the current economic climate and the fact that there has been such a substantial cost increase across all fronts, we deemed this increase reasonable.

**Conclusion**

This year we were concise in our efforts and as student representatives put an emphasis on collaboration and coming to decisions that we felt would benefit the entire student body. We carefully analyzed each fee request, considering both the evidence provided and the current economic atmosphere to ground our decisions.

Signed,



Emilie Kalaydjian  
Student Service Committee Chairperson  
University Students' Council, President & CEO

Cherin Chung  
Society of Graduate Students, President

Mohit Gupta  
Master of Business Administration Association, President

**ITEM 4.1(b) – Revisions to MAPP 1.1 - Use of University Facilities for other than Regularly Scheduled Academic Purposes**

**ACTION:**     APPROVAL       INFORMATION       DISCUSSION

**RECOMMENDED:**    That, on the recommendation of the Property and Finance Committee, the Board of Governors approve MAPP Policy 1.1 – Use of University Facilities, as presented in [Item 4.1\(b\)](#).

**EXECUTIVE SUMMARY:**

Under section 19(k) of *The University of Western Ontario Act*, 1982 (amended in 1988 and 2016), the Board has the authority to establish and enforce regulations for the use of its buildings, grounds and ancillary operations, and for the orderly conduct of persons entering upon the lands and premises of the University. The Board has established such regulations in several policies including in MAPP Policy 1.1. – Use of University Facilities for other than Regularly Scheduled Academic Activities.

The current MAPP Policy 1.1 - Use of University Facilities for other than Regularly Scheduled Academic Activities (the “Current Policy”), was first drafted in 1997 and last revised in 2008. The Current Policy describes how university facilities can be used for activities beyond regularly scheduled academic activities and sets some basic rules relating to use, such as the use (i) shall not encroach upon normal functions or related functions of the University, (ii) shall not cause damage, and (iii) shall not be of a nature which may reflect discredit on the University.

The Current Policy then sets out a procedure for booking university facilities. MAPP Policy 1.5 – Picketing, Distribution of Literature and Other Related Activities also directs individuals to the Current Policy to book facilities for the purposes of picketing, distribution of literature and other related activities.

The Current Policy has not been reviewed for 17 years and is outdated in terms of how individuals book space on campus.

It was noted that the policy could be more direct on what is expected of individuals using university facilities. In this regard, the revised policy prohibits certain conduct when using university facilities such as noncompliance with the law or university policy, conduct that threatens or endangers the health and safety of a person, conduct that prevents a person’s ingress and egress, conduct that threatens the orderly functioning of the University, etc.

In addition, the revised policy now expressly prohibits camping on university facilities, except in two very limited circumstances requiring presidential approval. While camping has never been permitted on campus for various health and safety reasons, these revisions now expressly prohibit camping.

The procedure for booking space for a Special Event or a Demonstration has now been updated to reflect current practice. Due to the decentralized nature of the university, the revised procedure recognizes that Faculties and Departments may have their own internal procedures for the booking of space. After accounting for these internal procedures, booking space still occurs through the Reservations Office of the Institutional Planning and Budgeting Department. An appeal process has been maintained, though the appeal is now to the Provost rather than the Property and Finance Committee, given the cadence of Property and Finance meetings, and the need for a timely response to an appeal.

### **Consultation Process**

A comprehensive consultation process was undertaken and consultations were held with various stakeholder groups, including the Senate, the executive of University Students' Council and the Society of Graduate Students, UWOFA, Campus Council, as well as the Office of Equity Diversity and Inclusion, the Office of Indigenous Initiatives, the Human Rights Office, the University Ombudsperson, and Campus Safety and Emergency Services.

Key elements of this process included:

1. Open Dialogue Sessions: In November 2024, meetings were held with select constituted groups resulting in a themes report.
2. Draft Policy: In January, a revised policy was shared with the community.
3. Follow-Up Sessions: In February, further meetings were held with select groups to hear feedback on the revised draft policy.
4. Survey: Stakeholders were given until March 18, 2025, to provide additional feedback on the draft policy through an online survey.

Feedback received during the consultation process has been extensive given the subject matter and many changes were made to the January draft of the Policy and Procedure. Certain stakeholders wanted to maintain the existing policy while others wanted updates to the policy.

One concern was the requirement that use of university facilities not bring discredit to the University. The feedback on this issue was that such a restriction, which exists in the Current Policy, unduly limited freedom of expression. In response, this restriction was removed.

Another concern was the requirement in the draft policy that all demonstrations had to be booked in advance with Western Special Constable Services, except for spontaneous demonstrations. The view was that this new requirement unduly limited freedom of expression. In response, the proposed requirement has been replaced with a recommendation that demonstration organizers consult with Campus Safety and

Emergency Services, failing which the organizers would be responsible to take steps to ensure the safety of their demonstration. It is hoped that this recommendation encourages collaboration with Campus Safety and Emergency Services. Campus Safety and Emergency Services has worked with organizers informally on numerous occasions to support the safety of demonstrations occurring on campus.

As both the policy and procedure have been substantially rewritten, clean versions of each, as well as the Current Policy are provided for reference.

The Procedure for Reserving University Facilities is included for information.

Under Section 30(f) Senate may pass resolutions and make recommendations to the Board with respect to any matter connected with the administration of the University and the promotion of its affairs but this clause shall not be construed to subtract from the powers and duties conferred on the Board elsewhere in the UWO Act.

Senate, at its meeting on April 25, 2025, is anticipated to exercise its right under Section 30(f) to give advice to the Board in respect of MAPP 1.1 – Use of University Facilities as provided in Item 5.4(i).

**ATTACHMENT(S):**

[MAPP 1.1 - Use of University Facilities \(revised\)](#)

[Procedure for MAPP 1.1 – Procedure for Reserving University Facilities \(new\)](#)

[MAPP 1.1 - Use of University Facilities for other than Regularly Scheduled Academic Purposes \(current\)](#)

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## **POLICY 1.1 – Use of University Facilities**

<b>Policy Category:</b>	General
<b>Subject:</b>	Use of University Facilities
<b>Subsections:</b>	Purpose, Scope, Definitions, Policy
<b>Approving Authority:</b>	Board of Governors
<b>Responsible Officer(s):</b>	Provost & Vice-President (Academic) & Vice-President (Operations & Finance)
<b>Responsible Office(s):</b>	Vice-President (Operations & Finance)
<b>Related Procedures:</b>	Procedure for Reserving University Facilities
<b>Related University Policies:</b>	MAPP Policy 1.2 - Flying of Flags and Banners MAPP Policy 1.5 - Picketing, Distribution of Literature and Related Activities MAPP Policy 1.12 - Advertising and Commercial Activity MAPP Policy 1.50 - Signage and Election Posters MAPP Policy 1.54 - Freedom of Expression
<b>Effective Date:</b>	TBD
<b>Supersedes:</b>	June 24, 2008; June 1, 1997

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### **I. PURPOSE**

Under the *University of Western Ontario Act, 1982*, as amended, the Board of Governors is responsible for the government, conduct, management and control of the University and of its property and affairs, except in respect of the academic policy of the University which is the responsibility of the Senate.

The Board is also responsible for establishing and enforcing regulations for the use of its buildings, grounds and ancillary operations, and for the orderly conduct of persons entering upon the lands and premises of the University.

The purpose of this policy is to fulfill the Board's responsibility to establish regulations for the use of University Facilities. The policies and procedures set out

## POLICY 1.1 – USE OF UNIVERSITY FACILITIES

how the University community and the public may use and reserve University Facilities for the optimal utilization of these facilities. The policy and procedures additionally seek to protect the health and safety of persons present in or on University Facilities, to protect University Facilities from damage, and to protect the Ordinary Functioning of the University.

### II. SCOPE

This policy applies to the use of University Facilities. It applies to all persons and groups using University Facilities whether or not they have an affiliation with the University.

### III. DEFINITIONS

**Camping:** means

- i. the establishment of, or attempt to establish, temporary or permanent living quarters in or on University Facilities other than space designated by the University in residence halls, hotels, apartments, or other University-managed housing or lodging;
- ii. sleeping in a parked vehicle or sleeping outdoors between the hours of 11pm and 7am; and
- iii. establishing or maintaining outdoors or in or under any structure not designated for human occupancy, at any time during the day or night, a temporary or permanent place for sleeping or cooking by setting up any bedding, sleeping bag, mattress, tent, hammock, tarp or other camping equipment, or by setting up any cooking equipment or heating equipment that has not been approved by the University's Health and Well-being team or the University's Housing and Ancillary Services Division.

**Demonstration:** a public demonstration by an individual or group of individuals to express a sentiment by explicit means including but not limited to picketing, marching, carrying signs, distribution of literature, or shouting, usually in favour of or opposed to some action or opinion where there is some reasonable degree of student or faculty interest.

**Ordinary Functioning of the University:** established faculty, librarian, archivist, student or staff activities which are part of the regular operations of the University including classroom instruction, examinations, research activities, faculty, librarian, archivist and staff work, student services, governance meetings, and all other activities necessary to and a routine part of the operations of the University.

**Prohibited Conduct:** refers to

- i. Conduct prohibited by law (including municipal bylaws);
- ii. Conduct prohibited by University policy;

**POLICY 1.1 – USE OF UNIVERSITY FACILITIES**

- iii. Conduct that threatens or endangers the health or safety of a person or creates in a person a reasonable fear for their health or safety;
- iv. Preventing access to or egress from a building, classroom, lab or office when such access or egress is otherwise authorized by the University;
- v. Conduct that threatens or disrupts the Ordinary Functioning of the University;
- vi. Conduct that results in or could reasonably result in damage or defacement of University Facilities;
- vii. Establishing a fortification or fence on University Facilities without approval of the University; and
- viii. Aiding, encouraging or inciting others to engage in Prohibited Conduct.

**Reservation Office:** means the Office of Institutional Planning and Budgeting's Reservations Office.

**Special Event:** means a carnival, child day camp, commercial film project or photo shoot, concert, conference, convention, dance, exhibition, festival, political event (e.g. townhall or candidates debate), public display, public lecture, sporting activity, theatrical production, wedding, or any other organized activities in which University Facilities will be used and which may require the commitment of University resources, pose a material risk to the University, or impact the Ordinary Functioning of the University but does not include a Demonstration or activities that are part of the Ordinary Functioning of the University.

**University:** The University of Western Ontario operating as Western University.

**University Facilities:** all buildings, structures and grounds owned, leased or operated by the University.

**POLICY**

- 1.00 The President & Vice-Chancellor is accountable for the overall integrity of the University, including the sound and effective management of the University's human, financial and physical resources, and has the authority and responsibility for administering the internal and external affairs of the University in keeping with policies set by the Board, including exercising general supervision over the operation of the University and over the use of University Facilities.
- 2.00 University Facilities are located on private property and are intended to be used primarily to support the Ordinary Functioning of the University. University Facilities may be made available to on-campus and off-campus organizations, groups or individuals for a Special Event or Demonstration, provided that in each instance such use shall:
  - i. occur safely;
  - ii. not disrupt the Ordinary Functioning of the University or another Special Event; and

**POLICY 1.1 – USE OF UNIVERSITY FACILITIES**

- iii. not impose an unreasonable demand on or expenditure of the University's resources, including human, financial or physical resources.
- 3.00 No person shall engage in Prohibited Conduct while using University Facilities.
- 4.00 Organizers of a Special Event or Demonstration will not be disciplined for the actions or omissions of others provided the organizers have not aided, encouraged, or incited others to engage in Prohibited Conduct.
- 5.00 For a Special Event or a Demonstration<sup>1</sup>, University Facilities are reserved in accordance with the procedures to this policy.
- 6.00 For safety planning purposes, it is recommended that individuals intending to hold a Demonstration contact the Western Special Constable Service. Individuals are responsible for the safety of the Demonstration when proceeding without notice to and cooperation with the Western Special Constable Service.
- 7.00 Use of University Facilities for a Special Event or Demonstration may be subject to rental fees and/or service charges, including security costs, as set by the University from time to time.
- 8.00 To protect members of the University community and University Facilities and to manage available resources in the overnight hours, no Special Event or Demonstration is permitted between the hours of 11 pm and 7 am without express permission from the University.
- 9.00 Excessive noise in or on University Facilities that disrupts the Ordinary Functioning of the University or a Special Event, or that negatively impacts those living in residences is not permitted, except in the case of emergency notification systems, any test of the emergency notification systems or where an exemption is otherwise granted by the President & Vice-Chancellor or designate.
- 10.00 The use of University Facilities for Camping is prohibited, unless an exception in section 11.00 applies.
- 11.00 Camping may be permitted on University Facilities:
  - (i) in connection with an approved academic activity which requires overnight occupancy at the site of the activity, if approved in advance by the Associate Vice-President (Institutional Planning and Budgeting), when

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<sup>1</sup> Mapp 1.5 – Picketing, Distribution of Literature and Related Activities notes that the booking of University Facilities is to be done in accordance with the procedures to this Policy.

**POLICY 1.1 – USE OF UNIVERSITY FACILITIES**

such use is consistent with the University's academic mission and where such use is not likely to result in Prohibited Conduct; and

- (ii) in extraordinary circumstances, such as times of natural disaster, when approved in writing and in advance by the President & Vice-Chancellor or designate.

12.00 The University may direct, limit or terminate any activity or gathering occurring in or on University Facilities which violates University policies.

13.00 In order to augment the revenue accruing to the residences, and thereby to the benefit of students as reflected in residence fees during the academic year, the rental of idle residence accommodation during the summer months is encouraged.

14.00 The rental of residence accommodation by individual members of the University community on a short-term temporary basis is permitted, provided that such occupation of rooms shall not interfere with normal student-resident requirements.

15.00 The Responsible Officers shall establish procedures for reserving University Facilities.

16.00 This policy shall be reviewed every five years.



## PROCEDURE FOR POLICY 1.1 – Procedure for Reserving University Facilities

<b>Governing Policy:</b>	Use of University Facilities
<b>Subsections:</b>	Reserving University Facilities
<b>Responsible Officer:</b>	Provost & Vice-President (Academic) & Vice-President (Operations & Finance)
<b>Responsible Office:</b>	Vice-President (Operations & Finance)
<b>Effective Date:</b>	TBD
<b>Supersedes:</b>	(new)

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- 1.00 These procedures apply to reserving University Facilities for a Special Event or Demonstration.
  - 2.00 In these procedures, reference to “the Policy” shall mean MAPP Policy 1.1 - Use of University Facilities.
  - 3.00 Defined terms in the Policy shall have the same meaning in these procedures.
  - 4.00 Reference to an “individual” in these procedures shall also include a group of individuals, an association, corporation or other legal entity.
  - 5.00 Reference to the “Provost” in these procedures shall mean the Provost & Vice-President (Academic) or designate.

### Reserving University Facilities

- 6.00 Any request to reserve University Facilities for a Special Event or Demonstration will be processed in accordance with these procedures.
- 7.00 Faculties and administrative units may have internal booking procedures, rental fees and/or service charges that apply to their allocated spaces within University Facilities. An individual wishing to reserve a faculty’s or administrative unit’s space for a Special Event or Demonstration shall make their request to the respective faculty or administrative unit in accordance with its respective booking procedures.
- 8.00 Subject to section 7.00 of these procedures, an individual wishing to reserve

**PROCEDURE FOR POLICY 1.1 – Procedure for Reserving University Facilities**

University Facilities for a Special Event or Demonstration shall make their request, on the prescribed form, to the Reservations Office.

- 9.00 Where the Reservations Office receives a request for faculty or administrative unit space, the Reservations Office may direct the individual to the respective faculty or administrative unit to make the request in accordance with its internal booking procedures or may process the request with the approval of the faculty or administrative unit in accordance with these procedures.
  - 10.00 The Reservations Office may approve or deny any request based on the terms of the Policy, and taking into account precedent and such advice and particulars as may be obtained by the Reservations Office through its review process.
  - 11.00 If the Reservations Office or, on appeal, the Provost approves the request, the Reservations Office shall advise the individual that the request is approved and provide in advance any common directions or restrictions for using the specific space and the cost or estimated cost for such use, including security.
  - 12.00 If the Reservations Office denies the request and the individual wishes to appeal, the individual may appeal to the Provost within 10 days of the decision. The Provost may grant or deny the appeal and shall so advise the individual. If the appeal is granted, the Provost shall advise the Reservations Office that the request is approved.
  - 13.00 If a request is approved for an individual external to the University, the Reservations Office may require that the individual enter into a written agreement for the use of the specific space on terms satisfactory to the University.
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**Last Reviewed:**



**POLICY 1.1 – Use of University Facilities for other than Regularly Scheduled Academic Purposes**

**Policy Category:** General

**Effective Date:** June 24, 2008

**Supersedes:** June 1, 1997

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**POLICY**

- 1.00 The Board's powers over the use of the University's property and facilities for other than regularly-scheduled academic purposes shall be exercised by the Property and Finance Committee.
- 2.00 Facilities may be made available to on-campus and off-campus organizations, groups, or individuals, provided that in each instance such use shall not encroach upon normal university functions or related academic functions which might be planned for or by the University (e.g., meetings of the Learned Societies, academic conferences, etc.), shall not cause damage other than fair wear and tear, and shall not be of a nature which may reflect discredit upon the University. The use of facilities for public functions will comply with the requirements set down in the Ontario Human Rights Code.
- 3.00 Facilities shall be made available according to a table of rates established by the Property and Finance Committee and approved by the Board.
- 4.00 This policy statement shall not be construed as pertaining to the loan of moveable property, equipment, instruments, etc.
- 5.00 In order to augment the revenue accruing to the residences, and thereby to the benefit of students as reflected in residence fees during the academic year, the rental of idle residence accommodation during the summer months by conventions or other special groups is encouraged.
- 6.00 The rental of residence accommodation by individual members of the University community on a short-term temporary basis is permitted, provided that such occupation of rooms shall not interfere with normal student-resident requirements.

**PROCEDURE**

- 7.00 The initial request will be made, on the prescribed form, to the Reservations Office of the Institutional Planning & Budgeting Department where it may be approved if it is of a routine nature and within the above policy.
- 8.00 If there are unusual aspects to the request, it will be referred by the Reservations Office to the Advisory Committee on Advertising and Commercial Activity who may approve or reject it, taking precedent into account and such other advice and particulars as may be obtained.  
[See [Policy 1.12](#)]

- 9.00 If an applicant insists on an appeal, the Advisory Committee on Advertising and Commercial Activity shall refer the matter to the Vice-President (University Advancement) who may approve or refuse the request or cause it to be placed before the Property and Finance Committee for a final decision.

**ITEM 4.1(c) – Revisions to MAPP 7.8 – Signing Authorities for Research Grants, Contracts, and Agreements and Rescission of MAPP 7.5 – Research Grants**

**ACTION:**    APPROVAL             INFORMATION             DISCUSSION

**RECOMMENDED:**    That, on the recommendation of the Property and Finance Committee, the Board of Governors approve revised policy MAPP 7.8 – Signing Authorities for Research Grants, Contracts, and Agreements and rescind MAPP 7.5 – Research Grants.

**EXECUTIVE SUMMARY:**

Western Research is conducting a review of MAPP research policies. MAPP 7.5 – Research Grants and MAPP 7.8 -Signing Authorities for Research Grants, Contracts, and Agreements were last updated in 2003 and 2009 respectively.

It is proposed that MAPP 7.5 – Research Grants be rescinded. This policy includes three items. The first is outdated and is covered by Western Research’s meaning of signatures document in ROLA (Research On-line Administration). The remaining items are now incorporated into the revisions to MAPP 7.8.

The revisions to MAPP 7.8 are summarized below:

- The title of the Policy has been modified to be more inclusive.
- Language has been updated to reflect current practices and wording.
- Definitions have been added to cover the different research documents covered under the Policy.
- Structural changes have been reflected under the Policy section to incorporate simplified signing ability and to provide additional authority.
- One item was added relating to maintaining records (from MAPP 7.5).
- The ability to delegate was removed as it is no longer needed.

**ATTACHMENT(S):**

[Proposed revisions to MAPP 7.8 – Signing Authorities for Research Grants, Contracts, and Agreements](#)

[MAPP 7.5 – Research Grants](#)

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**POLICY 7.8 – Signing Authorities for Research ~~Grants, Contracts, and~~  
~~Agreements~~ Documents**

<b>Policy Category:</b>	Research
<b>Subject:</b>	Signing Authority
<b>Subsections:</b>	
<b>Approving Authority:</b>	Board of Governors
<b>Responsible Officer:</b>	Vice-President (Research)
<b>Responsible Office:</b>	Western Research
<b>Related Procedures:</b>	*
<b>Officer(s) Responsible for Procedures:</b>	*
<b>Related Policies:</b>	<a href="#">Policy 1.49 – Contract Management and Signing Authority</a> <a href="#">Policy 2.1 – Gift Acceptance</a> <a href="#">Policy 2.2 – Fund Raising &amp; Canvassing</a> <a href="#">Policy 2.8 – Procurement of Materials and Services</a> <a href="#">Policy 7.0 – Responsible Conduct of Research</a> <a href="#">Policy 7.9 – Establishment, Governance and Review of Research Institutes, Centres and Groups</a> <a href="#">Policy 7.13 – Guidelines for International Partnerships</a> <a href="#">Policy 7.17 – Establishment, Governance and Review of Core Research Facilities</a>
<b>Effective Date:</b>	<del>October 15, 2009</del> June 26, 2025
<b>Supersedes:</b>	June 24, 2008; <del>October 15, 2009</del>

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## POLICY 7.8 – Signing Authorities for Research Grants, Contracts, and Agreements

### **INTRODUCTION PURPOSE**

- 1.00 ~~This Policy identifies those persons who are authorized to sign: a) grants, contracts, agreements, and related documents on behalf of the University arising from or related to research oriented endeavors including clinical trials; and b) commercial agreements and service contracts originating from a research unit, centre, or institute within the University (hereinafter referred to as “research related grants, contracts and related documentation”).~~ As detailed within MAPP Policy 1.49 – *Contract Management and Signing Authority*, all Research Documents being signed on behalf of Western University must be properly vetted, approved, and signed by an authorized institutional signing official.
- 2.00 ~~The following documents fall under section 1.00:~~
- ~~i) — research funding applications, research grants, or awards;~~
  - ~~ii) — contracts arising out of research programs; network participation agreements; research collaboration agreements; inter-institutional agreements; confidentiality agreements; material transfer agreements; research contracts;~~
  - ~~iii) — contracts relating to the administration of clinical trials, including contracts to manage data collection and aggregate and anonymize health information;—~~
  - ~~iv) — agreements for intellectual property management and ownership; agreements relating to commercialization initiatives, including licensing, equity transactions and spin-off corporations; commercial agreements such as purchase and sale agreements; shareholder agreements; and~~
  - ~~v) — service contracts originating from research units, centres, or institutes within the University under which the University agrees to provide technical, educational, or professional services or agrees to permit the use of University facilities by a third party.~~

The purposes of this policy are to:

- Identify those persons who have the institutional authority to submit/sign Research Documents on behalf of the University;
- Identify the unit responsible for storage of Research Documents; and
- Support the University in meeting its obligations to research sponsors.

- 3.00 This Policy does not apply to the following:

## POLICY 7.8 – Signing Authorities for Research Grants, Contracts, and Agreements

- i. eCorporate guarantees, leases of real property, ~~or other contracts~~ Gifts, or any non-research related agreements for which signing authority is specifically provided ~~elsewhere.~~ under MAPP Policy 1.49 – Contract Management and Signing Authority;

4.00—~~This Policy does not apply to the following contracts or agreements:-~~

~~i) Affiliation~~

- ii. Agreements relating to Gifts as outlined and defined in MAPP Policy 2.1 – Gift Acceptance and MAPP Policy 2.2 – Fund Raising & Canvassing;
- iii. Agreements and Contracts relating to the procurement of materials, supplies and services (MAPP Policy 2.8 – Procurement of Materials and Services);
- iv. The establishment of Research Institutes, Centres and Groups and other agreements relating to the creation of collaborative research entities under MAPP Policy 7.9 ~~Guidelines for Collaborative Research – Establishment, Governance and Review of Research Institutes, Centres and Groups~~;
- v. The establishment of Core Research Facilities under MAPP Policy 7.17 – Establishment, Governance and Review of Core Research Facilities; and
- vi. International Research Collaboration agreements established pursuant to MAPP Policy 7.13 – Guidelines for International Research Partnerships; ~~and~~
- iii) ~~Contracts relating to research funded acquisitions (Policy 2.8 – Procurement of Materials and Services).~~

### **DEFINITIONS**

**Commercial Contract** means any agreement or contract for intellectual property management and ownership related to commercialization activities, stemming from research activities, including licensing, equity transaction, spin-off corporation, purchase and sale agreements, shareholder agreements and intellectual property assignments.

**Notice of Award** means a document from a funder wherein only one party's signature is required.

## POLICY 7.8 – Signing Authorities for Research Grants, Contracts, and Agreements

**Proposal/Application** means an official request for research funding to a funding sponsor, granting agency, government or organization. The proposal or application may be in response to an official research funding opportunity, or it may be a private one-time research funding opportunity. Letters of Intent often accompany proposals/applications and are included as part of this definition.

**Research Contract** means any research agreement (including community agreements), contract, subcontract, memorandum of understanding or any other document that requires a signature from two or more parties and which creates a research obligation, or which may be binding upon the University as it relates to research and/or the administration of clinical trials including contracts to manage data collection and aggregate and anonymize health information. This definition also includes contracts related to research that manage data collection, confidentiality, material transfer and agreements that aggregate and anonymize health information.

**Research Document** means any Commercial Contract, Notice of Award, Proposal/Application, Research Contract or Service Contract.

**Service Contract** means any agreement where the University agrees to provide research-related consulting, technical or research services or agrees to permit the use of University research facilities by a third party. This includes activities originating from a research unit, research facility including research core facilities, research institutes, or research centres within the University.

### POLICY

~~5~~4.00 Signing of ~~research related grants, contracts and related documentation~~ Research Documents is subject to appropriate legal and business unit review and acknowledgement in accordance with MAPP Policy 1.49 – Contract Management and Signing Authority and ~~Research~~ Western Research's policies and procedures.

~~6~~5.00 The following individuals ~~are authorized~~ have institutional authority to sign ~~specific research related grants, contracts and related documentation~~ Research Documents:

i) President & Vice-Chancellor or Vice-President (Research):

- Any Research Document contemplated under this policy.
- ~~documents that fall within section 2.00 (i), (ii), or (iii);~~
- ~~documents that fall within section 2.00 (iv) or (v), provided that the value of the contract does not exceed \$2,000,000.~~

**POLICY 7.8 – Signing Authorities for Research Grants, Contracts, and Agreements**

- ii) Associate Vice-Presidents (~~Research~~) and the Executive Director, Western Research:
- Any Research Document contemplated under this policy, provided that the value of the agreement/contract does not exceed \$10,000,000.
  - ~~documents that fall within section 2.00 (i) or (ii);~~
  - ~~documents that fall within section 2.00 (iv) or (v), provided that the value of the contract does not exceed \$2,000,000.~~
- iii) Director-level positions within Western Research:
- Any Research Document contemplated under this policy, provided that the value of the document does not exceed \$3,000,000.

~~Executive Director, WORLD Discoveries~~

- ~~documents that fall within section 2.00 (iv), provided that the value of the contract does not exceed \$1,000,000.~~
- ~~**Note:** This authorization excludes research grants, grant applications, awards, research contracts, and sponsored research agreements.~~
- iv) ~~Director, Research Development and Services~~
- ~~documents that fall within section 2.00 (i) or (ii), provided that the value of the grant or contract does not exceed \$5,000,000;~~
  - ~~documents that fall within section 2.00 (v), provided that the value of the contract does not exceed \$1,000,000.~~
- v) ~~The Vice President (Research) may delegate his or her signing authority for the following contracts to another employee(s):~~
- ~~material transfer agreements and confidentiality agreements provided that the contract is in a standard format approved by Research Western legal counsel;~~
  - ~~service contracts, provided that the value of the contract does not exceed \$100,000 and provided that the contract is in a standard format approved by Research Western legal counsel; and~~
  - ~~contracts relating to the administration of clinical trials.~~

76.00 Value as determined by the monetary limits set out in 65.00 reflects the aggregate value of the University's financial involvement. In cases where other institutions are party to the agreements or contracts, the value represented is the University's *pro rata* participation.

**POLICY 7.8 – Signing Authorities for Research Grants, Contracts, and Agreements**

7.00 Western Research is responsible for maintaining records of research related to Research Documents.

8.00 ~~In addition to the power to delegate provided for in section 6.00(v), the Vice-President (Research) has the authority to delegate his or her signing authority to another employee during periods of absence from the University. Any of the Associate Vice-President (Research), the Executive Director, WORLDiscoveries or the Director, Research Development and Services may delegate their signing authority to other employees during absences from the University of up to four weeks' duration.~~ The Vice-President (Research) is responsible for administration of this policy and is authorized to approved related guidelines and procedures.



## **POLICY 7.5 – Research Grants**

**Policy Category:** Research

**Effective Date:** August 1, 2003

**Supersedes:** July 1, 1988

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### **POLICY**

- 1.00 Applications for research grants or proposals for contracts made in response to the programs of the various councils, granting agencies and departments of government as well as requests for funds in support of research activities directed to foundations, companies or individuals may be undertaken with the written approval of the Dean of the Faculty concerned, through the Research Development Services.
- 2.00 Records of applications for research grants or proposals for contracts made in response to the programs of the various councils, granting agencies and departments of government will be maintained by the Research Development Services.
- 3.00 Records of requests for funds in support of research activities directed to foundations, companies or individuals will be maintained by the Research Development Services.

**ITEM 4.2(a) – Campus Safety & Emergency Services Annual Report**

**ACTION:**     APPROVAL         INFORMATION         DISCUSSION

**EXECUTIVE SUMMARY:**

The Campus Safety & Emergency Services Annual Report is provided to the Board of Governors annually for information.

**ATTACHMENT(S):**

[Campus Safety & Emergency Services Annual Report](#)

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## Campus Safety & Emergency Services 2025 Annual Report

### CSES Overview

Campus Safety & Emergency Services (CSES) are values driven services, focusing on collaborative, community-centric, problem-solving approaches to create, maintain and support an environment of safety, security and well-being for students, faculty, staff and visitors at Western.

CSES consists of the following Units:

- Western Special Constable Services (WSCS);
- Emergency Management & Continuity of Operations (EM);
- Fire Safety (FS);
- Foot Patrol (FP); and,
- Building Access Control (BAC).

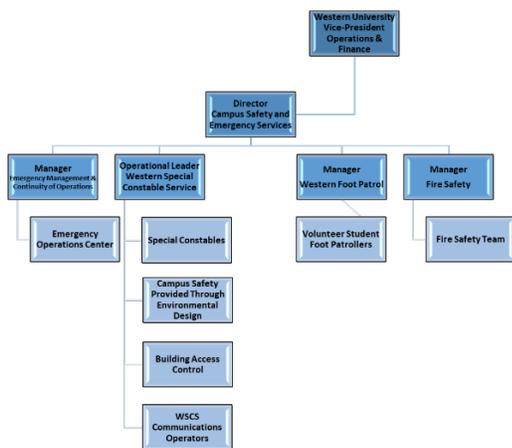
### Western Special Constable Service



The Western Special Constable Service (WSCS) provides proactive patrol, community-based services and response to calls for service on the properties of Western University as well as Huron University College and King’s University College.

The WSCS Operations Leader, JC Aubin, is responsible for the administration, management, supervision and leadership of all WSCS operations. The WSCS consists of Patrol Operation and Community Services.

The WSCS provides safety & security for our campus community 24/7 with four (4) Special Constable Patrol Sections, each consisting of two Sergeants, three Special Constables, and one Communications Operator (dispatcher).





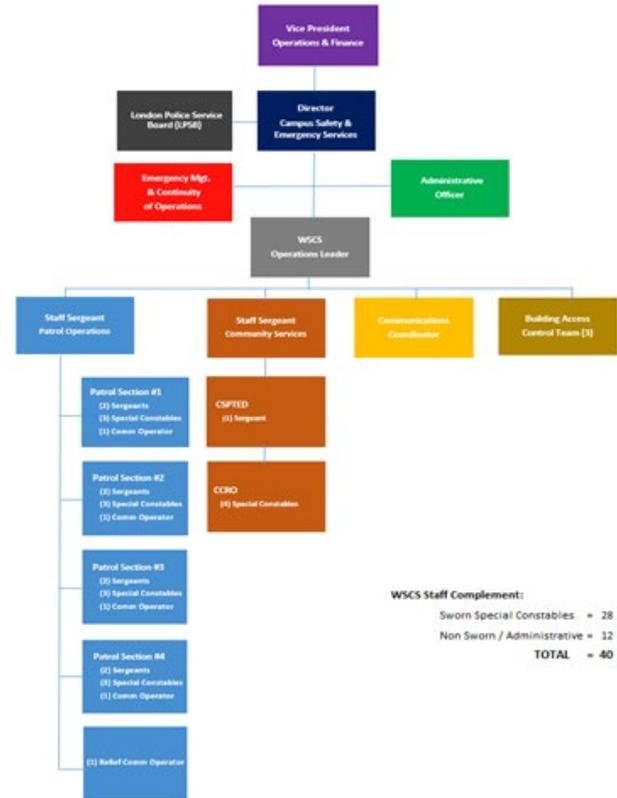
## Campus Safety & Emergency Services 2025 Annual Report

Western Special Constables are granted specific public safety and law-enforcement authorities under the Ontario Community Safety and Policing Act, 2019 and are appointed Special Constable status by the London Police Services Board (LPSB).

The authority for the provision of special constable services on the property of Western University (and affiliate University Colleges) is granted to WSCS Special Constables through a Memorandum of Agreement (MoA) between the London Police Service Board (LPSB) and Western University.

In April, 2024, new Ontario Regulations under the Community Safety and Policing Act (CSPA), 2019, came into effect. The new Regulations specify authorities that the LPSB may grant WSCS Special Constables and further require that Western University be designated as a Special Constables Employer by the Ministry of the Solicitor General in order for the LPSB to appoint Special Constables.

The overall complement of the WSCS is forty (40) members, consisting of 28 appointed Special Constables and 12 non-appointed / administrative staff.





Campus Safety & Emergency Services **2025 Annual Report**

**WSCS Patrol Operations**

The Patrol Operations Staff Sergeant, Amanda Pfeffer, is responsible for the administration, management, supervision and leadership of the 4 Patrol Sections.

**Table 1** identifies the activities of the WSCS in relation to calls for service in 2024.

**TABLE 1**

<b>Calls for Service (CAD)</b>	<b>7,425</b>
<b>Occurrence Reports</b>	<b>2,658</b>
<b>Criminal Charges Laid</b>	<b>12</b>
Possession of Break-in Instruments	4
Assault	2
Criminal Harassment	1
Utter Threats	1
Break and Enter – Dwelling	1
Theft Under	1
Bail Violations	1
Impaired Driving	1
<b>Provincial Offence Charges</b>	<b>10</b>
Trespass to Property Act	6
Liquor License Act	2
Highway Traffic Act	2
<b>Mental Health Occurrences</b>	<b>34</b>
Involving Apprehensions	<b>15</b>
<b>Use of Force Reports</b>	<b>0</b>
<b>Complaints Against Service</b>	<b>8</b>

**Table 2** identifies total calls for service as well as the twelve most frequent call for service types. The WSCS responded to a total of 7,425 calls for service during 2024.

Of particular note is the number of protest / demonstrations (114) that WSCS was required to respond and dedicate resources to during 2024. This includes the encampment protest that took place on the University Community Centre “concrete beach” area between May 8<sup>th</sup> and July 1<sup>st</sup>, 2024.

**TABLE 2**

<b>Top 12 Call for Service Responses</b>	<b>2024</b>
<b>Total Calls for Service</b>	7,425
<b>Top 12 Responses</b>	
Assistance	2,000
Trades Call-Ins	739
Suspicious Persons, Vehicles or Activities	488
Lost and Found Property	484
Investigations	391
Intrusion Alarm Responses/Investigations	338
Insecurities	259
Community Services	232
Traffic	158
Fire Responses	117
Protests/Demonstrations/Strikes/Pickets	114
Trouble with Persons	109



Campus Safety & Emergency Services **2025 Annual Report**

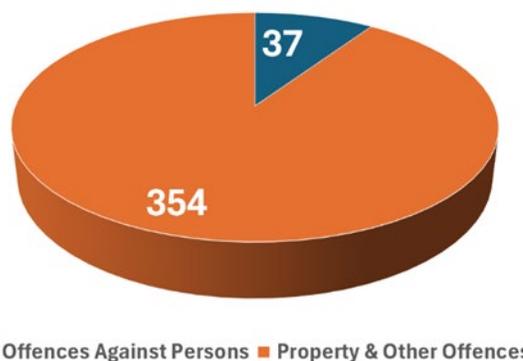
**Table 3** Reports the number of criminal code related occurrences investigated by Special Constables, which rose from 281 during 2023 to 391 in 2024, a 39% increase.

This increase was primarily the result of a substantial increase of Mischief (property damage) incidents, which increased by 110% (from 63 to 132), but there were also increases in other property offences (theft and fraud) as well as offences against persons (assault, sexual assault, threats, harassment, robbery and extortion).

**TABLE 3**

	2021	2022	2023	2024
<b>Criminal Investigation</b>	187	253	281	391
Theft/Attempt Thefts	107	159	167	187
Property Damage	35	47	63	132
Fraud	5	4	9	19
Harassment	5	3	5	19
Assault	3	5	9	11
Break and Enter	10	20	7	4
Possession House Breaking Tools	0	0	0	4
Arson	0	1	3	3
Threats	4	2	2	3
Extortion	0	0	3	2
Sexual Assault	6	1	2	2
Possession Stolen Property	6	2	1	0
Robbery	0	0	1	0
Other	0	1	9	5

In regards to the nature of criminal investigations by WSCS, 91% (354 of 391) of all criminal investigations were property related with 9% (37 of 391) involving offences against persons.



**Table 4** reports the total provincial offences, municipal by-law, and Mental Health incidents investigated by the WSCS.

**Table 4** identifies a 32% increase in Municipal By-law matters which were mostly the result of noise complaints. It should be noted that numerous noise complaints were filed by neighbours during Orientation Week 2024 as a result of the Main Stage festivities along Huron Drive.

There was a slight decrease in Trespass to Property Act matters compared to 2023 however the totals remain much higher than pre-2023 incidents.



Campus Safety & Emergency Services **2025 Annual Report**

**TABLE 4**

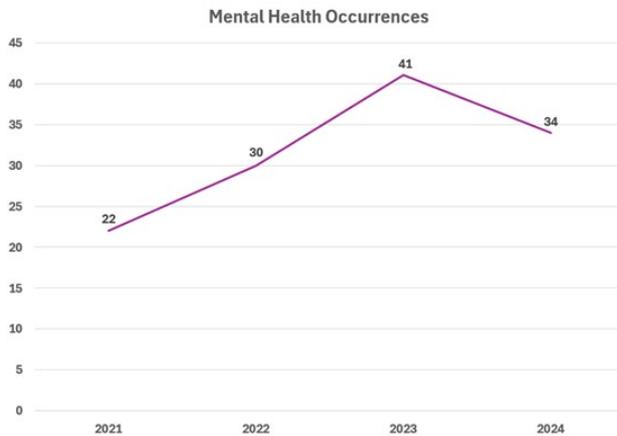
	2021	2022	2023	2024
<b>Provincial Statutes and Municipal By-law</b>	128	103	153	155
Trespass to Property Act	55	42	87	82
Mental Health	22	30	41	34
Municipal By-law	48	23	22	29
Liquor License Act	1	2	2	7
Provincial Statutes - Other	0	0	2	3

**Table 6** reports the number of WSCS investigations involving suspicious persons, with 353 in 2024. This data is consistent with the patterns identified within the Trespass to Property Act data with a decrease of 11% compared to 2023 and totals that remain significantly higher than pre-2023 incidents.

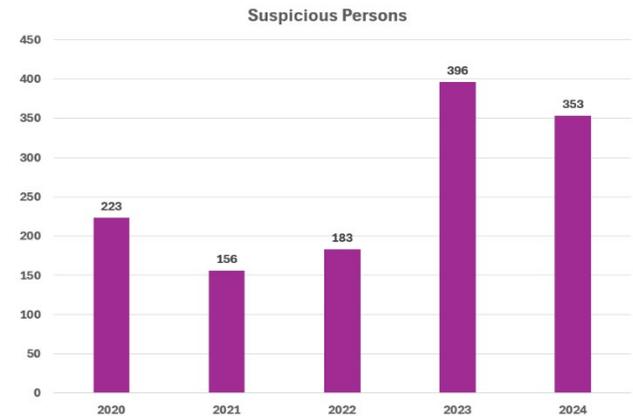
Suspicious person incidents continue to be primarily related to issues in the broader community regarding unsheltered individuals, and these individuals making their way on to campus.

**Table 5** identifies a 17% decrease in Mental Health occurrences responded to by the WSCS.

**TABLE 5**



**TABLE 6**

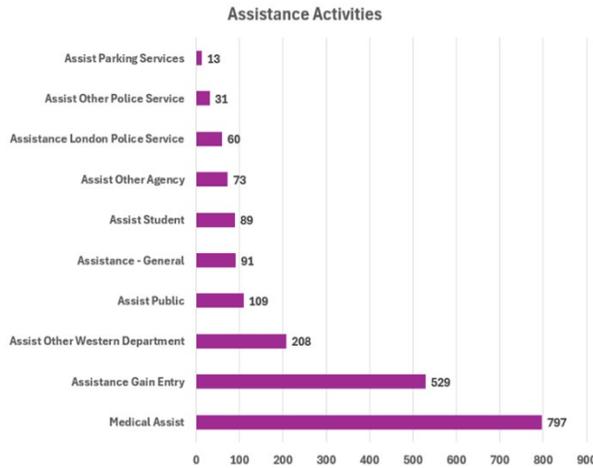


**Table 7** identifies assistance activities Special Constables provided to the University community. There were a total of 2,000 assistance activities with 66% involving medical or gain entry assistance.



## Campus Safety & Emergency Services 2025 Annual Report

TABLE 7



### CAMPUS ROADWAY SAFETY

Western’s main campus is trisected east, west and north by approximately 14 kilometers of publicly accessible roadways. The roadways on our campus are indiscernible from municipal roadways and include lane markings, traffic lights, stop signs, and a posted speed limit of 30km per hour. WSCS Special Constables are authorized to enforce the provisions of the Highway Traffic Act on Campus roadways.

Previous traffic surveys determined more than 12,000 vehicles entered Western campus roadways on a daily basis. It is currently estimated between 15,000 – 20,000 vehicles per day enter Western campus roadways.

More than 50% of the vehicular traffic on campus results from the general public using campus roadways as a “cut-through” east and west between the two major municipal roadways of Western Rd. on the west side of campus and Richmond St. on the east side of campus.

In addition, our campus roadways are frequently accessed by members of the general public and Paramedic/Ambulance services attending the London Health Sciences Centre hospital located adjacent to Western University property on the north side of our campus.

The London Transit Commission (LTC) also significantly utilizes Western campus roadways with approximately 45 LTC buses on campus roadways per hour during peak service periods.

Traffic safety (both motor vehicle and pedestrian) is a critically important issue to the Senior Administration, WSCS, and our entire campus community.

Numerous measures have been taken to enhance traffic safety on campus including barriers to protect pedestrians along higher risk walkways, traffic calming measures such as speed bumps and stop signs, and education initiatives including use of the Speed Watch program.

Traffic safety initiatives and traffic enforcement conducted by the WSCS are critical components of our campus roadways safety strategy and ensuring we are doing our utmost to provide for the safety of our campus.

### WSCS Community Services

Staff Sergeant Kim Reynolds is responsible for administration, management, supervision and leadership of WSCS community services including the Campus Community Resource Officer (CCRO) program, the Campus Safety Provided Through Environmental Design (CSPTED) program, and is the WSCS liaison on



## Campus Safety & Emergency Services 2025 Annual Report

a number of safety and well-being committees including Behaviour Intervention and Threat Assessment, GBSV, and Student Code of Conduct.

### **GENDER-BASED & SEXUAL VIOLENCE**

WSCS is an important partner in Western's response to Gender Based and Sexual Violence (GGBSV) that includes education, prevention and trauma informed response. WSCS is a designated safe & supportive location for individuals wanting to disclose GBSV incidents.

WSCS Supervisors respond to disclosures of GBSV with oversight provided by the Community Services Staff Sergeant. The Community Services Staff Sergeant possesses the prerequisite knowledge, skills, and abilities related to GBSV to ensure an appropriate response occurs.

The Community Services Staff Sergeant will liaise with the survivor, Western support services, and the London Police Service to ensure the survivor is fully informed of all available community resources and supports.

Where the victim/survivor requests formal police involvement, in compliance with provincial guidelines, the London Police Service or the police service of jurisdiction, if the incident took place outside of London, assumes responsibility for the investigation.

The Community Services Staff Sergeant is a member of the Western Safety & Well-being Gender Based & Sexual Violence (GBSV) Review Team thereby ensuring a collaborative and supportive response to survivors of GBSV.

The Community Services Staff Sergeant is also involved with Western prevention and safety

initiatives, such as the Gender-Based & Sexual Violence Action Committee (AC-GBSV).

WSCS members participate in ongoing GBSV training as it relates to a trauma informed approach, dating/domestic violence, harassment, informed consent, and sexual violence.

### **SAFETY PRESENTATIONS**

Although very unlikely to occur, individuals must proactively consider their own personal safety and be psychologically prepared if a serious personal safety situation arises.

This proactive approach is an important and effective strategy towards ensuring safety on campus.

The WSCS provides safety presentations across campus to our diverse community of students, faculty and staff.

Safety presentations focus on the importance of mental preparedness, situational awareness, and effective de-escalation techniques in a variety of crisis situations.

In 2024 the Campus Safety presentation was provided 48 times to 30 different campus groups.

### **CAMPUS COMMUNITY RESOURCE OFFICER (CCRO) PROGRAM**

The Campus Community Resource Officer Unit is comprised of 4 Special Constables who dedicate their time to building, fostering and strengthening positive community relationships. Students and other community members have come to know the individual CCRO team members by name and often reach out with questions, requests for support and



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invitations to events. The CCRO Team regularly receive messages of appreciation for the value they bring to the university.

An initiative that has become a student favourite is a 'Constables & Colouring' event. The CCRO's place large adult colouring pages in the residences to help students de-stress during exam time and for those that cannot get home during the holidays. A 'Constables & Colouring' event was also held for the children of Western's families living at Platt's Lane Estates. This allowed the children, many from international locations, to come to know members of the Western Special Constable Service and know that they are their friends. The appreciation shown for these events has been tremendous.

### Constables & Colouring



The CCRO's had a very successful 2024-2025 school year that included highlights like the implementation of a 'WCS Safety Tip of the Month' broadcast on Radio Western reminding students on how to stay safe in all aspects of their time at Western.

Additionally, the CCRO 'Walk & Talk' times have allowed team members to meet randomly with students and staff throughout the campus to

discuss specific topics such as bicycle safety but also have casual conversations that lead to great campus community connections.

### CCRO Lee Butler at BSA Event



### WCS members at NTR Day Event





## Campus Safety & Emergency Services 2025 Annual Report

Community safety, support and connection is what the CCRO Team strives to achieve with all Western students, staff, faculty and guests. In building productive campus connections, the CCRO team has established excellent working relationships with campus partners such as Housing and Ancillary Services, Student Experience, Western International, the Office of Indigenous Initiatives and the Office of Equity, Diversity and Inclusion.

### CCRO Lee Butler at ISA Powwow



### WOMEN'S SELF DEFENCE

The Women's Self Defence (WSD) Clinic is a free, empowering, 12-hour course offered to female and non-binary Western students, staff, faculty, alumni, and their guests. In 2024, WSCS initiated a collaborative partnership with Western's GBSV Education Team, Campus Recreation and Discovery Park to improve upon the delivery and effectiveness of this worthwhile training program.

The WSD Clinic is a proven method that teaches participants how to take an active role in their own self-defence and psychological well-being by providing realistic self-defence tactics and

techniques. WSD is comprehensive self-defence course that teaches awareness, prevention, risk reduction and avoidance before progressing on to the basics of hands-on defense training. The self-defence tactics are easy to learn, easy to retain and easy to employ. Simulation training exercises are included at the end, which provides each participant the option to practice what they have learned.

### The Women's Self Defence Clinic



### CAMPUS SAFETY PROVIDED THROUGH ENVIRONMENTAL DESIGN (CSPTED)

Campus Safety Provided Through Environmental Design (CSPTED) has been successfully applied on Western's campus since 2006. There is a significant and ongoing demand CSPTED service with the continuing development of new buildings and spaces on campus as well as the need for ongoing safety and security audits and updates of existing buildings and spaces.



## Campus Safety & Emergency Services 2025 Annual Report

CSPTED assessments are conducted by the WSCS CSPTED Sergeant. CSPTED assessments consider how the physical environment of a building, office or other space can be altered to improve and promote safety and security.

CSPTED assessments provide strategies to mitigate safety and security risk by identifying vulnerabilities and insecurities related to the physical aspects of a location and making recommendations related to enhancing safety and security.

Typically, CSPTED assessments are conducted for buildings under construction / renovation and other locations throughout campus such as an office, study area or work area that has been identified as high risk, has some safety/security vulnerabilities, has been subjected to unauthorized activity, or where a person may feel unsafe.

CSPTED assessments are also completed for exterior walkways, roadways, parking lots and areas where the community may congregate as well as isolated spaces where an increased safety risks may exist.

CSPTED recommendations may include: security of perimeter access points; lighting; target-hardening; improve lock hardware; install access control systems; alarm monitoring and response protocols; improving lines of sight and natural surveillance opportunities; increasing security patrols; and, installation of CCTV video monitoring and recording technology.

When implemented, CSPTED recommendations have been proven to enhance safety and security; mitigate unwanted and illegal

behaviour; and provide an enhanced sense of safety and security for our campus community.

### VIDEO MONITORING & RECORDING TECHNOLOGY

The CSPTED Sergeant is responsible for the overall management of the Video Monitoring and Recording Technology (VMRT) utilized by the WSCS.

The CCTV cameras and VMRT have proven successful in deterring unauthorized activity, improving safety and security, and supporting investigations.

CCTV cameras and VMRT are utilized on campus in strict accordance with Western's Video Monitoring and Recording Policy. Accessing and viewing video records is strictly controlled and video records are destroyed after a 30-day retention period (unless retention of the video record is required for a specific, authorized, purpose) in accordance with Western's Video Monitoring and Recording Policy and the Freedom of Information and Protection of Privacy Act (FIPPA).

**Table 8** identifies 2023 and 2024 community service activities Special Constables provided community members. There was an annual increase of 72 (45% increase) during 2024 which is attributed to the creation Campus Community Resource Officer (CCRO) program. The work of these four Special Constables included community presentations, liaison and golf cart training.



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**TABLE 8**

Community Services	2023	2024
<b>Total</b>	160	232
CCRO Event	0	117
CSPTED	70	51
Presentations	23	31
Community Services - General	37	18
Event Liaison	13	7
Golf Cart Training	8	5
Women's Self Defence Training	9	3

## Building Access Control

### BUILDING SECURITY

BAC is responsible for providing and managing card access for approximately 73 buildings and approximately 392 alarm systems, including high-risk locations, campus wide.

### BUILDING ACCESS CONTROL SUPPORT

BAC is a resource to support the card access administrators throughout campus (Departments and Faculties) to ensure required user access is provided, buildings lock and unlock on master schedules, as well as provide for unique classroom-booking automated unlocking and locking.

During 2024, BAC responded to over 12,400 emails, sent to the card access email account (Not including emails and phone calls sent directly to the members of BAC).

The requests for support include hardware / system service; user access (often for 100 or more users) additions, deletions, or changes; and, automated unlock / lock schedule additions, deletions or changes.

### BAC SERVICE CALLS

In 2024 BAC logged 321 calls for service, Service Calls (card access and alarms) ranging from equipment and hardware failure to battery changes.

BAC also supported several small projects, supporting FM project managers with renovation/construction projects,

### NEW AFx ENTERPRISE ICT (card-reader) SYSTEM

During 2024 Western continued with a major conversion project to update and enhance the building card access system.

The new Schmeichl Building for Entrepreneurship and Innovation was added to the ICT system with 3M/Sommerville converted during the summer, and the Child and Youth Development Centre converted in November. Card access conversion is in progress for the Labatt Health Sciences Building, and, BAC also migrated the entire Brescia campus to the Western card access system, including the Claire Hall residence.

## Emergency Management & Continuity of Operations (EM)

Throughout 2024 EM successfully completed several projects while focusing on life safety of students, faculty, staff, and visitors on campus in addition to monitoring threats to infrastructure and environment.

### ALERT WESTERNU

In July of 2024 OnSolve *MIR3* service was upgraded to the more comprehensive OnSolve *Platform* service. *Platform* provides greater



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speed and efficiency in mass notification delivery and an elevated level of administrative support including ease of Initiator use.

**EMERGENCY MANAGEMENT**

The Western Hazard Identification Risk Assessment (HIRA) was updated in collaboration with the City of London – Emergency Management Division. An increase in the frequency of severe weather incidents throughout the year is being realized. As a result, several plans including Flood Response Plan, Severe Winter, and Severe Spring - Summer - Fall plans have been updated.

**SEVERE WEATHER EVENTS**

In 2024 the impacts of climate change were witnessed. A total of 141 warnings or watches received from Environment & Climate Change Canada and Upper Thames River Conservation Authority were monitored including:

Incident Type	Number
Severe Thunderstorm	24
Snow	24
Flooding	21
Rain	20
Fog	18
Freezing Rain	8
Extreme Heat	8
Air Quality	6
High Wind	6
Extreme Cold	4
Funnel Cloud / Tornado Watch	2
<b>Total</b>	<b>141</b>

Western EM assisted in the design and facilitation of both King’s University College and Huron University College active assailant table-top exercises. EM also worked with the City of London in preparation and execution of the 2024 Ontario Summer Games response plan.

**Ontario Summer Games**



Through the summer and into September the Emergency Manager provided support to several departments in planning, preparing for, and executing Orientation Week (2024). This included staffing the CSES Mobile Operations Centre (MOC) trailer educating students on Alert WesternU and supporting WSCS and Western Student Experience.

**MOC trailer – Orientation week 2024**





## Campus Safety & Emergency Services 2025 Annual Report



### Emergency Operations Center



### CONTINUITY of OPERATIONS & RISK MANAGEMENT

The EM assisted in Continuity of Operations activities including the PSAC Strike by supporting Office of the Registrar by Proctoring over 45 exams and leading the Outside Greeting team at both 2024 Spring and Fall Convocations.

### EMERGENCY OPERATIONS CENTER

Emergency Management worked with the City of London Emergency Operations Centre (EOC) providing support and opening the CSES Boardroom in-person and virtually as an Emergency Coordination Centre (ECC) for St. Patrick’s Day in March, Unsanctioned (Broughdale) Street Party in September, and various protests and demonstrations that took place on campus.

### WESTERN AED PROGRAM

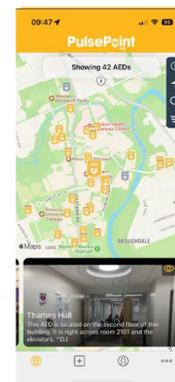
With Ontario Bill 141 (Defibrillator Registration & Public Access Act 2020) which imposes certain requirements respecting installation, maintenance, testing, and availability of automated external defibrillators on premises such as Western in mind EM led a group of student volunteers in the mapping and identification of AED locations on campus over spring and summer of 2024. A total of 54 devices in various states of readiness were found.

All AED devices on campus have been loaded into the Pulse Point App used by Middlesex London Paramedic Service (MLPS)

### PulsePoint AED Locator



- Cardiac arrests can happen anywhere on or off campus
- Having an Automated External Defibrillator (AED) available can help save lives in an emergency
- PulsePoint AED is a simple mobile app locating the closest AED to you
- The app shows the location on a map and has a picture and description to help you locate the AED
- Program is led by Campus Safety & Emergency Services and supported by student volunteers





## Campus Safety & Emergency Services 2025 Annual Report

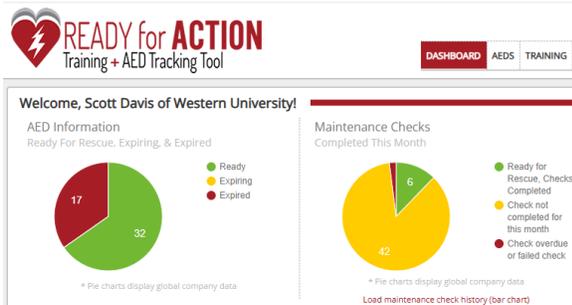
October 2024 student volunteers completed a 3-day CPR / AED Trainer certification to educate students, faculty, and staff while working with Western SERT and EMS.

### Foot Patrol



Western Foot Patrol (FP) is a student volunteer-based service, supervised by a full-time manager. This team of volunteers provide safe campus escorts, both on foot and by vehicle, wear high visibility vests to deter crime, and promote safety awareness across the main and affiliate college campuses.

In addition to Foot Patrol escorts, the team also completes emergency blue phone and monthly exterior light audits. These services assist in reducing crime and enhancing campus safety. Foot Patrol also operates Western’s main Lost & Found, handling hundreds of requests each year. Only items of value are managed by WSCS.



AED mapping data was uploaded into the *Ready for Action* tracking tool to assist with monitoring best before dates of devices, batteries, and pads to source replacements before they expire. Cabinet decals are being applied to increase awareness of available support.

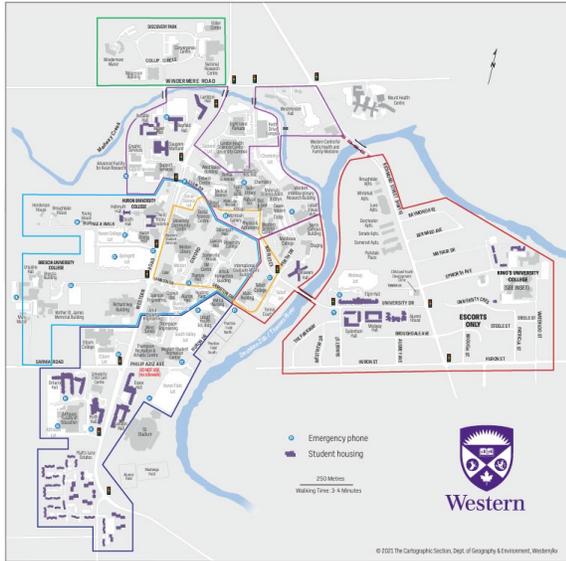
### AED Cabinet decal





Campus Safety & Emergency Services **2025 Annual Report**

**Campus Foot Patrol – Patrol Areas**



Program videos, highlighting services and volunteering, can be found at:  
<https://youtu.be/cdyBFboQJHU>

**Fire Safety (FS)**

**Fire Safety (FS)**

FS provides expertise in fire safety and fire prevention to ensure safety, security, and quality of life for the Western Community. FS members are responsible for the testing, inspection, and maintenance of fire and life safety equipment such as: fire alarms, sprinklers, standpipes, kitchen suppression systems and fire extinguishers. Fire Safety is responsible for the testing and inspection of 84 Fire Alarm Systems, 21,383 Fire Alarm Devices, 65 Sprinkler Systems, 10 Pre-acting Suppression Systems, 27 Kitchen Suppression Systems, and 4,299 Fire Extinguishers.

FS members also provide education and training to faculty, staff and students. FS Personnel are accredited through the National Fire Protection Association and technicians are certified through the Canadian Fire Alarm Association.



Throughout 2024, FS continued to build on the concept of creating and maintaining strong collaborative working relationships with Western colleagues and external partners as the foundation for our team dynamic.

Stability and a strong team dynamic allows FS to direct our focus on process streamlining and system improvements leading to workflow efficiencies. Having a very capable level of in-house expertise in all areas of Fire & Life Safety, our team was able to navigate and adapt to the various challenges presented in 2024 to ensure that Western is meeting all legislative obligations and safeguarding the campus community.

**Fire Alarms**

2024 data the fire alarm occurrences were little changed from 2023 and just below the five-year average of 112.4 per year.

**Annual number of fire alarms**

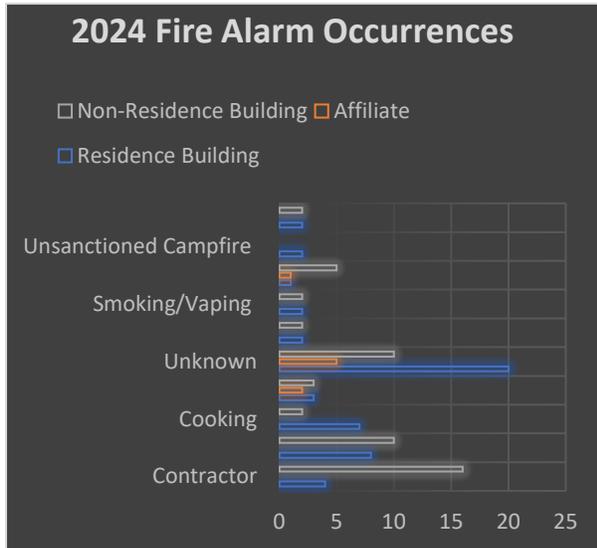
	2020	2021	2022	2023	2024
<b>Total Actual Fires</b>	2	4	6	4	4
<b>Total FA Occurrences</b>	97	114	131	109	111



Campus Safety & Emergency Services

# 2025 Annual Report

## 2024 Fire Alarm Occurrences



Of the actual fire occurrences, the total for 2024 remained static at four total occurrences. All 4 occurrences were minor in nature were appropriately extinguished and no injuries were reported.

In 2024 there was another significant decline in malicious FA occurrences when compared with 2023 and previous years. In 2024 there were just 3 malicious occurrences down from 6 in 2023 and 13 in 2022. In addition, the Residence cooking related FA occurrences were cut in half to just 7 occurrences from 15 in 2023.

FS continues to actively work with our Western colleagues and the LFD on the implementation of fire safety and prevention initiatives to mitigate fires and false alarms to keep our community safe.

### Fire Alarm System Upgrades & Enhancements

In 2023 FS was made aware of various fire alarm system hardware end-of-life updates from our two main fire alarm system manufacturers on

campus Johnson Controls JCI and Chubb. In 2024 we began upgrading identified JCI systems at Lambton Hall, Bayfield Hall, Support Services Building and Talbot College. We will continue upgrading systems over a ~10 year period until all systems are upgraded to the new equipment.

By leveraging the modern technology established in all head-end control panels and our strong internal expertise and capabilities, FS has continued to customize fire alarm system functions to address operational issues and improve efficiencies. Together these large number of small improvements continue to reduce testing/maintenance time and improve overall system performance while simultaneously allowing the focus of resources to other areas of need. Perhaps most importantly these enhancements improve the response time to emergencies for our first responders.

### Fire Protection

In collaboration with FDE, FS has established a budget and scope of work for a new initiative relating to the wholesale upgrade of in-building fire hoses and associated valve testing at various campus locations. This will be a multi-year project. In 2024 data collection was completed after which we compiled and created an up-to-date inventory of all fire hoses on campus. Western has many buildings still outfitted with vintage 1985 fire hoses that we will begin replacing in summer of 2025. The goal will be to bring our stock of in-use fire hoses to 30 years of age or newer then maintain that 30 year expiry moving forward matching industry standards.



## Campus Safety & Emergency Services 2025 Annual Report



Services provided by Western's HazMat Team on campus include:

- 24 x 7 x 365 hazardous materials emergency response
- Spill assessment and remediation.
- Air quality and natural gas odors assessment and remediation.
- Confined space emergency response and support.

Other highlights from this area of responsibility include multiple deficiency repairs and sprinkler system enhancements. Two failing water flow devices were identified during inspection which were subsequently replaced, in addition there were a number of deficiencies identified in the

Student Rec Centre including dozens of corroded sprinkler heads among other things. We have noticed a significant drop off in terms of deficiencies and failed components on our sprinkler/standpipe systems through 2023 which we believe points to the increased level of attention our fire protection systems are receiving since the hiring of Ray Leach our Fire Protection Coordinator in early 2019.

### Hazardous Materials & Emergency Response (HazMat) Team

Western's HazMat Team is comprised of one full time leader and ~16 volunteer members with various backgrounds, expertise, and competencies related to the areas of chemical, biological, radiological, nuclear, confined space, and mechanical/electrical hazards. The team has a large inventory of related equipment and resources available to support research and operations on campus in case of an emergency.



**ITEM 4.2(b) – Health, Safety and Employee Well-being Annual Report**

**ACTION:**     APPROVAL         INFORMATION         DISCUSSION

**EXECUTIVE SUMMARY:**

This report is provided annually to the Audit Committee for information in accordance with the Audit Committee’s Terms of Reference.

It is provided to the Board of Governors for information.

**ATTACHMENT(S):**

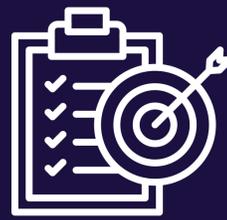
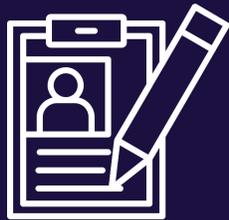
[Health, Safety and Employee Well-being 2024 Annual Report](#)

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Western University

# Health, Safety and Employee Well-being

## 2024 ANNUAL REPORT



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## Opening Comments and Background

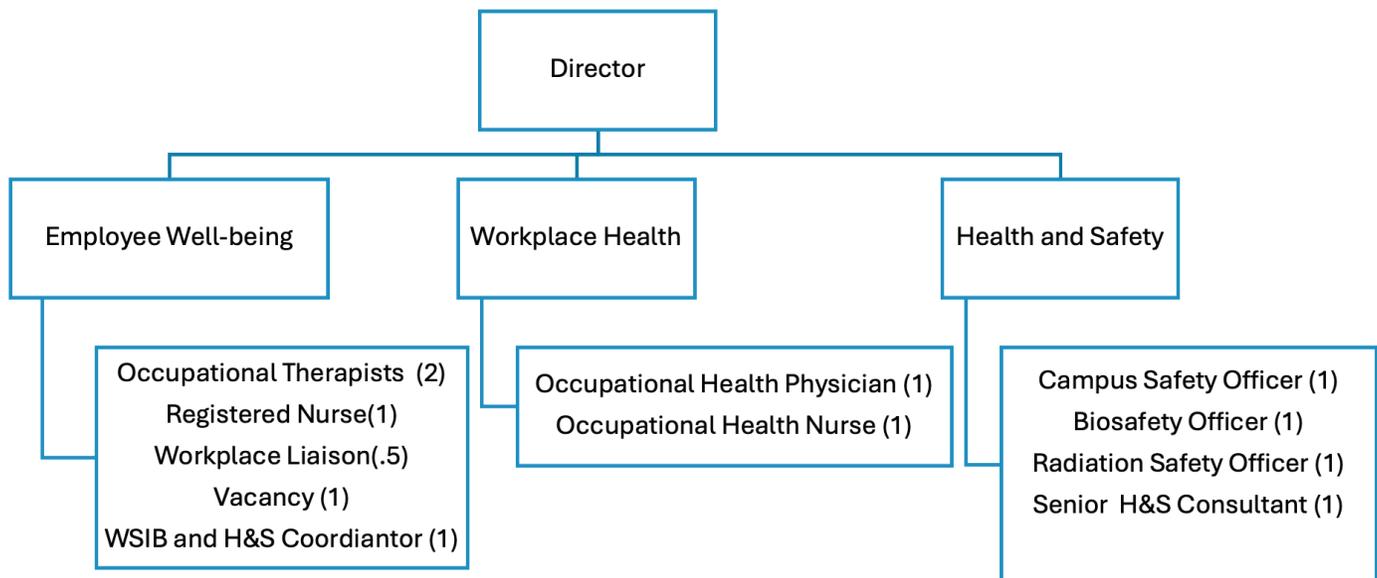
On behalf of Human Resources I am pleased to provide you with the 2024 Health, Safety and Employee Well-being Annual Report for Western University.

Human Resource teams assist the university community in meeting their obligations for a safe workplace for all who work and learn here. The total number of workers on campus can vary during the academic year, but on average is about 14,000.

This annual report includes information about the development, implementation and maintenance of programs targeted at supporting the safety system for all stakeholders. The university, supervisors, and workers work together to mitigate environmental, occupational and public health safety risks.

A summary of the results of inspections on campus is included in this report as well as initiatives and actions our team and our safety partners/committees are taking to ensure clear communication of safe work practices and adherence with applicable university policies.

The report includes incident data and claims frequency under the Workplace Safety Insurance Board (WSIB) as well as activities and events that have required the attention of the Ministry of Labour, Training and Skills Development, the Canadian Nuclear Safety Commission, the Ministry of the Environment, the Canadian Food Inspection Agency, the Public Health Agency of Canada and other government organizations.



Our team works collaboratively with faculty, staff, supervisors and business partners to address compliance issues and recommend proactive preventative strategies.

Providing an environment in which workers are safe and able to perform at their best is a continual process. Our team of professionals are focused on assessing potential hazards and putting in place a variety of controls to mitigate the risk to the worker and the university community.

Many efforts of the Workplace Health Team help workers get off to a great start by reviewing

their job-specific hazards and discussing safe procedures, personal health monitoring plans, and appropriate personal protective equipment.

When incidents occur in the workplace, supervisors across campus engage in a variety of responses, including referral of injured and ill workers to our Employee Well-being Team, to mitigate further risk to the worker and others in the area.

I am very proud to report on the work of our teams for the 2024 calendar year.

A handwritten signature in black ink that reads "L. Koza." The signature is written in a cursive, flowing style.

Louise Koza  
Director, Health, Safety, and Well-being  
Western University

## 1. Complexity of Western's Working Environment

A university campus has a wide scope of safety surveillance, given the complexity of activities both indoors and outdoors, on campus and around the world, and the variety of worker relationships. All activity on campus can roll up into something our safety team has the responsibility to ensure the work is being done safely. From student activities like Fire Engine Pull to managing hazardous waste disposal, there is a need to ensure that our workers are able to perform in the safest environment possible. With over 100 buildings to inspect annually and over 30,000 people on campus every day, just figuring out which regulation of the health and safety act is applicable to different types of work and how to define a “worker” is not straight forward for our campus. For example — are students learning techniques in the dental clinics a “worker”?



Students inside the Dental Clinic in the Schulich School of Medicine & Dentistry.

The variety of work is also complex — from working with highly infectious diseases to significantly repetitive work procedures. We also have more than average numbers of young workers with our part-time student workforce — sometimes in their first job. These young workers and their supervisors need some extra attention to ensure they understand the importance of safety at work.

Human Resources has business partners across campus who have an incredible commitment to safety and have been able to collaborate to build a robust safety system where everyone has some role in ensuring a safe work and learning environment.

## 2. Risk Management Framework

Under the guidance, resources, and tools of [Western's Enterprise Risk Management Policy and Procedures](#), Human Resources has developed a framework for looking at hazards in the workplace and evaluating the effectiveness of our existing controls in mitigating the risk of injury to workers. This is an on-going process which will allow us to deliberately and systematically look at new and evolving risks and existing controls, identifying new controls to be considered.

Following guidelines of the Ministry of Labour, Training and Skills Development and the WSIB we have inventoried the variety of hazards and grouped them as: Environmental, Biological, Chemical, Other Physical Hazards, Work Design and Psychological.

### 3. Pro-active and Preventative Well-being

Keeping the workforce safe starts with worker participation in identifying hazards, training, and pro-actively engaging workers in wellness activities that make them aware of additional personal health risks they may have in completing work procedures. Many efforts of the Workplace Health Team help workers get off to a great start by reviewing the hazards associated with their work and discussing safe procedures, personal health monitoring plans, and appropriate personal protective equipment. They also promote vaccination and testing as required for their role and in general, including a very successful combination flu and COVID vaccination clinic offered each fall.



**540**

**Flu vaccinations administered in 2024**

Our [Living Well @ Western](#) program offers a wide variety of physical and mental activities free to all employees with a robust schedule every work day. With dedicated space in the centre of campus, we have been able to expand our services and support for neurodiverse individuals in 2024 who need a break away from their workspace during the work day.

The Living Well program collaborates and promotes events delivered by Student Experience, Office of Indigenous Initiatives, Sustainability, McIntosh Gallery, Western Libraries, the Dellelce Family bookstore and the Don Wright Faculty of Music. With the support of Western Sport and Recreation Services, the program promotes some physical activities in Thompson Arena.

Employees can be motivated by earning “wellness points” by completing activities, attending events, and playing monthly “bingos” — points accumulate for small rewards and recognition. In May of 2024, we held a successful Employee Health Fair (to be repeated annually) bringing a wide variety of vendors and organizations to campus to share resources and tools, and connect with Western workers.



**485**

**Wellness rewards participants**



In 2024, 485 employees participated in the Wellness Rewards Program with a total of 1,928 activities that they participated in. On average the Living Well @ Western program offers nine wellness activities/breaks per week.




# Self-care Bingo

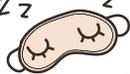
**Self-care Bingo** is a way to improve your health and well-being and be entered in a draw to win prizes!

**Instructions:**

- Mark off squares as you complete each activity
- You have the entire month to work towards finishing the whole card
- Send in your card to [livingwell@uwo.ca](mailto:livingwell@uwo.ca) by 12 noon on April 30!

You get one entry per line to a maximum of 5 entries.  
Each entry will also receive [Internal Wellness Rewards Points](#) for more chances to win!



 Try a new form of physical activity	Watch a funny movie or TV show	Reflect on things you are grateful for	Cook a healthy meal	Listen to your favourite song 
Take a moment to appreciate something beautiful	Create a budget for next month	Having a meal without distractions 	Create art or do a craft project	Read a book for pleasure
 Practice positive self-talk	Engage in an activity that brings you joy 	 <b>Free space</b>	Practice gratitude journaling	Reduce the amount of time spent on your phone
Explore a new place in London region	Try a relaxation technique to calm your mind and body 	Stay hydrated during your day		
Disconnect from technology before bedtime 	Listen to your favourite podcast	Spend time in nature by going a walk outside		

Examples of some of the programming provided by Living Well @ Western.

## Western Employee Health Fair

**Vendor Day - May 8**  
(Alumni Hall)

**Self-Guided Tours - May 8, 9**  
(Support Services Building)



## Primary Care and Early Intervention

The Workplace Health and Employee Well-being teams are able to address issues swiftly as they arise — providing immediate support to mitigate risks to employees. On any given day the Occupational Health Physician can see employees who may have had an animal bite or needlestick injury — they may assess an over-exertion strain or prescribe antibiotics. Our Well-being team are able to quickly assess the employee’s ability to continue to work or offer alternative work; they are also very supportive as employees experience trauma, where psychological suffering, illness or injury is involved or likely to occur. By being on campus throughout the work week, these teams are mitigating the risk of complications due to workplace injuries.



**1,900**

Patient encounters with Occupational Health Nurse and Physician in 2024



**1,321**

Open cases in Employee Well-being in 2024

In 2024, and continuing this year, the teams have looked closer at the psychological safety of our workers including mitigating risks relating to working alone, workplace harassment, and workplace violence. Following the [guidance and standards published by the Mental Health Commission of Canada](#), our teams have been assessing the risks and implementing processes and controls to align with the 13 factors of a psychologically safe workplace.



This *Healthy Minds* program provides access to education and resources as well as strategies for employers, leaders, and employees for the implementation of psychological health and safety in the workplace.

A number of workers fulfill physically demanding responsibilities — managing our beautiful outdoor space, preparing and serving food to our students and taking care of large colonies of rodents in our research facilities to name a few. When this work is conducted, it is important that procedures are well thought out, tested, and that proper training is delivered to prevent repetitive strain injuries.

Our team develops and delivers ergonomic resources and guidance to workers across campus. Some training modules for certain roles are mandatory.



**670**

**Employees have completed the special ergonomics training relating to materials handling since the training was developed and released in January 2023**

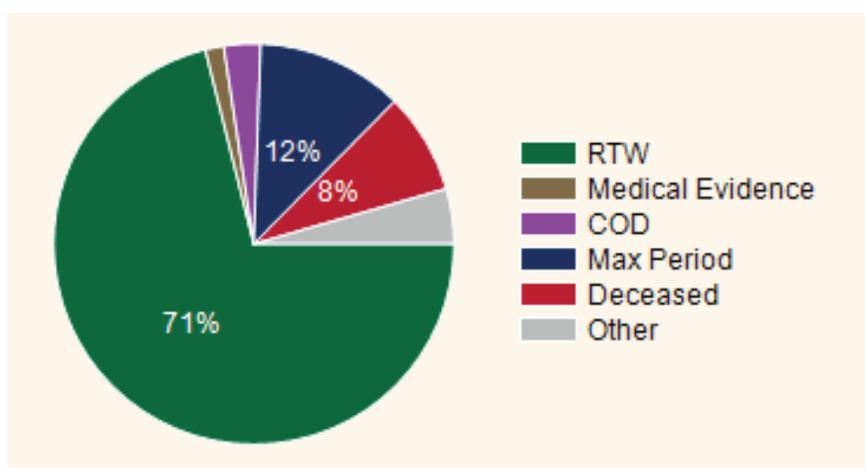
In 2024 we continued to work with the supervisors and managers in the animal care facilities to ensure that proper ergonomic assessments are documented and work procedure training is completed for all animal care technicians, in order to mitigate over-exertion and repetitive strain injuries. We have approximately 50 staff employed in the animal care facilities and over the past 3 years there were a total of 64 incidents reported and investigated from this unit. The Health, Safety and Well-being team spends a large percentage of our resources with this group of workers.

## Recovery and Return to Optimum Functioning

The university is committed to supporting employees who are experiencing occupational and non-occupational illness, injury, and disabilities. Human Resources supports a collaborative, proactive approach to help employees to stay at work or to safely return to work following an illness or injury. We are also focused on fulfilling our legislative obligations with respect to the Workplace Safety and Insurance Act, the Ontario Human Rights Code, and the Employment Equity Act, minimizing the monetary and psychological costs associated with disability at Western. The return to optional functioning is a collaborative process with employee-centric accommodations — engaging the employee, the employee association/union, treating practitioners, and where applicable case managers from external insurance companies.

### Claim Resolutions

#### LTD Resolutions (Cumulative 01-Jan-2022 to 31-Dec-2024)



#### LTD Resolutions (Annually)

Western's Long-Term Disability (LTD) Claims rate varies from year to year. In 2024 it was about 1.28% of the covered lives making claims following a 15 week period of short term disability — 63.4% of those on claim in 2024 were successfully returned to work. The average duration of Western's LTD claims varies by diagnosis, but is on average 13.7 months, which is quite low relative to the educational industry (18.2 months) and our insurer's block of business with the same plan design (42.9 months).

Our performance as a university relative to the educational industry and our insurers' book of business suggests that our teams have been very effective at successful return to work for our employees following an illness or injury. When employees have experienced a critical non-occupational illness (e.g., cancer, heart attack, stroke) we still consider what role Western can play in supporting them to develop functionality and engagement in our community while they manage the complexity of their illness and recovery — often finding creative and safe ways to support an early and sustainable return to work, such as return-to-work trials and the initiation of work hardening programs.

Recent cases have demonstrated how targeted support strategies, such as temporary modified

roles and duties, gradual return-to-work plans, and ergonomic assessments, can facilitate a safe and sustainable reintegration into the workforce. We've also implemented job shadowing and job coaching to help employees rebuild familiarity and confidence in both physical and cognitive tasks following a significant time away from work.

In addition to these physical and procedural supports, our teams place strong emphasis on the importance of social connection as a critical part of recovery and reintegration. We actively work to connect employees with peer support networks and community-based services and have supported the establishment of a Community Treatment Team to assist in complex recovery situations. Referrals to specialized programs and coordination of funding supports are extended not only to employees, but also to affected family members, recognizing the broader impact of serious illness or injury. Throughout this process, supervisors, team members, and representatives from union groups and associations are actively involved in supporting reintegration. These groups receive ongoing guidance, education, and tools to ensure they can support returning colleagues with empathy, flexibility, and effectiveness during their transition back to work.



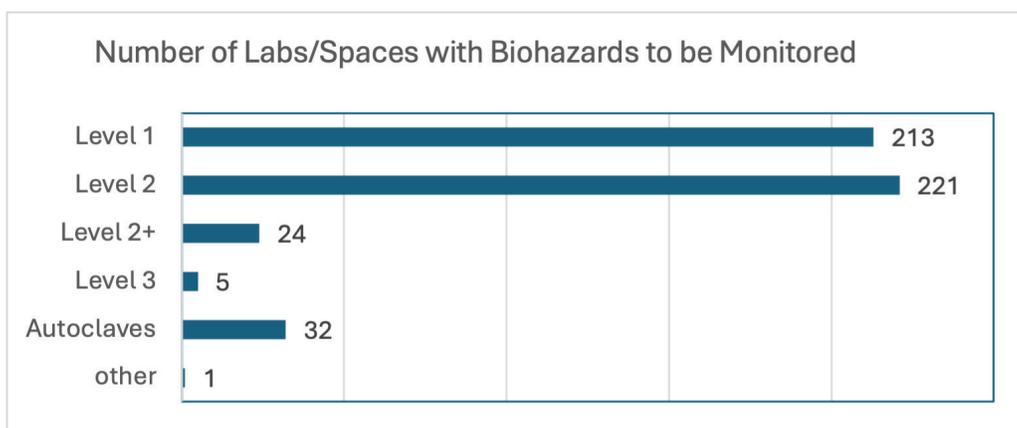
A scan is conducted using Western 3 Tesla MRI machine.

## Safety Programs For Workplaces with Unique Hazards

As mentioned in the introduction of this report there is some complex work at Western which is highly regulated and is associated with unique hazards to workers, and risks to the environment which hold significant reputational, and financial risks to the university.

### Biological Safety

The Biosafety Program is designed to mitigate the risk of working with potentially hazardous biological materials, and currently includes 496 research and teaching laboratories across campus. Much of this work is governed by the Public Health Agency of Canada and the Canadian Food Inspection Agency. With the oversight of a Biosafety Committee, 195 active permits are held by principal investigators or course curriculum chairs to ensure compliance with the relevant standards and Western's established controls when working with potentially hazardous pathogens and toxins, as well as any work with human source materials. The Canadian Biosafety Standards classify biological agents into Risk Groups and depending on the group, there are unique hazards and controls to be put in place.



In 2024, a global research scientist working with special pathogens relating to West Nile Virus required significant amendments to our Biosafety licensing and related plan administrative documents and security measures which our Biosafety officer supported. As Western expands its global reach and research excellence, our team is committed to ensuring the success of these new ventures.

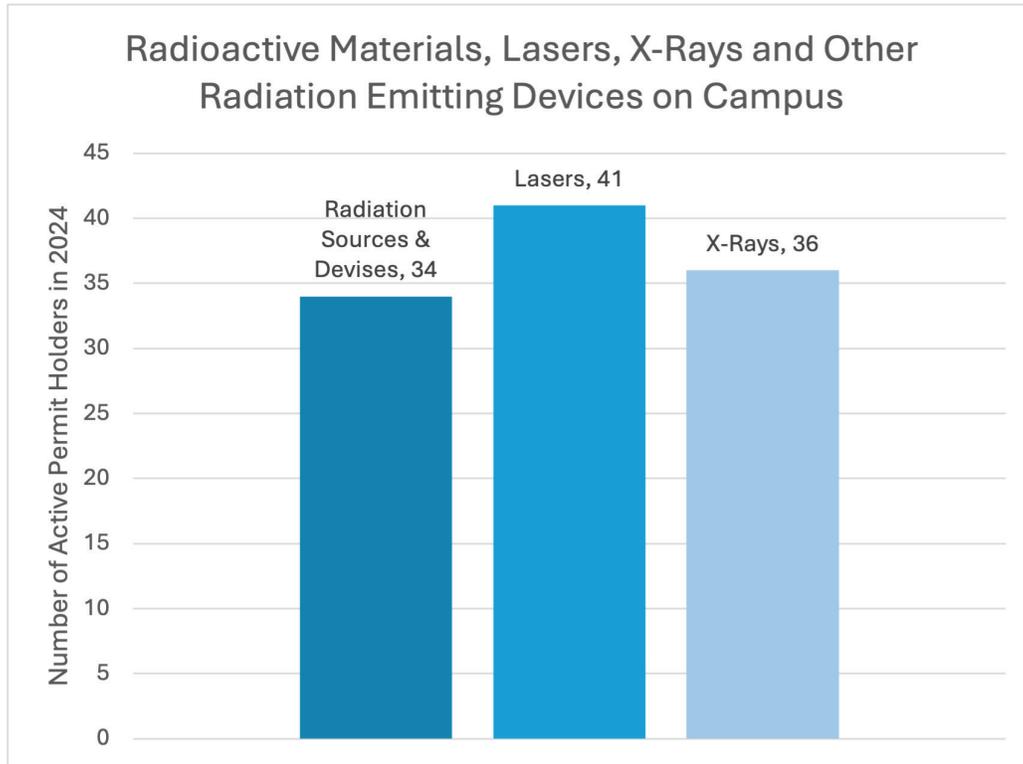
Our current records system for managing biological safety is antiquated and does not provide a foundation for advanced analysis of risks. In 2025 we will be implementing a new Biosafety Permit Authorization module on the WorkSafe at Western administrative platform which, combined with on-going inspections, will support more robust monitoring and analysis.



Research being conducted inside Western ImPaKT facility — a one-of-a-kind facility combining PHAC certified containment level standards (CL2+ and CL3).

## Radiation Safety

The Radiation Safety Program is designed to mitigate risk of working with ionizing radiation including radiation emitting devices such as X-rays and lasers. This work is governed by the [Canadian Nuclear Safety Commission](#) (CNSC), the International Atomic Energy Agency (IAEA), and the Ministry of Labour, Training and Skills Development. With oversight of the Radiation Safety Committee, permits are issued to principal investigators and core facilities managers to ensure compliance with all relevant statute and standards when working with radioactive materials and/or radiation emitting equipment.



In 2024, we leveraged our investment in the WorkSafe at Western administrative platform to implement the radiation safety module, which includes the close management of radioactive material inventory (including calculation of decay rates), allowing Western to report with precision the amount of material on hand at any point in time. The university is limited by the CNSC and the IAEA — through licensing and an internal permit issuing process, along with a robust and accurate inventory accounting system, multiple research teams are supported across campus to work with these materials. This is complex work and our safety team has put a number of controls in place, and tested them, to ensure workers are not exposed to unacceptable levels of radiation. Approximately 500 workers are classified as nuclear energy workers and are required to wear a personal dosimeters, complete and renew radiation safety training, use detection devices and document readings regarding radiation concentration.

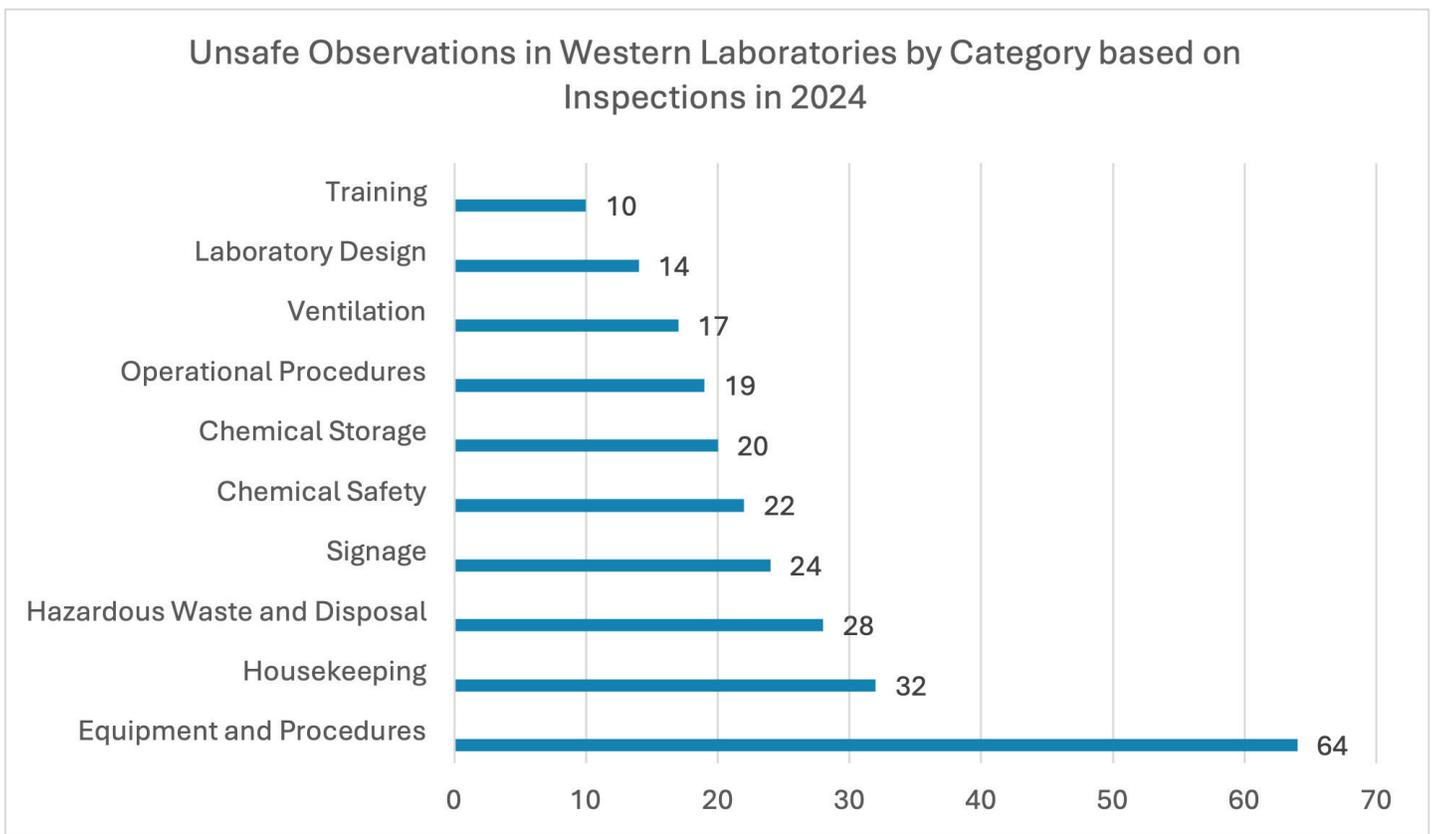
## Laboratory Safety

The Laboratory Safety program is designed to mitigate risks to workers and students in over 430 labs across campus and in specialized research facilities off campus. The guidelines, procedures, and requirements for work in the labs are governed by the Ontario Occupational Health and Safety Act, the Workplace Hazardous Materials Information Systems (WHMIS), the Electrical Safety Authority of Ontario, the Ontario Fire Code as well as regulation relating to other special hazards (i.e., biological, radiation) that may be in the laboratories. In 2024 we completed inspections of most laboratories on campus.



Science students participate in a chemistry experiment.

A common concern has been the lack of attention to basic housekeeping issues which pose a heightened risk given the hazardous materials present in the labs. For example, during inspections workers are well aware of the requirement to wear eye protection and exclude food and drink in the lab — but in unanticipated visits to the same space, these controls are not well adhered to. Some of this is due to lack of supervision of students, visiting researchers, and others.



To help improve the safety culture in labs we will be engaging academic leaders to minimize disruption to teaching and research.



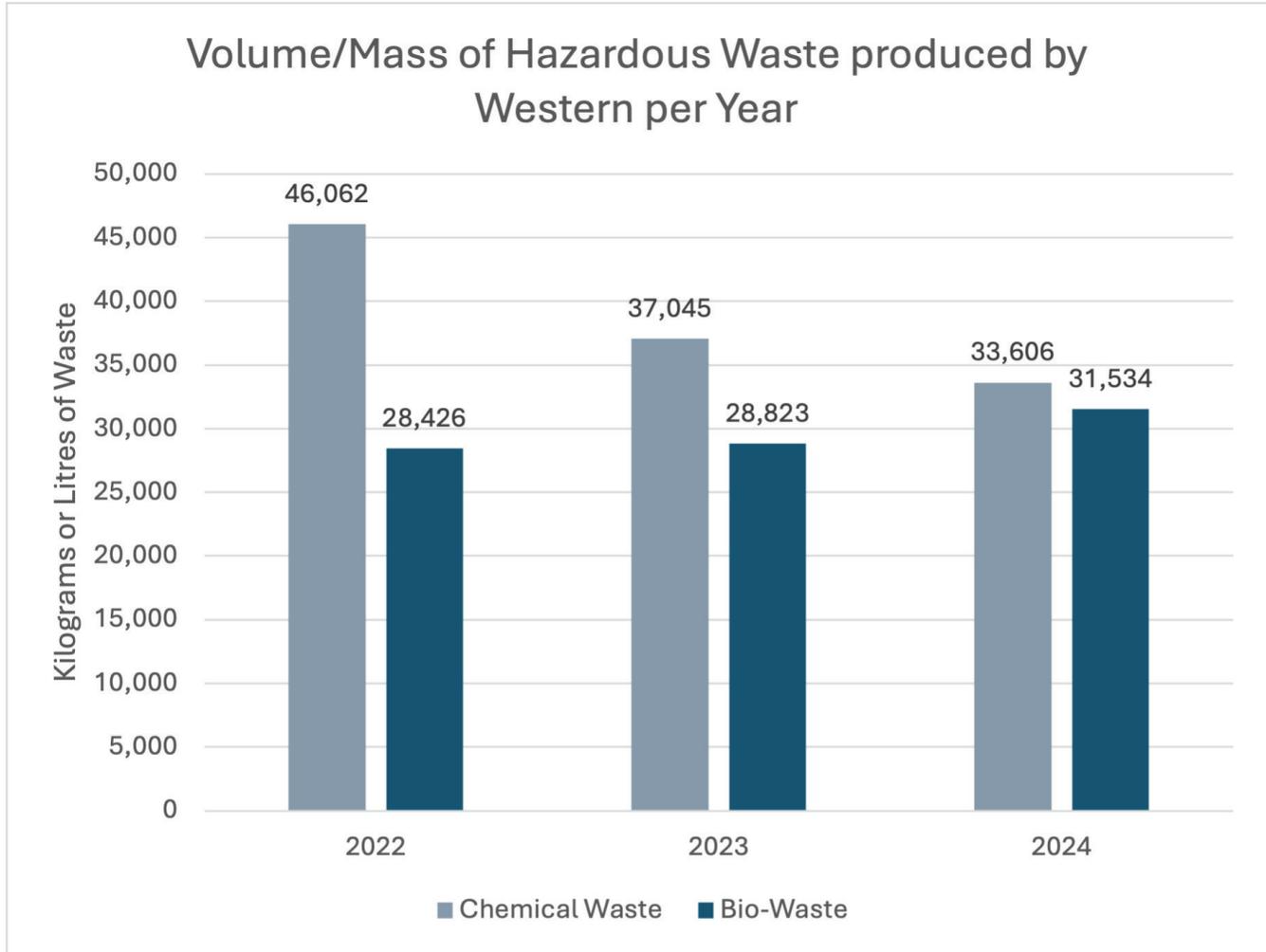
Health and safety consultants conduct a lab safety inspection.



A Western staff member is fit tested for an N-95 mask.

### Hazardous Chemicals and Waste

Western received over 9,300 unique chemical agents as new supply in 2024 and disposed of 33,500 kg/l of chemical waste in 2024.



The procurement and transportation of hazardous materials is governed by the Transportation of Dangerous Goods Act, which requires a number of workers in shipping and receiving locations on campus (26 active staff members in Stores, Procurement, Health and Safety) to receive specialized training. The labeling, storage, and use of hazardous materials is governed by WHMIS. Whether or not an employee works directly with these hazardous products, all workers at Western must complete WHMIS training and refresh the training regularly. We will be working on renewed communications and leveraging technology to ensure compliance with all required WHMIS training as there are a number of workers with incomplete or expired WHMIS training.

## Outdoor Environment

With over 170 hectares of land on main campus and many workers, students, and visitors on campus every day, it is important to assess the hazards present. Indeed many safety incidents reported to Human Resources in 2024 were related to slips and falls which occurred outdoors. They have also included incidents/hazardous conditions relating to motor vehicle/pedestrian conflict, attacks from geese, insect bites/stings and air quality. In addition to these hazards, the university has a number of large, medium and small construction sites which carry risks to those traversing the campus.



Signage creates awareness of geese nesting areas.

In 2019 Western successfully transitioned to a 100% smoke and vape free campus. Despite this widely communicated policy, there are some students, employees, and visitors who need reminders that there is no smoking or vaping permitted on campus. In 2025 we will be reviewing the orientation documents for new community members, campus signage, and an overall communication strategy to reinforce knowledge of the policy and procedures across campus.

Our safety team works very closely with Facilities Management's Landscape Services team and other operations to control for hazards as they present themselves. In 2024 we worked to improve controls for pedestrians at Alumni Circle, measure noise hazards due to construction or student events, consider control measures for the growing geese population and to mitigate the risk of tick bites to landscape workers. The integration with Brescia University College in 2024 has added over 17 hectares of space to monitor, including 100,000 square footage of indoor space for our inspection program.

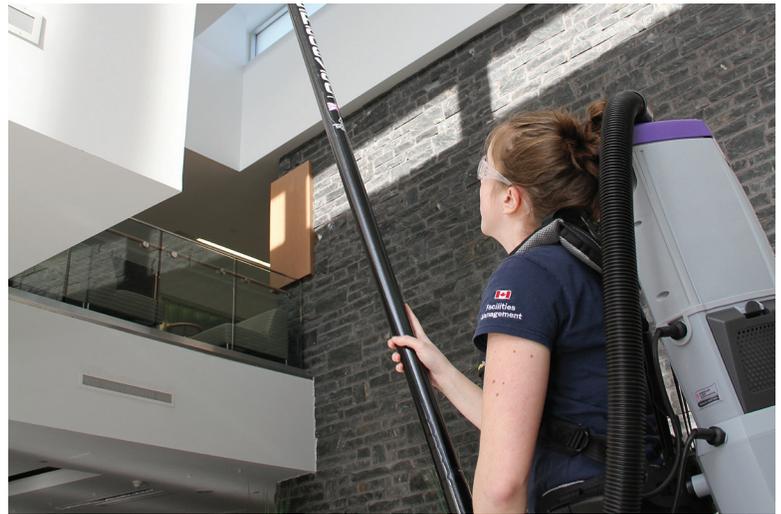


# 15,185 rooms in 96 buildings

Inspected by the Joint Occupational Health and Safety Committee in 2024

## Facilities Management Workers

To support the infrastructure and buildings at Western, there are many workers with specialized skills including stationary engineers, electricians, plumbers, carpenters, painters, locksmiths and motor mechanics. There are also hundreds of building services workers deployed to maintain and support small repairs as needed. These workers are exposed to potentially hazardous chemicals, electrical shock, lacerations and other injuries which require heightened vigilance when it comes to proper training on work procedures, engineering controls such as guards and handrails, and properly procured and allocated personal protective equipment. The Human Resources team works with the Facilities Management staff and leaders to ensure that appropriate controls are in place and reviewed regularly. The controls have been very effective at mitigating incidents. For the most part, incidents reported have been related to ergonomics of work procedures as opposed to other hazards. For reference there are approximately 450 total staff employed in the Facilities Management division.



A caretaker uses a vacuum extension.

## Hospitality Services Workers

With over 800 hospitality workers exposed to hazards such as burns, lacerations and tight workspace, it is expected that they will be well represented in our accident and incident reporting data. However, the rate of incidents over the past year for this group of workers is concerning and we have put in place a number of initiatives to mitigate the risks they are exposed to.

Administrative controls have been strengthened, including mandatory ongoing training sessions focused on thermal burn prevention and knife safety. In addition, a comprehensive Job Demands Analysis has been updated for key roles, and workplace assessments continue to be completed to evaluate and improve the design of counter space, shelving, and storage systems, in order to reduce musculoskeletal disorder risk and awkward movements that increase injury risk.



Food preparation in a residence dining hall.

Further workflow assessments are currently underway across several eateries, with particular focus on task rotations to minimize repetitive motion and support musculoskeletal health.

Ongoing promotion and reinforcement of educational materials has also been prioritized, including training on:

- The selection and use of appropriate slip-resistant footwear;
- Safe materials handling techniques;
- Ensuring employees are selecting the right tools to perform their work safely;
- Identifying and selecting tasks that align with an individual's physical and cognitive limitations, especially for those returning from injury or managing ongoing medical conditions.

## New Initiatives in 2025

Our safety officers have been working on a new and revised program as part of the WSIB Health and Safety Excellence initiative, to mitigate the risks of slips and falls in the workplace. Part of this includes revised worker and supervisor orientation training, an emphasis on proper footwear in the workplace, and coordination with Facilities Management to identify and correct for outdoor trip hazards. We are expecting that our efforts will be noticed in reduced falls and fewer contacts due to incident reporting, in 2025.

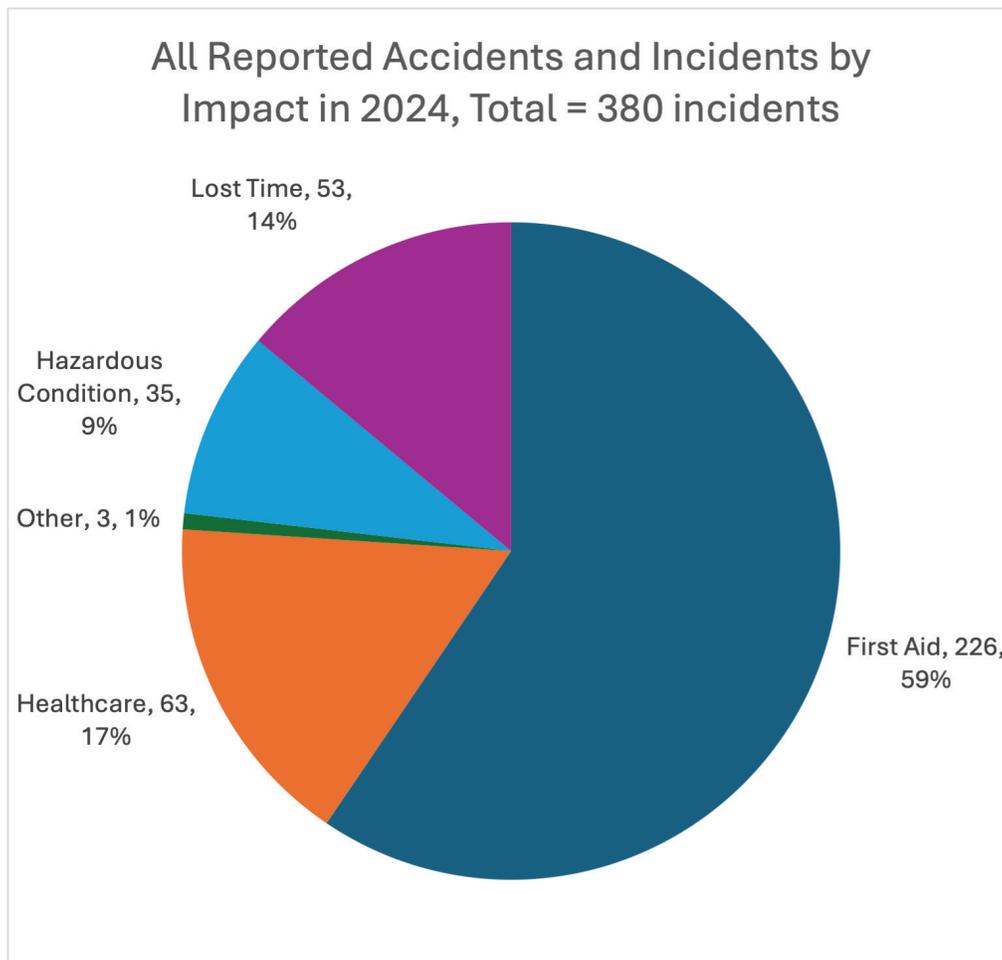
As discussed earlier in this report, there are a number of very physical jobs, particularly in Facilities Management and Hospitality Services. Our team members will be working with the leaders in each of these areas in 2025 to ensure that the documentation of job demands by position is up to date and that the related work procedures are well designed and understood by the workers.

We will be completing a chemical inventory reconciliation in a number of laboratories to ensure the physical presence of chemicals, their storage location, and ownership aligns with the inventory records on WorkSafe at Western's administrative platform.

In 2025 we expect to be further leveraging our investment in technology to improve the Biological Safety Permit Authorization program on WorkSafe at Western. An enhancement will be released for principal investigators to view their permits, inventory, roster of research workers, and their training, all in one place. We will be leveraging technology on both the PeopleSoft HR system and the WorkSafe at Western system to support improved communication of required training records to all supervisors and to centralize the tracking of role-specific training.



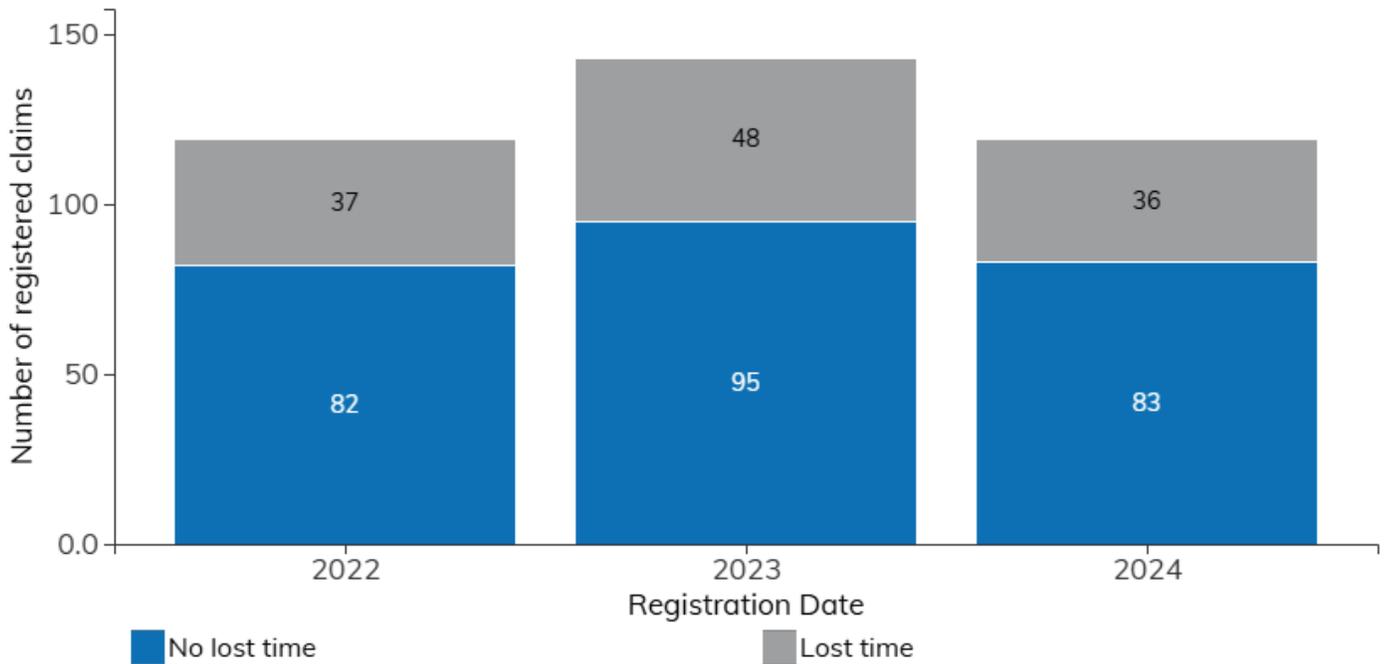
## Appendix A: Incident Reporting and Management



In 2024 there were 33 potentially critical injuries reported on campus (i.e., broken arm, leg unconscious individual, life in jeopardy, substantial loss of blood). Upon investigation, 15 of these incidents involved students and there was no similar hazard for workers. For each of the remaining 18 incidents, our team notified the Ministry of Labour, Training and Skills Development (MLTSD) and worked with Western Special Constable Services, London Police Services and/or emergency response personnel to investigate the incident and identify any hazards in the workplace that could have a causal effect.

Eleven of these incidents met the criteria for critical injury, each of which the Ministry prepared a report to be shared with the Joint Occupational Health and Safety Committee and posted on our Health and Safety public information boards. The remaining seven incidents were related to the worker's underlying health condition and not related to the workplace.

### Appendix B: Workplace Safety Insurance Board Metrics



Compass - Generated Report for THE UNIVERSITY OF WESTERN ONTARIO (1643185)  
Data Source: Workplace Safety and Insurance Board  
Data Maturity: As of February 28, 2025  
Data Notation: includes data from 01/01/2022 to 12/31/2024  
Data downloaded from WSIB Compass tool.  
Report Downloaded On 2025-04-15 12:51:20

In 2024 the University paid \$1.7 million in premiums to WSIB and WorkSafeBC (for a small group of workers located in that province). We expect a refund in 2025 of \$830,000 due to a surplus that Ontario is running in the WSIB program.

**Appendix C: Documentation and Recordkeeping**

<b>Completion of Required Training</b>	
<b>Training Program</b>	<b># Workers Completing Training in 2024</b>
Asbestos Awareness (Comprehensive)	37
Asbestos Awareness (Basic)	73
Accessibility in Service (AODA)	2,833
Biological Safety Awareness	747
Building Inclusivity Through Anti-Racism	2,881
Burn Safety Training	240
Cyber Safety Awareness	2,056
Golf Cart Training	66
Electrical Awareness	75
Ergonomics	482
First Aid/CPR	49
Gender Based Sexual Violence	2,609
Health & Safety Awareness	3,332
Knife Safety	186
Laboratory Safety	769
Ladder Safety	24
Laser Safety	153
Lock-Out Tag-Out	71
Personal Protective Equipment	163
Radiation Safety	52
Respirator Fitting	259
Safe Respectful Campus	2,974
WHMIS	3,840
X-Ray Safety	108

Illustrated icons credit: Flaticon.com

### Health, Safety and Employee Well-being

Suite 4159, Support Services Building  
1393 Western Road  
London, Ontario, Canada  
N6A 3K7

(P) 519-661-2111 (X85578)  
(E) [hsu@uwo.ca](mailto:hsu@uwo.ca)

[www.uwo.ca/hr/safety](http://www.uwo.ca/hr/safety)



Western

**ITEM 4.3(a) – Policy Updates Under the Authority of the President**

**ACTION:**     APPROVAL       INFORMATION       DISCUSSION

**EXECUTIVE SUMMARY:**

Under MAPP Policy 1.51 - Establishing University Policies and Procedures, a “policy” is an official University directive that has broad application throughout the University and is binding on members of the University community. The President is authorized to approve policies, except for those policies that the Board of Governors reserves to itself for approval.

There are several such university policies under the approving authority of the President.

To provide transparency, new policies, revisions to existing policies and rescission of policies under the President’s authority will be communicated to the Board for information through the Senior Policy and Operations Committee.

Currently, several policies are under review. Below is a summary of policies that recently have been rescinded.

**POLICY 1.27 – WESTERN HOME PAGE**

MAPP Policy 1.27 - Western Home Page was implemented in 2000, when institutional websites were still new. It was last revised in 2004.

On December 17, 2024, Western Communications was consulted with respect to whether this policy is necessary or appropriate given the current adoption and implementation of the University’s website(s). Western Communications indicated that it is not effective or helpful with respect to their work. We have researched other universities across Ontario and are unable to find similar policies there.

MAPP 1.27 does not meet the definition of a policy under MAPP Policy 1.51 noted above and is not necessary for Western Communications to maintain the Western Home Page or Western website according to operational standards.

Given that the policy was not effective or necessary for Western Communications to manage the University’s website, the policy was rescinded effective February 14, 2025.

**ATTACHMENT(S):**

[MAPP Policy 1.27 - Western Home Page](#)

### **POLICY 1.40 – RELEASE OF INFORMATION TO THE MEDIA**

MAPP Policy 1.40 - Release of Information to the Media was implemented in 1976 and last updated in 2006.

On December 17, 2024, Western Communications was consulted with respect to whether this policy is necessary or appropriate in the present time. They indicated that the language is more an operational procedure managed internally by Western Communications and does not need to be included in a MAPP Policy. We have researched other universities across Ontario and are unable to find similar policies there.

MAPP 1.40 does not meet the definition of a policy under MAPP Policy 1.51 noted above and is not necessary for Western Communications or other members of the University community to engage with the media.

Given that the policy language set forth operational and procedural requirements that were primarily applied by and binding on members of Western Communications, the policy was rescinded effective February 14, 2025.

#### **ATTACHMENT(S):**

[MAPP Policy 1.40 – Release of Information to the Media](#)

### **POLICY 1.18 – FOOD OR DRINK CONSUMPTION POLICY FOR WESTERN LIBRARIES**

MAPP 1.18, Food or Drink Consumption policy for Western Libraries, was implemented in 2000 and was last updated in 2003.

On January 21, 2024, Geoffrey Little, Vice-Provost and Chief Librarian, Western Libraries, was consulted with respect to whether this policy is necessary or appropriate in the present time. They indicated that the language is an operational procedure managed internally by Western Libraries and does not need to be included as a MAPP policy.

Given MAPP 1.18 does not meet the definition of a policy under MAPP Policy 1.51 noted above and is not required for Western Libraries to manage its facilities, the policy was rescinded effective February 24, 2025.

#### **ATTACHMENT(S):**

[MAPP Policy 1.18 – Food or Drink Consumption Policy for Western Libraries](#)

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## POLICY 1.27 – Western Home Page

**Policy Category:** General  
**Effective Date:** May 6, 2004  
**Supersedes:** June 28, 2000

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### PREAMBLE

1.00 The University of Western Ontario Home Page on the World Wide Web is the University's front gate on the Internet. The Home Page must be a welcoming and effective starting point for the visitor, as well as a valuable pathfinder for the regular user of our information resources. The Western Home Page will be service oriented. It should be an attractive, welcoming and useful Internet site that provides effective and efficient links to online services and resources for key internal and external University audiences including: faculty, staff, students, prospective students, alumni and other supporters of the University, and the global community. In appearance, the Home Page should reflect the dignity and stature of a major research intensive academic institution. The Western Home Page must conform to the Policy on Official World Wide Web Sites ([Policy 1.28](#)).

### POLICY

- 2.00 The Western Home Page is the responsibility of the Department of Communications and Public Affairs. The structure of the first and second level pages and the links from those pages will be reviewed at least annually by the Department of Communications and Public Affairs in collaboration with the Senate Subcommittee on Information Technology.
- 3.00 Permanent links from the first or second level must be used to support the navigation and service of all activities involved with that category at Western. Permanently linked pages are not for the express purpose of promoting an individual unit or program.
- 4.00 Only official Western web pages may be linked permanently from the first and second level pages. These links should accurately reflect the function or service of the linked site. Requests for changes to the permanent links on these pages should be directed to the owner of the page.
- 5.00 Any requests for change to the policy regarding the Western Home Page are to be directed to the Senate Subcommittee on Information Technology, c/o the Director of Information Technology Services who is the Chair of the Subcommittee.



## **POLICY 1.40 – Release of Information to the Media**

**Policy Category:** General  
**Effective Date:** January 26, 2006  
**Supersedes:** December 12, 2000

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### **POLICY**

1.00 The University will endeavor to provide prompt and accurate information to the media.

Media requests regarding the affairs/administration of the University and/or the President's Office are coordinated through the Department of Communications & Public Affairs (C&PA). C&PA is also responsible for:

- Issuing media releases regarding University affairs/administration
- Assignment of spokesperson(s) on matters related to University affairs/administration
- Communications with the media during times of crisis.

When provision of information to the media involves release of University records or the release of personal information, current privacy and access to information legislation, and regulations and/or policies of the University of Western Ontario will apply.

2.00 While this policy might be described as an "Open Communications Policy", not all of the University's affairs should be subject to news media scrutiny at any time, for any reason. There may be matters, either because they are still under consideration by an administrative unit, or by the Board of Governors or Senate, that would be inappropriate to release publicly. As a general rule, the University will not release information of a personal nature which violates an existing personnel policy unless such release has been authorized by the individual(s).

### **ADMINISTRATIVE PROCEDURE**

3.00 Although it is not possible to set down arbitrary policies concerning the release of information, the following guidelines are recommended.

#### **3.01 Requests for Information Initiated by News Media**

Subject to the above, the University will make reasonable effort to provide information requested by the news media. Normally such information will be provided by an administrative head, such as a dean or department or budget unit head, although this function may be delegated to a subordinate. Information already in the public domain (i.e., already made public) may be released by the administrative officer with the relevant administrative responsibility.

In instances where the request by the news media is for more than factual information or information already in the public domain, and touches on matters relating to policy interpretation, the question should be referred to the appropriate

## **POLICY 1.40 – Release of Information to the Media**

administrative officer, who may refer the question to a Vice-President or the President. If guidance is needed, the matter may be referred to the Department of Communications and Public Affairs who will provide advice.

### 3.02 Information Released by the University

Release of information to the news media, except in response to queries from the media, will generally be the responsibility of the Department of Communications and Public Affairs. All press releases will be issued through the Department of Communications and Public Affairs unless alternate prior arrangements have been made with that Department.

In deciding what matters should be issued in press release form, the Department of Communications and Public Affairs will be the final authority on an item's newsworthiness, and on the appropriate journalistic style. The Department of Communications and Public Affairs will normally refer the drafts of official University announcements to the appropriate department head, Dean, Vice-President or the President.

### 3.03 Campus Media

For purposes of this policy, campus news media such as Western News, the Gazette, and CHRW Radio should be considered as having the same status as off-campus media, and should be shown the same consideration with respect to the release of information. In cases where one of these media requests information, the guidelines set out above shall apply.



**POLICY 1.18 – Food or Drink Consumption Policy for Western Libraries**

**Policy Category:** General  
**Effective Date:** September 1, 2003  
**Supersedes:** September 28, 2000

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**PREAMBLE**

- 1.0 Western Libraries provides both an environment conducive to study and research and access to rich collections of information materials. Food, drink spills and litter:
- invite infestation by mice and other pests and pose a real and continuing threat to library materials and technical equipment; and,
  - mitigate against the maintenance of an environment conducive to study and research.

For these reasons the University has articulated a FOOD OR DRINK CONSUMPTION POLICY for WESTERN LIBRARIES that provides for:

- NO FOOD CONSUMPTION IN ANY LIBRARY LOCATION, except in areas designated by Western Libraries; and,
- acceptance of CONSUMPTION OF DRINKS IN LIDDED CONTAINERS, except in restricted areas where drinks are not permitted by Western Libraries.

**POLICY**

- 2.00 Food shall not be consumed in study or public service areas of any of Western Libraries, except in areas designated by Western Libraries. Consumption of drinks in lidded containers is acceptable, except in restricted areas where drinks are not permitted by Western Libraries. Adherence to this Food or Drink Consumption regulation is a condition of entry to any of the Western Libraries.
- 3.00 Any person, whether a member of the university community or not, who contravenes this regulation will be subject to a University fine.
- 3.01 Western Parking and Events Services is authorized on behalf of Western Libraries to issue violation notices to those who contravene the Food or Drink Consumption regulation.
- 3.02 Failure to pay fines assessed under this policy can result in the application of the sanctions which have been approved by the Senate and Board of Governors of the University. These include the sealing of academic records and the withholding of grade reports, permits to register, transcripts and degree diplomas. Sanctions will remain in force until such time as all indebtedness to the University, including payment of a fee for removal of the seal on academic records, has been cleared to the satisfaction of the University.

**POLICY 1.18 – Food or Drink Consumption Policy for Western Libraries**

- 3.03 Appeals against imposed fines and academic sanctions should be made in writing to Western Parking, Room 15, Services Building, or by using the Written Appeal form on the Western Parking website within **fourteen** days of the violation date. Pursuant to this hearing, if the appellant is dissatisfied with the decision, the appeal will be heard by the Parking Appeals Committee which will make a final decision on the appeal on behalf of Western Libraries.

**ITEM 4.3(b) – Affirming Declarations of Indigenous Citizenship or Membership at Western University**

**ACTION:**     APPROVAL     INFORMATION     DISCUSSION

**NOTE:**    This item is for information only to allow for the 60-day notification to UWOFA. This item will return to the June 26, 2025, Board meeting for approval.

**EXECUTIVE SUMMARY:**

Historically, claims to Indigenous citizenship or membership were submitted on a voluntary and self-declared basis and not affirmed, which has led to harmful instances of Indigenous ethnic fraud where individuals have misrepresented themselves to access Indigenous-designated resources and opportunities. This practice deepens mistrust and harm experienced by Indigenous peoples within educational institutions.

As part of the work to “advance reconciliation with Indigenous Communities,” Western University is working to implement a culturally relevant and Indigenous-led policy to affirm declarations of Indigenous Citizenship and Membership at Western.

The goal of the Indigenous Affirmation Policy (the “Policy”) is to foster an inclusive, safe, and supportive environment for a diversity of Indigenous peoples at Western while safeguarding against Indigenous ethnic fraud.

The Policy applies to prospective or current faculty, instructors, Graduate Teaching Assistants, staff, librarians, archivists, students, post-doctoral scholars, Indigenous Elders and Indigenous Knowledge Keepers. The required affirmation process aims to ensure that only affirmed individuals can access material advantages (e.g. roles, grant funding, campus roles) that are designated for those with Indigenous citizenship or membership or where Indigenous citizenship or membership is given preference or hold themselves out in learning environments as holding Indigenous citizenship or membership.

At its core, the Policy is premised upon a relational approach - led by local Indigenous communities and informed by principles of respect, relevance, reciprocity, responsibility, and relational accountability – to ensure that all declarations are affirmed in a manner that is respectful of the sovereignty of the local Indigenous Nations, including their specific requirements for membership or citizenship.

The local Indigenous community has been very engaged in developing this Policy led by the Vice-Provost & Associate Vice-President (Indigenous Initiatives).

The processes employed to further inform the development of this Policy have been extensive and were premised upon the results of a comprehensive environmental scan, a review of existing Policy within other post-secondary education institutions, and further refined upon direction received through robust consultation with representatives from the following local committees and units at the University:

- the University's Indigenous Post-Secondary Education Council (IPEC) – providing direct feedback from local Indigenous communities and organizations
- the Indigenous Faculty Advisory Council (IFAC)
- Indigenous staff at the University (*i.e.*, Office of Indigenous Initiatives, Indigenous Student Center, Wampus Learning Lodge, and others)
- Members of the Executive team of the Indigenous Student Association
- Western's leadership comprised of the Provost's and the President's teams
- Western's Campus Council
- Joint Committee of UWOFA and the Office of Faculty Relations
- USC and SOGS Executive committees

With a goal to remain relevant and effective, this Policy is framed as a living document to be formally reviewed at least every three years with support from the IPEC and Indigenous members of the University community.

**ATTACHMENT(S):**

[MAPP Policy - Affirming Declarations of Indigenous Citizenship or Membership at Western University](#)

[Procedure for MAPP Policy - Affirming Declarations of Indigenous Citizenship or Membership at Western University](#)

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**POLICY 1.XX - Affirming Declarations of Indigenous Citizenship or Membership at Western University**

<b>Policy Category:</b>	General
<b>Subject:</b>	Affirming Declarations of Indigenous Citizenship or Membership at Western University
<b>Subsections:</b>	
<b>Approving Authority:</b>	Board of Governors
<b>Responsible Officer:</b>	Provost & Vice-President (Academic) Vice-Provost & Associate Vice-President (Indigenous Initiatives)
<b>Responsible Office:</b>	Office of the Provost & Vice President (Academic) Office of Indigenous Initiatives
<b>Related Procedures:</b>	Procedure for Policy 1.XX Affirming Declarations of Indigenous Citizenship or Membership at Western University
<b>Related University Policies:</b>	Employment Equity Policy Undergraduate Degree Admissions Policy Appointment Procedures for Senior Academic and Administrative Officers of the University General Policy on Scholarships, Awards, Prizes
<b>Effective Date:</b>	<b>DATE</b> , 2025
<b>Supersedes:</b>	(New)

## I. PURPOSE AND SCOPE

1. The purposes of this Policy are to demonstrate the University's respect for Indigenous communities and for Indigenous members of the University community by safeguarding against Indigenous ethnic fraud and ensuring that declarations of Indigenous citizenship or membership by members or prospective members of the University community are affirmed in accordance with this Policy and related Procedure. It is also to recognize the intangible benefits, including

influence, authority and perspective, which are not measurable or physical, but which provide advantages reserved for Indigenous peoples.

2. A key focus of the Policy and Procedure is to create an affirmation process that is informed and led by the local Indigenous communities and Indigenous faculty members, instructors, staff, librarians and archivists at the University.
3. This Policy applies to anyone who makes a declaration of Indigenous citizenship or membership that results in a material advantage at Western e.g. for admission, scholarships, bursaries, awards, recruiting/hiring, service opportunities, campus roles or any other opportunities or initiatives that are explicitly designated for Indigenous Peoples or where those with Indigenous citizenship or membership are given preference. This Policy also applies to faculty members, instructors, Graduate Teaching Assistants and post-doctoral scholars in non-Indigenous designated roles who hold a position of authority over, teach or supervise students or post-doctoral scholars and who declare Indigenous citizenship or membership in a manner that conveys influence, authority or perspective by virtue of their Indigenous citizenship or membership.
4. The Policy applies to prospective or current faculty, instructors, Graduate Teaching Assistants, staff, librarians, archivists, students, post-doctoral scholars, Indigenous Elders and Indigenous Knowledge Keepers.
5. This Policy contributes to a safe, inclusive, and diverse culture at the University and builds on the foundations established by *Truth and Reconciliation Commission of Canada: Calls to Action*, *The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)*, *Towards Western at 150: Western University Strategic Plan* and *Western's Indigenous Strategic Plan*.

## II. DEFINITIONS

**Affirmation** means a formal process of verification and acceptance of Indigenous citizenship or membership within a relational accountability framework informed by respect, relevance, reciprocity, responsibility<sup>1</sup>, and relationality and refusal whereby claimants to Indigenous citizenship or membership are accountable to those communities who claim them.

**A “declaration” of Indigenous citizenship or membership** includes any written expression (e.g. resume/CV, application, identity documents, signature lines, website content, personal or academic narratives) or verbal expression (e.g. during an interview, pronouncements by a faculty member in lectures, public addresses or interviews) of Indigenous citizenship or membership in an Indigenous Nation, Indigenous ancestry or connection to Indigenous communities.

<sup>1</sup> Kirkness & Barnhardt, 2001. First Nations and Higher Education: The Four R's – Respect, Relevance, Reciprocity, Responsibility. In *Knowledge Across Cultures: A Contribution to Dialogue Among Civilizations*. R. Hayoe, and J. Pan. Hong Kong, eds., Comparative Education Research Centre, The University of Hong King.

**Indigenous** is the term used for the purposes of this Policy in place of “Aboriginal” to refer to Peoples of First Nations, Métis, and/or Inuit ancestry, as per the *Canadian Constitution Act of 1982*. The term Indigenous also includes global Indigenous peoples, as defined in the UNDRIP.

**Indigenous Affirmation Advisory Committee (IAAC)** means the committee described in this Policy and its related Procedure that is comprised of representatives from the local Indigenous communities, Indigenous faculty members, and/or Indigenous staff from the University, that is convened by the Office of Indigenous Initiatives (OII) at the University to affirm declarations of Indigenous citizenship or membership by self-identifying individuals in accordance with this Policy and its related Procedure.

**Indigenous ethnic fraud** refers to intentional false declarations of Indigenous citizenship or membership, Indigenous ancestry, and/ or intentional false claims to connections with Indigenous communities and lived experiences by non-Indigenous persons.

**Indigenous citizenship or membership** refers to the status of being entitled to participate in the government and political life of an Indigenous Nation. Indigenous citizenship and membership codes may vary by community or Nation.<sup>2</sup>

**Material advantage** refers to any relational, professional, financial or tangible benefit including, but not limited to, any positions, service opportunities, campus roles, resources, scholarships, or grant funding specifically offered or designated for Indigenous Peoples at the University or where those with Indigenous citizenship or membership are given preference.

**Relational positionality** refers to how individuals situate their claim to Indigenous membership or citizenship in relation to intersecting social locations and complex power dynamics.

### III. POLICY

1. This Policy applies to all declarations of Indigenous citizenship or membership that result in a material advantage at Western including declarations that are made within admission, selection, scholarship, hiring / recruitment or any other opportunities or initiatives that are explicitly designated for Indigenous Peoples or where those with Indigenous citizenship or membership are given preference. Such declarations must be affirmed by the IAAC in accordance with the **Procedure for Policy 1.XX Affirmation Declarations of Indigenous Citizenship or Membership**. This Policy and related Procedure also apply to faculty members, instructors, Graduate Teaching Assistants and post-doctoral scholars in non-Indigenous designated roles who hold a position of authority

<sup>2</sup> Adapted from the *Tri-Agency Policy on Indigenous Citizenship and Membership Affirmation* and the associated *Directive* published September 3, 2024.

- over, teach or supervise students or post-doctoral scholars and who declare Indigenous citizenship or membership in a manner that conveys influence, authority or perspective by virtue of their Indigenous citizenship or membership.
2. If this Policy applies, only individuals whose declarations of Indigenous citizenship or membership have been affirmed according to this Policy and Procedure will be eligible to move forward in the selection, admission, hiring, award or other applicable process or will be permitted to hold themselves out in the classroom or other learning environment as having Indigenous citizenship or membership in a manner that conveys influence, authority or perspective by virtue of their Indigenous citizenship or membership.
  3. This Policy focuses on affirming claims to Indigenous citizenship or membership based on the principles of citizenship and membership recognized by the local Indigenous communities: the Chippewas of the Thames First Nation, Oneida of the Thames First Nation, and Munsee-Delaware Nation. These principles include a requirement for proof of lineal family connection in order to establish citizenship or membership in a First Nation. Ultimately, it is the Indigenous community who must claim the individual, versus an individual's claim to an Indigenous community. This relational approach respects the relevant and enduring ways of knowing and understanding each other within Indigenous communities, which further contributes to a sense of belonging within community spaces and connections.<sup>3</sup>
  4. As such, this Policy places significant value on the process of *relational positionality* wherein cultural safety is afforded within processes that demonstrate lived experiences or speak to the circumstances of disconnection and/or reconnections. In recognizing that colonial structures have been a significant cause of familial and community disconnection, a broad array of approaches to demonstrating Indigenous citizenship or membership have been identified, as outlined in the associated **Procedure**.
  5. This Policy will apply from its effective date to any new or renewed material advantage and to any new or renewed declaration of Indigenous citizenship or membership, within the meaning of the principles and processes set out in this Policy and associated Procedure, by faculty, instructors, Graduate Teaching Assistants, or post-doctoral scholars who hold a position of authority over, teach or supervise students or post-doctoral scholars.
  6. Due to the evolving social-political nature and interpretation of this work, this Policy will be viewed as a living or dynamic document to be reviewed and

<sup>3</sup> National Indigenous University Senior Leaders Association (NIUSLA) (2022). Indigenous voices on Indigenous Identity. Available at [https://www.fnuniv.ca/wp-content/uploads/Indigenous-Voices-on-Indigenous-Identity\\_National-Indigenous-Identity-Forum\\_Report\\_March-22\\_June-22-FINAL.pdf](https://www.fnuniv.ca/wp-content/uploads/Indigenous-Voices-on-Indigenous-Identity_National-Indigenous-Identity-Forum_Report_March-22_June-22-FINAL.pdf); Canada (2024). What We Heard: A report from the Three Federal Research Funding Agencies' Ad Hoc Working Group on Indigenous Citizenship and Membership: <https://www.canada.ca/en/research-coordinating-committee/priorities/indigenous-research/2023/report-what-we-heard.html>

updated as required and at least every three (3) years<sup>4</sup> with support from the University's Indigenous Postsecondary Education Council (IPEC) and Indigenous members of the University community.

<sup>4</sup> The University may opt to conduct its initial review of the Policy and Procedure two years following implementation to account for the changing landscape and initial experiences applying the Policy and Procedure.

## Appendix 1

### Background, Development of this Policy and Procedure, Guiding Principles and Acknowledgements

#### A. Background and Development of This Policy and Procedure

1. Indigenous Peoples are consistently underrepresented among faculty, staff, and student populations in postsecondary education institutions in Canada. This is a result of historical and ongoing colonial oppression which has created access barriers and institutional discrimination.
2. For the most part, the University has predominantly relied on unverified Indigenous self-identification processes when hiring and/or selecting Indigenous people for designated Indigenous roles, appointments, and initiatives or providing preference to Indigenous applicants/candidates for positions, admission, scholarships or other material advantages. However, due to growing instances of Indigenous ethnic fraud in the sector, additional measures are now required to safeguard University decision-making.
3. Unfortunately, the occurrence of Indigenous ethnic fraud is not new; it is a long-standing practice.<sup>5</sup> Indigenous students, staff, and faculty at postsecondary education institutions across the country have long been advocating for institutional processes to safeguard against Indigenous ethnic fraud. Recently, there have been several high-profile instances of non-Indigenous individuals falsely claiming Indigenous citizenship and membership to access designated positions and initiatives reserved exclusively for Indigenous individuals. This practice perpetuates colonial violence against Indigenous people within and beyond postsecondary institutions in many ways with negative consequences, including:
  - Taking up space or accessing designated Indigenous roles and resources that are exclusively intended for Indigenous people;
  - Co-opting of Indigenous voices, and inappropriately using those voices to support personal advancement;<sup>6</sup> and
  - Deepening the lack of trust in postsecondary education institutions among Indigenous people.

<sup>5</sup> Wheeler, W. (November 15, 2021). Indigenous Identity Fraud in the Academy. University of Saskatchewan Faculty Association – Vox. Retrieved from <https://usaskfaculty.ca/wp-content/uploads/2021/11/Indigenous-Identity-Fraud-in-the-Academy.pdf?fbclid=IwAR3ER-dYSbfj37TZbX07PupouMiRVoaL9VrkxXdcFXwYBHCi6bW6mBwhRNs>

<sup>6</sup> Tall Bear, K. (2021). Playing Indian Constitutes a Structural Form of Colonial Theft, and It Must be Tackled. Unsettle. Retrieved From <https://kimtallbear.substack.com/p/playing-indian-constitutes-a-structural?r=dv6ay>

4. While safeguarding against Indigenous ethnic fraud is critically important, members of the Indigenous community at the University have signalled that the process of affirming Indigenous citizenship or membership must be permitted to continue to evolve in response to active conversations happening at political and community levels outside the university. Since these issues are complex and contentious, it is important to avoid the creation of affirmation processes that are too narrow and result in harm or negative outcomes for Indigenous people, such as:
  - Unintentionally fostering an unwelcoming or hostile environment for Indigenous individuals who experience diverse realities and expressions of Indigenous citizenship or membership (e.g. individuals who have been disenfranchised or had their connection to Indigenous community threatened or severed due to the impact of colonial violence);
  - Creating a divisive workplace and learning culture for Indigenous people who do not neatly fit into colonial categories/ standards;
  - Triggering and or re-triggering trauma among Indigenous People through the creation of policies/ processes that scrutinize, adjudicate, or determine Indigenous citizenship or membership; and
  - Excluding Indigenous people based on colonial and racial definitions and ideas about Indigeneity that discount those who have been disconnected/ disenfranchised from their ancestral Indigenous communities due to settler-colonization and systematic attempts to erase Indigenous peoples (e.g., Canada's Residential School system, the implementation of the Indian Act, or the 'Sixties Scoop').
5. The University, like many post-secondary education institutions in Canada, therefore, views it as important to move beyond the insufficient practice of relying solely on self-identification/self-declaration as a mechanism to determine Indigenous citizenship or membership.
6. The University commits to supporting local Indigenous communities and Indigenous members of the University community, including supporting work that eliminates instances of Indigenous ethnic fraud, which continue to cause much harm. The University is, therefore, supportive of acting and safeguarding against Indigenous ethnic fraud through the application of an Indigenous-led process to affirm declarations of Indigenous citizenship or membership that go beyond self-identification and incorporate approaches that are inclusive, safe, and supportive of the wide range of diversity experienced by Indigenous peoples.
7. The processes employed to inform the development of this Policy have been extensive and were premised upon the results of a comprehensive environmental scan, a review of existing policy within other post-secondary education institutions, and further refined upon direction received through robust consultation with representatives from the following local committees and units at the University:

- the IPEC – providing direct feedback from local Indigenous communities and organizations;
- the Indigenous Faculty Advisory Council (IFAC);
- Indigenous staff at the University (*i.e.*, Office of Indigenous Initiatives, Indigenous Student Center, Wampum Learning Lodge, and others);
- members of the Executive team of the Indigenous Student Association.
- Western’s leaderships comprised of the Provost’s and the President’s teams
- Western’s Campus Council
- Joint Committee of UWOFA and the Office of Faculty Relations
- USC and SOGS Executive
- Senate Committee on University Planning
- Senior Policy and Operations Committee

## B. GUIDING PRINCIPLES

1. Drawing on input from Indigenous students, staff, faculty, and community partners at the University, several interconnected principles are identified to inform the affirmation process under this Policy and related Procedure:

### Indigenous People provide leadership in affirming Indigenous citizenship or membership

- (a) Indigenous ethnic fraud is harmful, and postsecondary education institutions have a responsibility to safeguard against it. However, it is equally harmful for colonial institutions and non-Indigenous people to attempt to determine or scrutinize Indigenous citizenship or membership without the involvement of Indigenous peoples themselves. For the University, this means that Indigenous people must inform and lead the work to affirm Indigenous citizenship or membership under this Policy.

### Criteria for affirmation

- (b) While every Indigenous Nation is sovereign and has the right to determine the requirements of its own citizenship or membership, the University – upon direction of its IPEC - will require that all declarations of Indigenous citizenship or membership at this institution must be affirmed in accordance with the ***Procedure for Policy 1.XX Affirmation Declarations of Indigenous Citizenship or Membership***.
- (c) Out of respect and in the spirit of reconciliation and relationship building with local Indigenous communities, the ***Procedure*** is based on the principles of citizenship and membership recognized by the local Indigenous communities: the Chippewas of the Thames First Nation, Oneida of the Thames First Nation, and Munsee-Delaware Nation which include a requirement for proof of lineal family connection in order to establish citizenship or membership in a First Nation.

Fostering a welcoming environment for a diversity of Indigenous identities

- (d) The University is actively working to foster an environment that is inclusive, safe, and supportive of a diversity of Indigenous peoples. This includes acknowledging individuals who claim to have been systematically disconnected from their ancestral Indigenous communities, families, cultures and languages, and lived experiences as a result of colonial policies. As such, opportunities for individuals who have been disenfranchised and are currently reconnecting to their Indigenous communities will be considered through the individual's statement of 'Relational Positionality' as per the **Procedure**.

Creating culturally safe processes for individuals to declare their Indigenous citizenship or membership and share relational positionality

- (e) The University acknowledges that being asked to identify within a process of relational positionality and share about one's Indigenous citizenship or membership—including lineage and connection to community and culture—may be potentially triggering for some individuals, especially those who have and continue to be negatively impacted by colonial legislation (*i.e.*, the *Indian Act*). For this reason, the creation and maintenance of culturally safe processes for Indigenous claimants to share their relational positionality is vital.

Honouring Indigenous relational processes

- (f) Indigenous relational processes are informed by Indigenous ways of knowing, being, and doing within Indigenous communities instead of sole reliance upon the colonial definitions of Indigenous citizenship and membership (*i.e.*, such as Indian Status cards). A process informed by relational accountability requires the individual to describe and demonstrate their connection and responsibilities to *All Our Relations* (everyone and everything), including ourselves, one another, the community(ies) who 'claim us', the organizations where we work, and, essentially, all of creation.<sup>7</sup>
- (g) Relational accountability is practiced by using the four Rs of community-based partnership research: Respect, Relevance, Reciprocity, and Responsibility<sup>8</sup> and Relationality and Refusal, to inform the process of

<sup>7</sup> Smith, L.T. (2012). *Decolonization Methodologies: Research and Indigenous Peoples*. London, UK: Zed Books. (Originally published in 1999); Wilson, S. (2008). *Research Is Ceremony: Indigenous Research Methods*. Fenwood Publishing: Halifax, NS Canada.

<sup>8</sup> Kirkness & Barnhardt, 2001; Wilson, 2008. Although Community Based Participatory Research is often used in research contexts, it is being applied here because it is widely regarded as an enactment of relational accountability and is relevant to all forms of engagement. Western University is aware of a fifth R, "Relationships", which is being addressed through the overarching relational accountability guiding principle.

affirming all declarations of Indigenous citizenship or membership at the University. Additional details are provided below:

- **Respect** is demonstrated by honouring Indigenous self-determination<sup>9</sup> processes over self-identification, and by ensuring that individuals have safe spaces and opportunities to assert and have their Indigenous citizenship or membership affirmed as outlined in this Policy. While the interpretation of self-determination is unique to each Indigenous Nation, those determinations do not automatically apply to or impact or influence the definitions used by other Indigenous Nations elsewhere. Respect for the local Indigenous Nations is also observed through adherence to the approved modes of affirmation identified in the **Procedure**.
- **Relevance** is demonstrated by engaging individuals who declare Indigenous citizenship or membership and assert relevant lived experiences through a relational positionality established with Indigenous communities.
- **Reciprocity** is demonstrated through the work of the IAAC to ensure that Indigenous candidates observe all exchanges within the affirmation process in a respectful and “good way” – a way that honours the spirit and intent of Indigenous protocols and traditions.
- **Responsibility** is demonstrated when the University implements safeguards to protect against Indigenous ethnic fraud and the harms it causes to Indigenous communities and peoples. Care is also required to safeguard the personal information submitted by all individuals declaring Indigenous citizenship or membership, such as relational positionality statements and all supporting documentation. Responsibility is demonstrated within work to ensure that all selection processes are undertaken with great care and do not cause harm to anyone involved.
- **Relationality** is demonstrated within the care and commitment of observing and safeguarding the positive relational interactions of all beings in relation to their respectful interdependence with one another.
- **Refusal** is demonstrated when tolerance for harm and disrespect is not allowed. Refusal of unregulated access to Indigenous designated roles and initiatives, *etc.* helps to safeguard equitable access reserved for Indigenous peoples.

## C. ACKNOWLEDGEMENTS

<sup>9</sup> Self-determination refers to political status and the freedom to pursue economic, social, and cultural development – as per the *United Nations Declaration of the Rights of Indigenous Peoples* - Article 4.

1. The University acknowledges that it is located on the traditional lands of the Anishinaabek (Ah-nish-in-a-bek), Haudenosaunee (Ho-den-no-show-nee), and Lūnaapéewak (Len-ahpay-wuk) Nations, on lands connected with the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum. The University respects the longstanding relationships that Indigenous Nations have to this land, as they are the original caretakers.
2. The University acknowledges historical and ongoing injustices that Indigenous Peoples (First Nations, Métis and Inuit) endure in Canada, and accepts responsibility as a public institution to contribute toward revealing and correcting miseducation as well as renewing respectful relationships with Indigenous communities through our teaching, research and community service as well as through University Policies such as this one.
3. The University acknowledges that the development of this Policy by members of the local Indigenous communities and the University community was, and continues to be, a process fraught with significant emotional labour. It is work that must be led by Indigenous Peoples themselves, and this responsibility has placed a significant burden on Indigenous students, scholars, and staff who are currently underrepresented at the University.
4. Gratitude is extended to all Indigenous Peoples (i.e., local Indigenous community members as well as Indigenous students, staff, and faculty members at the University) and allies who contributed to the development of this Policy especially as the content, context, and subject matter is emotionally difficult and retriggering. The critical insights and diverse perspectives obtained within the development of this Policy are reminders of the importance of dialogue and ongoing engagement, which are vital to inform this important work.

**PROCEDURE FOR POLICY 1.XX – Affirming Declarations of Indigenous Citizenship or Membership at Western University**

<b>Governing Policy:</b>	Affirming Declarations of Indigenous Citizenship or Membership at Western University
<b>Subsections:</b>	Roles and Responsibilities, Affirmation Process, Appeal Process, Intentionally False Declaration, Additional Notes-Affirmation Process for Students, Additional Notes-Recruitment of Indigenous Faculty Members, Data Use & Privacy, Appendix 1: Resources
<b>Responsible Officer:</b>	Provost & Vice-President (Academic) Vice-Provost & Associate Vice-President (Indigenous Initiatives)
<b>Responsible Office:</b>	Office of the Provost & Vice President (Academic) Office of Indigenous Initiatives
<b>Effective Date:</b>	Date, 2025
<b>Supersedes:</b>	(new)

**I. GENERAL**

1. The Office of the Provost & Vice-President (Academic) and the Office of Indigenous Initiatives (OII) have primary responsibility for administering the Policy for Affirming Declarations of Indigenous Citizenship or Membership at Western University in accordance with the procedures detailed herein.

**II. Roles and Responsibilities**

1. It is critical that Indigenous peoples themselves take up leading roles at the University to determine the process to affirm Indigenous citizenship or membership, especially when recruiting for Indigenous-designated roles and initiatives. This is especially important in response to the disconnect of settler-colonial institutions from distinct Indigenous worldviews and ways of knowing, being, and doing. As such, Indigenous peoples themselves must inform and lead all Indigenous affirmation processes.
2. The Vice-Provost & Associate Vice-President (Indigenous Initiatives) (VP/AVP II) will:

- (a) form an Indigenous Affirmation Advisory Committee (IAAC) on an as needed, *ad hoc* basis in accordance with this Procedure to verify all declarations of Indigenous citizenship or membership that are subject to this Procedure;
  - (b) participate in the IAAC's processes and Chair the Appeal Board as described in this Procedure; and
  - (c) provide leadership in relation to the University's implementation and application of this Procedure and associated Policy, including receiving and addressing any questions or concerns regarding the Policy/Procedure or concerns raised regarding declarations of Indigenous citizenship or membership that are subject to the Policy.
3. The IAAC:
- (a) will determine and affirm declarations of Indigenous citizenship or membership in accordance with this Procedure and associated Policy;
  - (b) will be comprised of a Chair and two (2) other local Indigenous community members from any of the local First Nation communities upon which the University is situated (specifically, Chippewas of the Thames First Nation, Oneida of the Thames First Nations, and Munsee-Delaware Nation).
    - The IAAC Chair will be appointed by the VP/AVP II and must be an affirmed Indigenous faculty member, staff, librarian or archivist employee of the University. The two (2) additional IAAC members may also be Indigenous staff and faculty members at the University.
    - If the individual is a member of the Inuk Nation, then the third member of the IAAC will be an Inuk Elder/ Knowledge Keeper identified through a state-recognized Inuit organization rather than a local First Nation community member.
    - If the individual is a member of the Métis Nation, then the third member of the IAAC will be a local Métis Elder/ Knowledge Keeper identified through a state-recognized Métis organization rather than a local Indigenous community member.
    - All members of the IAAC must operate at arm's length to the individual seeking affirmation (*i.e.*, are unrelated and unaffiliated to the individual) to avoid any conflict of interest or perception of a conflict of interest.
  - (c) in conducting its work, will:
    - (i) employ intentional mechanisms, as outlined below, to create and maintain safe spaces and create processes to inform all

interactions where individuals engage with the topic of Indigenous citizenship or membership:

- (ii) hold all meetings in-person (or virtually in exceptional circumstances as determined by the IAAC Chair);
- (iii) provide trigger warnings leading up to any discussion where Indigenous citizenship or membership may be raised in the process of recruiting/ identifying an Indigenous-designated position(s), award, *etc.*;
- (iv) share relevant and accessible resources, as listed in Appendix 1, with all individuals seeking affirmation as they may find the discussion around Indigenous citizenship or membership to be triggering;
- (v) provide individuals with a list of required documentation for citizenship or membership declarations and instructions for securely sharing all required documents with the IAAC;
- (vi) in accordance with Western's applicable policies and legislation, adhere to strong data management practices wherein all personal information must be kept confidential and safeguarded.

4. Where the Policy and this Procedure apply, the University will:

- (a) ensure that only individuals whose declarations of Indigenous citizenship or membership have been affirmed according to this Procedure and associated Policy will be eligible to move forward or will be given preference (as applicable) in the selection, admission, hiring, award or other applicable process and/or will be permitted to hold themselves out in the classroom or other learning environment as holding Indigenous citizenship or membership as defined in the Policy in a manner that conveys influence, authority or perspective by virtue of their Indigenous citizenship or membership.
- (b) The fact that an individual's self-declaration of Indigenous citizenship or membership is not affirmed under the principles and processes set out in this Procedure and associated Policy does not mean that the individual does not genuinely self-identify as Indigenous or that they could not be affirmed as Indigenous under non-University processes.

### **III. Affirmation Process**

- 1. Consistent with the concept of Indigenous self-determination, this Procedure is initiated once a member or prospective member of the University community who is subject to the Policy makes a declaration of Indigenous citizenship or membership that will result in a new or renewed material advantage to them at

Western or is otherwise subject to the Policy. (For declarations that form part of formal processes, see **Appendices 2 and 3**).

2. Upon direction of the University, anyone who makes a declaration of Indigenous citizenship or membership that is subject to the Policy will be required to provide the IAAC with the following documentation for review and have affirmed:
  - (a) a statement of relational positionality<sup>1</sup> (up to 4 pages) that includes details of:
    - (i) the individual's personal lived experience<sup>2</sup> in relation to their declaration of Indigenous citizenship or membership;
    - (ii) the individual's personal connections, responsibilities, and interrelationships with their Indigenous Nation, Clan, language, culture, community, land, and other relevant responsibilities including details of the individual's lineal<sup>3</sup> descent; and;
    - (iii) where relevant, details about how colonial practices (e.g., the 'Sixties Scoop', Residential Schools) have impacted how the individual is able to claim Indigenous citizenship or membership as a person with lived experience; and
  - (b) two documents demonstrating proof of citizenship or membership in the Indigenous Nation who claims the individual.<sup>4</sup> A non-exhaustive list of documents that can be provided is:
    - (i) a copy of a federal/ national/ state recognized citizenship card or official documentation belonging to the individual's biological parent or grandparent – together with proof of connections/ lived-experience to the community.
    - (ii) letters of reference provided by Indigenous relatives or members of a national/ federal/ state recognized community who are familiar

<sup>1</sup> Positionality refers to the how differences in social position and power shape identities and access in society” (<https://indigenousinitiatives.cilt.ubc.ca/classroom-climate/positionality-and-intersectionality/>).

<sup>2</sup> Lived experience is the “personal knowledge about the world gained through direct, first-hand involvement in everyday events rather than through representations constructed by other people. It may also refer to knowledge of people gained from direct face-to-face interaction rather than through a technological medium” ([www.oxfordreference.com](http://www.oxfordreference.com)).

<sup>3</sup> This term means lineal consanguinity which describes blood relationships where one person is a direct descendant or ascendant of another, meaning they are related in a straight-line family connection like a parent-child or grandfather- grandchild. ([https://www.law.cornell.edu/wex/lineal\\_consanguinity#:~:text=Lineal%20consanguinity%20is%20the%20blood,father%2C%20son%2C%20and%20grandson](https://www.law.cornell.edu/wex/lineal_consanguinity#:~:text=Lineal%20consanguinity%20is%20the%20blood,father%2C%20son%2C%20and%20grandson))

<sup>4</sup> Within the affirmation process, it is necessary that the Indigenous community or organization is able to affirm any claims to membership or citizenship. This is important because in many instances of fraud, individuals have claimed membership and citizenship without the community's or organization's awareness.

with the claimant individual's lived experiences and relational positionality;

- (iii) letter of reference or documentation provided by a state-recognized Indigenous membership authority (e.g., letter from Band Membership Officer);
- (iv) letters of reference from community-recognized Traditional Community leaders (e.g., Clan mothers, Lodge Keepers);
- (v) certificate of Indian Status from First Nations who are federally recognized and those listed on the Indigenous and Northern Affairs Canada website (<https://fnp-ppn.aadnc-aandc.gc.ca/fnp/Main/Search/SearchFN.aspx?lang=eng>);
- (vi) a copy of Certificate of Indian Status (*i.e.*, status card) of the individual's biological parent or grandparent who also has federally recognized Indian status – together with proof of lineal family connection;
- (vii) an affirmation letter from a national/ federal/ state recognized governance entity indicating that the individual is a 'Non-Status' First Nation person;
- (viii) Membership proof from a list of federally or state recognized Métis organizations in Canada, specifically:
  - Métis Nation-Saskatchewan
  - Métis Nation of Alberta
  - Métis Nation British Columbia
  - Métis Nation of Ontario
  - Manitoba Métis Federation;
  - Northwest Territory Métis Nation.
- (ix) American Indian, Alaskan Native, or Native Hawaiian citizenship document from tribes that are state or federally recognized (<https://www.bia.gov/service/tribal-leaders-directory>);
- (x) a Nunavut Trust Certificate card, Inuit roll number, Inuit Beneficiary Card, or any other proof accepted by state-recognized Inuit communities/ organizations;
- (xi) written confirmation letter of Indigenous ancestry from the Department of Indigenous Services Canada;
- (xii) international or Global Indigenous peoples' (as defined by the United Nations Declaration on the Rights of Indigenous Peoples

- (UNDRIP)<sup>5</sup> accepted membership cards and documentation supporting the individual's claimed relational positionality;
- (xiii) other membership cards or letters by state-recognized Indigenous communities /organizations;
  - (xiv) copy of Birth Certificate – together with a copy of the individual's parents' or grandparents' documentation that affirms claims to Indigeneity; or
  - (xv) Genealogy trees that contain certified information to confirm lineage.
3. Out of respect and in the spirit of reconciliation and relationship building with local Indigenous communities, this Procedure is based on the principles of citizenship and membership recognized by the local Indigenous communities (*i.e.* the Chippewas of the Thames First Nation, Oneida of the Thames First Nation and Munsee-Delaware Nation). These principles include a requirement for proof of lineal family connection in order to establish citizenship or membership in a First Nation.
4. In hiring and selection processes, only the applicant(s)/candidate(s) who are short-listed or selected for an interview (or prior to making an offer if the candidate is selected directly by a faculty supervisor) will be directed to undergo affirmation.

IAAC can require additional information

5. The IAAC can exercise its discretion to require an individual to provide additional information including, but not limited to, situations in which the original material submitted shows inconsistencies or deficiencies such as:
- declarations based solely on distant Indigenous lineage with no connection to lived experience;
  - an individual's lack of connection to their home Indigenous culture or community, including urban Indigenous communities<sup>6</sup>;
  - lack of meaningful connection to any Indigenous community, including urban Indigenous communities; or

<sup>5</sup> UNDRIP. N.d. *Who are Indigenous peoples*: chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.un.org/esa/socdev/unpfii/documents/5session\_factsheet1.pdf

<sup>6</sup> This means the candidate has not demonstrated in their Relational Positionality statement the reason for their lack of connection, relationship, or lived experience to their claimed Indigenous culture, community, and Nation.

- possession of a membership from an Indigenous organization and or community that is not recognized by the state (e.g., membership from a disputed or unrecognized Indigenous membership-issuing organization).

When required Identity documentation is not available

6. In the event an individual is unable to produce the required identity documentation due to colonial displacement (e.g. enfranchisement, 'Sixties Scoop'), the following is required:
  - (a) An affidavit signed and sworn by the individual confirming:
    - (i) proof of lineage connection to said community/ family/ persons (e.g., personal narrative with relevant references, dates, details, etc.); and
    - (ii) a historical and geographical account of one's claimed membership to an Indigenous community;
  - (b) a minimum of two (2) community reference letters bearing witness to/ affirming the individual's membership in the community who claims them:
    - (i) one (1) of the references must be by a member of the community who has demonstratable personal history with the individual; and
    - (ii) one (1) of the references will be solicited by the University.

IAAC decision-making and notification of findings

7. The following guidelines provide direction if there is disagreement among the Chair/members of the IAAC in relation to whether an individual's declaration of Indigenous citizenship or membership should be affirmed:
  - (a) IAAC members will attempt to reach all affirmation decisions by consensus. If consensus is not reached, an Indigenous Elder/ Knowledge Keeper, identified by Western University's Office of Indigenous Initiatives (OII), will be engaged to lead a discussion circle to help the group to reach a consensus;
  - (b) The IAAC will normally complete the affirmation process within three (3) weeks of receiving the required documentation and will complete the process sooner where feasible.
  - (c) Once a decision has been reached – either by consensus or majority vote – to affirm or not affirm an individual's declaration of Indigenous citizenship or membership, the Chair of the IAAC will advise the VP/AVP II of the IAAC's decision.

8. The IAAC chair will advise the relevant decision maker (e.g., the Chair or head of the relevant hiring/ selection committee or other relevant decision maker) of whether the declaration is affirmed or not affirmed.

If Indigenous citizenship or membership is successfully affirmed

9. If the IAAC affirms an individual's Indigenous citizenship or membership in accordance with this Procedure, the individual shall be permitted to proceed within the relevant process or will be given preference, as applicable:
  - (a) For faculty, instructor, librarian and archivist, and clinical faculty hires, to clear candidates to proceed to interview;
  - (b) Staff, Graduate Teaching Assistants, and post-doctoral scholar hires, to release the individual's formal application package to the applicable hiring manager or faculty supervisor;
  - (c) For Indigenous-designated awards, admission, service opportunities, initiatives, etc, or where Indigenous individuals are given preference, the individual may move forward for consideration in the relevant process; or
  - (d) For faculty members, instructors, Graduate Teaching Assistants, staff, librarian, archivists or post-doctoral scholars in non-Indigenous designated roles who hold a position of authority over, teach or supervise students or post-doctoral scholars and declare that they hold Indigenous citizenship or membership in a manner that conveys influence, authority or perspective by virtue of their Indigenous citizenship or membership, they shall be permitted to continue to do so.

If Indigenous citizenship or membership is not successfully affirmed

10. The IAAC chair will advise the individual of the IAAC's determination, will provide information about the appeal process and will inquire if the individual intends to appeal the IAAC's determination.
11. Upon response from the individual and completion of the appeal process if the individual opts to pursue it, the VP/AVP II will inform the Chair or head of the relevant hiring/ selection committee or other relevant decision maker of the outcome of the affirmation and/or appeal process. The VP/AVP II may provide an interim update regarding anticipated timing once notice of an appeal is received and prior to the Appeal Board's decision being available.
12. In the case of a hiring or appointments Committee, the Chair of that Committee shall only advise the Committee members that the individual is not moving forward in the process. This confidentiality principle will be applied by analogy to other processes that are impacted by this Procedure.

13. To further safeguard and develop Western's work to "advance reconciliation with Indigenous communities" as per the mandate of its institutional strategic plan, *Towards Western at 150*, if an individual's declaration of Indigenous citizenship or membership that is subject to the Policy is not affirmed under this Procedure and the associated Policy, that individual will not be eligible for any future Indigenous-designated/preferred positions or other Indigenous-designated/preferred programs or opportunities at the University. Any additional consequences will be addressed on a case-by-case basis in accordance with the principles set out in this Procedure and the associated Policy.
14. If circumstances should change and an individual becomes able to provide affirming evidence, they may re-engage the IAAC for further review.

#### **IV. Appeal Process**

1. An individual whose declaration of Indigenous citizenship or membership was not affirmed by the IAAC on the grounds of not meeting the eligibility criteria under this Procedure and the associated Policy will have five (5) business days to provide written notice of appeal to the VP/AVP II.
2. In instances of an appeal, the VP/ AVP II will convene and Chair an Appeal Board consisting of individuals who were not members of the IAAC that made the determination under appeal.
  - (a) Membership of the Appeal Board will consist of the VP/AVP II as Chair plus two (2) additional members who are at 'arm's length' without any conflict of interest or appearance of conflict of interest with the individual who is appealing. Membership of the Appeal Board may be comprised of Indigenous staff, faculty, and/or Indigenous community members.
  - (b) Upon notice of an appeal, the Appeal Board will convene within ten (10) business days of receiving written notice and will review all documentation and hear directly from the individual requesting the appeal. Legal counsel may accompany an appellant, if desired.
  - (c) The Appeal process will be comprised of an oral hearing rather than a determination solely based on written submissions.
  - (d) The Appeal Board will provide a decision in writing within five (5) business days of the appeal hearing. The VP/AVP II will communicate the decision to the individual making the appeal as soon as feasible. The Appeal Board's decision will be final.
  - (e) If the Appeal Board is unable to reach a consensus, the VP/AVP II will make the final determination.
  - (f) The processes used for the IAAC will also inform all processes of the Appeal Board.

## **V. Intentionally False Declaration**

1. An individual who the IAAC/University believes may have made an intentionally false declaration of Indigenous citizenship or membership may be subject to investigation by the University. The individual will be advised of any interim measures implemented by the University pending completion of the investigation and will be provided with an opportunity to know and respond to the concern(s) raised before any findings are made by the investigator. If the concern is well founded, the University will take appropriate corrective action, which may include:
  - (a) termination/ revocation of the individual's appointment/role, opportunity, fellowship, award, bursary, scholarship or relevant Indigenous-designated/preferred initiative;
  - (b) disciplinary action (in accordance with the collective agreement, as applicable);
  - (c) future ineligibility for any role at Western; and/ or
  - (d) other appropriate action under applicable University policy/collective agreements.

## **VI. Additional Notes - Affirmation Process for Students**

1. For clarity, this Procedure and associated Policy also apply to prospective and/or enrolled students at the University when they attempt to access new or renewed material advantage due to their Indigenous citizenship or membership including roles, opportunities, fellowships, awards, bursaries, scholarships and/or initiatives that have been explicitly designated for Indigenous students or where Indigenous students are given preference.
2. Prior to implementation of this Procedure, student declarations of Indigenous citizenship or membership were affirmed by either the Manager of Indigenous Admissions, and/or the Financial Aid Coordinator in the University's Indigenous Student Centre (ISC) in instances where individuals were leveraging Indigenous access and financial initiatives. The affirmation process included a review of proof of Indigenous citizenship or membership as outlined above. The ISC maintains a secure and confidential list of students whose declarations of Indigenous citizenship or membership have already been affirmed.
3. As of **DATE** 2025, all applications for Indigenous-designated student roles, awards, bursaries, scholarships and/or opportunities, *etc.* will be subject to the affirmation criteria and process outlined in this Procedure, which will be applied by a team of designated ISC staff, with support from the IAAC, as needed.
4. A student or prospective student may appeal the ISC's decision to the IAAC which will apply the principles and processes described in this Procedure when hearing and determining the appeal. The IAAC's appeal decision will be final.

## **VII. Additional Notes - Recruitment of Indigenous Faculty Members**

1. After the IAAC process to affirm Indigenous citizenship or membership is successfully completed, the University will proceed with the regular interview of an Indigenous candidate.
2. If an Appointments and/or Search Committee desires additional support, for example in the interpretation of Indigenous approaches to research or the construction of a culturally welcoming interview process, the Committee may seek expertise beyond the normal Committee composition by, for example, inviting an Indigenous Western graduate student and/or an Indigenous community member to join the Committee. Any such invitation outside the provisions of the Faculty Collective Agreement would require agreement from the University's Office of Faculty Relations and the University of Western Ontario Faculty Association (UWOFA).

## **VIII. Data Use & Privacy**

1. The University will safeguard all confidential information provided and will comply with the *Freedom of Information and Protection of Privacy Act*.
2. The VP/AVP II will oversee the storage and destruction of all confidential information pertaining to relational positionality statements and supporting documentation used to affirm the Indigenous citizenship or membership of all individuals, as *per* the recommendations from Western's Privacy Officer. Furthermore:
  - (a) all documents submitted to demonstrate Indigenous citizenship or membership will be stored within Western's secure cloud-based platforms for three (3) years beyond when those individuals are no longer employed or associated with the University (or applied to the University, as applicable);
  - (b) only the VP/AVP II and the IAAC Chair will have access to archived documents used to affirm Indigenous citizenship or membership, such as positionality statements and documentation, except disclosure required or permitted by law.

### **Appendix 1: Resources**

- The First Nations and Inuit Hope for Wellness Help Line: 1-855-242-3310 or <https://www.hopeforwellness.ca>
  - 24/7 Indian Residential Schools Crisis Line: 1-866-925-4419
  - 24/7 Indian Residential School Survivors Society Crisis Support: 1-800-721-0066
  - CMHA Virtual After-Hours Crisis Counselling for students:  
studentcrisisappointment@cmhamiddlesex.ca
  - Good2Talk Post-secondary Student Helpline: 1-866-925-5454
  - Western University Employee (and family) Assistance Program-LifeWorks: 1-844-880-9142
  - Western University – Student Crisis Counselling: 519-661-3030
- 

**Last Reviewed:**

## Appendix 2: Declaration of Indigenous Citizenship or Membership

I understand that the initiative for which I am being considered is intended specifically for an Indigenous individual, or I have applied to an open role or initiative and have declared or claimed Indigenous citizenship or membership in order to be given preference. As such, I solemnly declare that I hold Indigenous citizenship or membership as demonstrated by the submission of the following:

1. My detailed statement of relational positionality, which includes a demonstration of lived experience and includes details about my lineal descent as per guidance provided in the University's Procedure for Policy 1.XX - *Affirming Declarations of Indigenous Citizenship or Membership*; and
2. My proof of citizenship or membership to the Indigenous Nation claiming me, as per the Procedure for Policy 1.XX - *Affirming Declarations of Indigenous Citizenship or Membership*.

I understand that for Indigenous-designated positions or initiatives and those where Indigenous citizenship or membership is preferred, should my claim of Indigenous citizenship or membership not be affirmed, and not successfully appealed, my application will be rejected and my candidacy terminated.

I further understand that providing false or misleading information about Indigenous citizenship or membership may result in an investigation led by Western University and, if the concerns are well founded, corrective action may be taken, including the termination/revocation of any appointment/role, opportunity, fellowship, bursary, scholarship, award or relevant Indigenous-designated/preferred initiative and/or that I may be subject to disciplinary or other proceedings under applicable University policy/collective agreement.

I understand that if I make an intentionally false declaration of Indigenous citizenship or membership, I will not be eligible to apply for any future roles (*i.e.*, any non-Indigenous designated role) at Western University

\_\_\_\_\_  
**Signature of Applicant**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Witness**

\_\_\_\_\_  
**Date**

### Appendix 3: Student Declaration of Indigenous Citizenship or Membership

I understand that the role, opportunity, fellowship, award, bursary, scholarship, and or initiative for which I am being considered is intended specifically for an Indigenous student at Western University or Indigenous students will be given preference. As such, I solemnly declare that I hold Indigenous citizenship or membership as demonstrated by the submission of the following:

1. A student's detailed statement of relational positionality, which includes a demonstration of lived experience and includes details about their lineal descent, as per guidance provided in the University's Procedure for Policy 1.XX - *Affirming Declarations of Indigenous Citizenship or Membership*; and
2. A student's proof of membership to the Indigenous Nation claiming them as per the Procedure for Policy 1.XX - *Affirming Declarations of Indigenous Citizenship or Membership*.

I understand that should my claim of Indigenous citizenship or membership not be affirmed under this Procedure and associated Policy and not successfully appealed, my application will be rejected and my candidacy terminated.

I further understand that providing false or misleading information about Indigenous citizenship or membership may result in an investigation led by Western University and, if the concerns are well founded, corrective action may be taken, including the termination/revocation of my role, opportunity, fellowship, award, and or relevant initiative that has been designated explicitly for an Indigenous student (or for which preference is given), and/or that I may be subject to proceedings under applicable University policy, including *Scholastic Discipline for Undergraduate Students*, the policy on *Scholastic Discipline for Graduate Students* or the *Code of Student Conduct*, as applicable.

I understand that if I make an intentionally false declaration of Indigenous citizenship or membership, I will not be eligible to apply for any future or subsequent roles (i.e., any non-Indigenous designated role) at Western University.

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**Signature of Student**

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**Date**

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**Witness**

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**Date**

### **ITEM 5.0 – Unanimous Consent Agenda**

**ACTION:**     APPROVAL     INFORMATION     DISCUSSION

**RECOMMENDED:** That the items listed on the consent agenda be approved or received for information by the Board of Governors by unanimous consent.

#### **EXECUTIVE SUMMARY:**

The Board's parliamentary authority - *American Institute of Parliamentarians Standard Code of Parliamentary Procedure* (formerly called *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 governing bodies 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 governing body to focus on major items of business. While approval of an omnibus motion saves time at 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, they 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 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, they 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 present.

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.

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**ITEM 5.1(a) – New Scholarships, Awards, and Prizes**

**ACTION:**     APPROVAL     INFORMATION     DISCUSSION

**EXECUTIVE SUMMARY:**

The Property and Finance Committee, on behalf of the Board of Governors, approved the Terms of Reference for the new donor-funded scholarships, awards, and prizes as shown in Item 5.1(a).

Scholarships, Awards, and Prizes are funded in two different ways: through donor funding and through operating funding (Western-funded).

The terms of reference for **donor-funded** scholarships, awards, and prizes are recommended by the Senate Committee on Academic Curriculum and Awards (ACA), on behalf of Senate, to the Board of Governors through the President & Vice-Chancellor. In accordance with the terms of reference for the Property and Finance Committee (PF), PF approves these on behalf of the Board. These scholarships, awards, and prizes are shown in item 5.1(a).

The terms of reference for **Western-funded** scholarships, awards, and prizes are approved by the Senate Committee on Academic Curriculum and Awards (ACA), on behalf of Senate. There are none to report on for this meeting.

**ATTACHMENT(S):**

[New Scholarships, Awards, and Prizes \(Donor-Funded\)](#)

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**New Donor-Funded Scholarships, Awards, and Prizes**

***Faculty of Arts and Humanities***

**Allen Crites Continuing Award**

Awarded to full-time undergraduate students in Year 2, Department of English and Writing Studies, Faculty of Arts and Humanities based on academic achievement. Preference will be given to candidates in the Honours Specialization in Creative Writing and English Language and Literature. The award will continue in Years 3 and 4, provided that recipients remain in the Faculty of Arts and Humanities, maintain their full-time status, and a minimum 70% average. Only one student may hold this award in any given year. The Office of the Registrar will select the recipients.

Value: 1 at \$7,000, awarded annually, continuing for up to 3 years.  
Effective: 2025-2026 academic year

*This award was established with a generous gift from Allen Crites (BA 1974).*

***Ivey Business School***

**Inkpen Seary PhD Award**

Awarded to a third-year or fourth-year full-time graduate student in the PhD program at the Ivey Business School based on academic excellence and research excellence. Preference will be given to students who are a parent or guardian to a child/ren 18 years or under. The Associate Dean of Research at the Ivey Business School will select the recipient in consultation with a committee of which at least one representative holds membership in the School of Graduate and Postdoctoral Studies. This award is made possible by a generous gift from Andrew Inkpen, MBA '84, PhD '92.

Value: 1 at \$5,600  
Effective: May 2025

***Faculty of Law***

**Maither Award in Honour of Ronald and Iona Maither**

Awarded to full-time undergraduate students in the Faculty of Law based on financial need and academic achievement. Preference will be given to candidates with academic achievement in Tax Law courses. Online financial assistance applications are available through Student Center and must be submitted by September 30. The Faculty of Law will select the recipients after the Office of the Registrar has assessed the financial need.

Value: 1 at \$2,000, awarded annually  
Effective: 2025-2026 to 2029-2030 academic years inclusive

*This award was established by Mr. Lyndon Maither in memory of his parents, Ronald and Iona.*

### ***Faculty of Science***

#### Mary Catherine Fallona Scholarship in Physics and Astrophysics

Awarded to full-time undergraduate students in an honours specialization, major or specialization in Physics or Astrophysics, or Integrated Science with Physics or Astrophysics in the Department of Physics and Astronomy, based on academic achievement. Preference will be given to candidates who are self-identified women, who are underrepresented in these eligible programs. The Office of the Registrar will select the recipients.

Value: 1 at \$6,000, awarded annually

Effective: 2025-2026 academic year

*This scholarship was created by James Philip Fallona to honour Mary Catherine Fallona, an exceptional woman: his sister; his best friend; his coworker on many projects. Mary Catherine was a dedicated researcher in Biochemistry, and most of all an amazing and skillful educator both in the chemistry laboratories at Western, and in secondary school education where she taught and tutored Physics, Chemistry, and Mathematics for many years. This scholarship will carry on her deep interest and concern in enabling the education of our young people.*

### ***Schulich School of Medicine & Dentistry***

#### Dr. Diane Whitney Medical Bursary

Awarded to full-time undergraduate students in the Doctor of Medicine (MD) program, Schulich School of Medicine & Dentistry based on financial need. Online financial assistance applications are available through Student Center and must be submitted by October 31. The Office of the Registrar will select the recipients.

Value: 1 at \$1,000, awarded annually

Effective: 2025-2026 academic year

*This bursary was established by a generous gift from Mr. Darren Roberts (MBA '97) in memory of his late wife, Dr. Diane Whitney (MD '88), to honor her dedication, leadership, and commitment to the wellbeing of students, medical residents, staff, and faculty throughout her career. Dr. Whitney's work, particularly in the areas of Psychiatry, PTSD, and women's wellness, left a lasting impact on her field. This award creates a legacy of her compassionate care and advocacy, ensuring her contributions continue to inspire future generations.*

#### Varghese Family Merit Award

Awarded to full-time undergraduate students in the Doctor of Medicine (MD) program, Schulich School of Medicine & Dentistry based on academic achievement. The Schulich School of Medicine & Dentistry will select the recipients.

Value: 1 at \$1,000, awarded annually

Effective: 2025-2026 academic year

*This award was made possible by a generous donation from Dr. Timothy Varghese (MD '21) and Joan Varghese. Dr. Varghese is established in family medicine after pursuing both medical school and residency at the Schulich School of Medicine & Dentistry in London, ON. Dr. Varghese and his family hope this award will support medical students and inspire them to continue pursuing their career goals and dreams.*

### ***Any Undergraduate Program***

#### **John and Barbara Muir Bursary**

Awarded to full-time undergraduate students in any faculty in Year 2 or beyond based on financial need. Online financial assistance applications are available through Student Center and must be submitted by October 31. The Office of the Registrar will select the recipients.

Value: 1 at \$2,000, awarded annually  
Effective Date: 2025-2026 academic year

*This award was established with a generous gift from Barbara and John Muir.*

### ***Faculty of Engineering***

#### **Canadian Nuclear Laboratories Scholarship in Engineering**

Awarded to full-time undergraduate students in the Faculty of Engineering based on academic achievement (minimum 80% average). International students are not eligible. Preference will be given to candidates enrolled in ECE 4439B: Conventional, Renewable & Nuclear Energy or MME 4429A: Nuclear Engineering or other courses relevant to the nuclear sector if offered in the future. The Faculty of Engineering will select the recipients.

Value: 1 at \$4,000 awarded annually  
Effective Date: 2025-2026 to 2029-2030 academic years inclusive

*This scholarship is made possible by the generosity of the Canadian Nuclear Laboratories (CNL). CNL is Canada's nuclear science and technology organization, and a world leader in developing nuclear technology for peaceful and innovative applications.*

#### **Philantra Student Mobility Award to China**

Awarded to full-time undergraduate or graduate students in the Faculty of Engineering who are participating in a student mobility opportunity in China such as, student exchange, study abroad, internship, clinical or field placement, practicum, faculty-led program, or community engaged learning. Candidates must have a minimum 70% academic average to be eligible. Candidates will be evaluated on how the experience will contribute to their development as a global citizen, what they expect to learn through their program, and how they will be an effective ambassador for Western. Online applications are available on the Global Opportunities website, Western International and must be submitted by November 15 (for decisions in January) or February 15 (for decisions in April). The Office of the Registrar will select the recipients.

Value: Number and value will vary, up to a maximum of \$20,000 available annually  
Effective Date: 2025-2026 to 2027-2028 academic years inclusive

*This award was established with a generous gift from Philantra Foundation to create opportunities for Western students to study and learn in China.*

### **Faculty of Law**

#### Enrico Rota Memorial Scholarship

Awarded to full-time undergraduate students in the Faculty of Law based on academic achievement. The Faculty of Law will select the recipients.

Value: 1 at \$1,000, awarded annually  
Effective Date: 2025-2026 academic year

*This award was established by his partner Kenneth Parsons in memory of Enrico Rota (LLB 1981).*

#### Pillon-Rukavina Entrance Award

Awarded to full-time undergraduate students in Year 1 in the Faculty of Law based on financial need and academic achievement. Online financial assistance applications are available through Student Center and must be submitted by September 30. The Office of the Registrar will select the recipients.

Value: 1 at \$5,000 awarded annually  
Effective Date: 2025-2026 to 2029-2030 academic year

*This award was established by Elizabeth Pillon, LLB'92 and Steve Rukavina, LLB'92 in recognition of their commitment to education and their appreciation of their Western Law school experience.*

### **Faculty of Science**

#### Canadian Nuclear Laboratories Scholarship in Science

Awarded to full-time undergraduate students in the Department of Chemistry, Faculty of Science based on academic achievement (minimum 80% average). International students are not eligible. Preference will be given to students who are enrolled in Chem 4400A: Current Topics in Chemistry, Nuclear and Radiopharmaceutical Chemistry or other courses relevant to the nuclear sector if offered in the future. The Faculty of Science will select the recipients.

Value: 1 at \$2,000, awarded annually  
Effective Date: 2025-2026 to 2029-2030 academic years inclusive

*This scholarship is made possible by the generosity of the Canadian Nuclear Laboratories (CNL) to support interest in the nuclear sector. CNL is Canada's nuclear science and technology organization, and a world leader in developing nuclear technology for peaceful and innovative applications.*

Mohabat Tarkeshian Award

Awarded to full-time graduate students in a Masters or Doctoral program in Mathematics based on academic achievement and research merit. A committee in the Department of Mathematics will select recipients. At least one representative of the committee must hold membership in the School of Graduate and Postdoctoral Studies.

Value: 1 at \$1,500

Effective Date: May 2025 to April 2034 inclusive

*The award recognizes the late Mohabat Tarkeshian (PhD'23), a former graduate student at the Department of Mathematics.*

**Schulich School of Medicine & Dentistry**

Dr. Bill Miletic Memorial Bursary

Awarded to full-time undergraduate students in the Doctor of Dental Science (DDS) program Schulich School of Medicine & Dentistry based on financial need. Online financial assistance applications are available through Student Center and must be submitted by October 31. The Office of the Registrar will select the recipients.

Value: 1 at \$2,000 awarded annually

Effective Date: 2025-2026 to 2029-2030 academic years inclusive

*This bursary was established by the Miletic Family in memory of Dr. Bill Miletic (DDS 1985). Bill was a respected dentist and businessman for many years. After retiring from the practice of dentistry, he taught at Western University where he is fondly remembered as a kind impactful teacher and mentor.*

Dr. Bill Miletic Memorial Bursary in Dentistry

Awarded to full-time undergraduate students in the Doctor of Dental Science (DDS) program Schulich School of Medicine & Dentistry based on financial need. Online financial assistance applications are available through Student Center and must be submitted by October 31. The Office of the Registrar will select the recipients.

Value: 1 at \$1,000 awarded annually

Effective Date: 2025-2026 academic year

*This bursary was established by the Miletic Family in memory of Dr. Bill Miletic (DDS 1985). Bill was a respected dentist and businessman for many years. After retiring from the practice of dentistry, he taught at Western University where he is fondly remembered as a kind impactful teacher and mentor.*

**Ivey Business School**

Bill Moffatt Award

Awarded to a full-time student entering the MBA Program at the Ivey Business School based on academic achievement and financial need. Preference will be given to candidates from Atlantic Canada (Nova Scotia, New Brunswick, P.E.I., Newfoundland,

Labrador) with priority given to individuals who are from the Maritimes (Nova Scotia, New Brunswick, P.E.I.) who are Canadian citizens or Permanent Residents of Canada. If no one meets the above criteria for two consecutive years, the award will become open to individuals who have been involved/ plan to be involved with a family business. The successful recipient will be selected by the MBA Scholarship Committee. At least one representative of the committee must hold membership in the School of Graduate and Postdoctoral Studies. This scholarship is made possible by generous gifts from friends of Bill Moffatt.

Value: 1 at \$26,000 annually  
Effective: May 2025

#### MBA '96 Award

Awarded annually to a full-time graduate student entering the MBA program at the Ivey Business School, based on academic achievement and financial need. Financial need will be determined by the Ivey Business School. The successful recipient will be selected by the MBA scholarship review committee. At least one member of the selection committee will hold membership in the School of Graduate and Postdoctoral Studies.

Value: 2 at \$40,000  
Effective: May 2025 to April 2029 inclusive

#### ***Schulich School of Medicine & Dentistry***

#### Dr. Edward Brecevic Bursary

Awarded to full-time undergraduate students in the Doctor of Medicine (MD) program, Schulich School of Medicine & Dentistry based on financial need. Preference will be given to candidates who are completing a fourth-year elective in Oncology. Online financial assistance applications are available through Student Center and must be submitted by October 31. This award is offered through the Ontario Student Opportunity Trust Fund (OSOTF) program, and recipients must meet Ontario residency requirements. The Office of the Registrar will select the recipients.

Value: 1 at \$850, awarded annually  
Effective Date: 2025-2026 academic year

*This bursary was established in memory of Dr. Edward Brecevic (PhD 1996) with donations from his colleagues, friends and family.*

**ITEM 5.1(b) –Standard and Poor’s (S&P) Credit Rating Report**

**ACTION:**     APPROVAL     INFORMATION     DISCUSSION

**EXECUTIVE SUMMARY:**

The S&P Credit Rating Report is published annually and provides the University’s credit rating. The report is provided to the Property and Finance Committee and the Board of Governors on an annual basis for information. In February 2025, S&P Global raised Western’s credit rating to AA+ (from AA), with a stable outlook.

The AA+ rating is comparable to other Ontario institutions most recent ratings, such as the University of Toronto (AA+ Stable), Queens (AA+ Stable) and McMaster (AA Stable).

The attached report is consistent with the information provided to the Property and Finance Committee in February 2025.

**ATTACHMENT(S):**

[Memo from the Associate Vice-President \(Financial Services\)](#)  
[S&P Credit Rating Report](#)

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## MEMORANDUM

To: Property & Finance Committee  
From: Eric Mallory  
Date: February 25, 2025  
Re: S&P Credit Rating Report – AA+ Stable

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Members of the Committee,

I'm pleased to share that Western's credit rating of AA+ with a stable outlook was issued by S&P Global on February 20, 2025. In a rating action, S&P Global has raised Western's credit rating to AA+ from AA.

A credit rating is a forward-looking independent opinion regarding the credit worthiness of an organization (Western). In their report, S&P highlights Western's strong enterprise risk profile, including strong domestic demand, financial performance, and sound management and governance practices.

The published credit rating report is attached for your reference and we'll have the opportunity for discussion when this item is presented for information in April.

Take care,



Eric Mallory  
Associate Vice-President (Financial Services)

Research Update:

# University of Western Ontario Upgraded To 'AA+' From 'AA' On Solid Financial Performance; Outlook Is Stable

February 20, 2025

## Overview

- High domestic demand will support enrollment stability at the University of Western Ontario (Western), contributing to healthy operating margins despite limited government funding and the federal cap on international students.
- We believe that Western will sustain high levels of cash and investments while effectively managing a stable debt burden.
- As a result, S&P Global Ratings raised its long-term issuer credit and senior unsecured debt ratings on Western to 'AA+' from 'AA'.
- The stable outlook reflects our expectation that Western will preserve its market position and continue to deliver strong financial performance, supported by its robust liquidity in the next two years.

## Rating Action

On Feb. 20, 2025, S&P Global Ratings raised its long-term issuer credit and senior unsecured debt ratings on the University of Western Ontario to 'AA+' from 'AA'. The outlook is stable.

## Outlook

The stable outlook reflects our view that, in the next two years, Western will hold a strong market position supported by domestic demand. This will help the university post operating margins of more than 5% of operating expenditure on average while maintaining high cash and investments and a moderate debt burden.

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### RESEARCH CONTRIBUTOR

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CRISIL Global Analytical Center, an  
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## Downside scenario

We could take a negative rating action, in the next two years, if Western experiences a decline in domestic demand that adversely affects its operating performance and its debt burden increases such that cash and investments are no longer sufficient to cover more than 6x debt outstanding.

## Upside scenario

Although we view it as unlikely in the next two years, we could raise the rating if Western strengthened its market position. In addition, if the provincial government materially increases its funding to public universities and relaxes its restrictions on tuition hikes, resulting in greater financial flexibility, and if Western's debt service decreases in line with that of 'AAA' rated peers, this could support an upgrade. In this scenario, we would expect our assessment of the university's role and link to the province to remain unchanged.

## Rationale

The rating reflects our 'aa+' stand-alone credit profile (SACP) on Western, which is based on our combined assessment of the university's strong enterprise risk profile and very strong financial performance. The rating also reflects our opinion of a moderately high likelihood that the Ontario government could provide extraordinary support in the event of financial distress.

The rating action reflects our expectation that Western will maintain higher cash and investments, compared with those of peers, of more than 10x its debt outstanding, over the next two years. Furthermore, Western will maintain a very strong market position, supported by its superior domestic reputation, evidenced by its stable enrollment levels in line with its strategy, which will help to mitigate challenges related to international student enrollment due to federal policy changes.

## A strong domestic market position and solid economic indicators bolster the university's enterprise risk profile

We believe Western has a very strong enterprise risk profile. Supporting our opinion is our assessment of the higher education sector, which is marked by low industry risk due to high barriers to entry and its typically countercyclical nature, making it more resilient during downturns compared with other sectors. In addition, the university benefits from excellent economic fundamentals in its main service area, Ontario, the most populous province in Canada, with high GDP per capita, estimated at almost US\$57,100 in 2025.

In our view, Western holds a solid market position, which is supported by strong demand. In 2024, the federal government announced a reduction of approximately 35% in new international undergraduate student permits for the fall cohort, with an additional 10% cut planned for 2025 that will also extend to graduate students. Despite these policy changes, we expect Western's FTE enrollment will remain stable. This is primarily because international students have accounted for an average of less than 15% of FTE enrollment in the past five years, which is relatively low. Therefore, the university's exposure is lower than that of peers. It is important to note that many international fee-paying students are graduates from Canadian high schools, which are a more stable enrollment source than overseas students.

Western demonstrates robust domestic demand, as evidenced by a 22% increase in applications in fiscal 2025. We expect overall enrollment to rise 3.5% with FTE enrollment reaching 41,035 by fiscal 2025. However, we also expect lower enrollment than its historical levels over fiscal years 2026-2027. In addition, in the past five years, an average of 78% of Western students have been from Ontario, highlighting the institution's strong appeal in the region.

Student quality remains strong, as reflected by the university's historically stable retention and graduation rates, which have averaged about 92% and 85%, respectively, in the past several years. Western's first-year selectivity rate (the ratio of offers to applications) improved slightly to 63% in 2025, compared with 68% in 2024, indicating steadily rising demand.

In our view, Western exhibits sound management and governance practices that align well with those of other rated Canadian universities. We consider its transparency and disclosure as good, with policies, procedures, and risk management capabilities to adequately identify, monitor, and mitigate risks. Senior administration's operational effectiveness is evidenced by a track record of strong operating margins and investment policies supporting a stable credit profile.

Founded in 1878 and located in London, Ont., Western is a research-intensive, doctoral university with 12 faculties and schools, including medicine and dentistry, law, engineering, and business. It is a founding member of the U15, Canada's most distinguished research universities. Western also has affiliations with four research institutes, two teaching hospitals, and two university colleges (Huron and King's). In May 2024, Brescia University College fully integrated into Western.

### **Strong liquidity and manageable debt levels enhance Western's financial risk profile**

We consider Western's financial risk profile very strong and resilient, mainly due to stable enrollment, with reduced exposure to international students compared with peers. Western has proactively sought alternative revenue streams by expanding leased space and exploring high-cost self-funding programs, among other initiatives. Its commitment to financial stability has helped stem expenditure growth while it remains open to diverse revenue sources. Western has maintained strategic funding allocation to ensure overall financial health. We expect the university will maintain robust operating balances, averaging 9% of operating expenditures over five years, including two years of forecasts.

Similar to that of Canadian peers, Western's limited flexibility to increase student-generated revenue somewhat offsets the university's strong financial performance. This is primarily because Ontario monitors and guides domestic tuition rates through the tuition framework and enrollment expansion through operating grants, which we do not expect will rise in real terms soon. A freeze on domestic tuition rates for the past several years has meaningfully constrained the university's revenue flexibility; without resorting to expanding international student enrollment, it is difficult for the university to control revenue growth.

In our view, Western has very strong liquidity, a key credit strength that provides a buffer against volatility in operating performance as well as an offset against debt financing for its capital plan. At the end of fiscal 2024, the university held C\$3.3 billion in total cash and investments. Total cash and investments have risen steadily over many years, and we expect they will remain sufficient to cover more than 2.4x adjusted operating expenses on the five-year average, including the forecast period.

Western has the eighth-largest endowment among Canadian universities. The endowment market value increased slightly to C\$1.3 billion at the end of fiscal 2024 from C\$1.14 billion in the previous year.

Western is executing numerous capital projects. The ongoing construction of the Ronald D. Schmeichel Building and the modernization of the Weldon Library are almost completed. These projects are financed through the proceeds of previously issued debentures, reserves, donations, and grants. The comprehensive capital plan also includes the construction of new residences, and research and learning spaces. The construction of a new residence is underway alongside the planning of the Bioconvergence Centre, which will be an interdisciplinary research and learning facility. These initiatives may lead to some depletion of financial resources beyond our base-case scenario.

In our view, Western has a moderate debt burden, with C\$310.9 million of total debt outstanding at the end of fiscal 2024. This comprises two 40-year fixed-rate bullet debentures, amounting to C\$288.7 million (maturing in 2047 and 2057), and C\$22.2 million in 15-year amortizing banker's acceptances sourced from a C\$100 million nonrevolving facility maturing in fall 2026. We believe the refinancing risks associated with the bullet debenture are partially mitigated by the time until maturity and the voluntary sinking fund, which exceeded C\$47.8 million as of fiscal 2024 year-end.

In May 2024, Brescia fully integrated with Western, with the latter assuming all of Brescia's assets and liabilities, including long-term debt of C\$32 million. This integration led to the successful absorption and repayment of Brescia's liabilities, resulting in a net contribution of C\$50 million in assets acquired over liabilities without incurring additional debt.

According to its long-term financial plan, the university does not anticipate taking on additional external debt in the next two years. However, it expects to incur more debt beyond this period, with projections indicating that debt levels will peak in 2030. However, we believe debt service coverage will remain strong in the next two years. We estimate that the university's MADS will be 3.1% of adjusted expenses by the end of fiscal 2027. We also estimate that 2027 financial resources, including restricted resources, will cover total debt by 11x, exceeding those of Canadian peers, which we incorporate as a positive adjustment.

Western has a defined-contribution pension plan for current employees, effectively transferring investment risks away from the institution. This compares with certain institutions that might encounter obligations for special solvency payments to address pension plan deficits. Most of Western's postemployment liabilities relate to unfunded nonpension benefits, such as medical and dental. As of fiscal year-end 2024, these liabilities totaled C\$408.7 million.

We have not identified any additional contingent liabilities that could materially affect our assessment of Western's credit profile.

### **Moderately high likelihood of extraordinary provincial government support**

The ratings reflect Western's SACP and our belief that there is a moderately high likelihood that the government of Ontario would provide extraordinary support to Western in the event of financial distress. The impact of this potential support on the ratings is considered neutral. This view reflects our assessment of the university's important role in the province, given that postsecondary education is one of Ontario's priorities in both spending and mandate (after health care and school boards).

Moreover, our assessment of Western's important role recognizes the absence of viable private alternatives. The university's substantial size, distinguished reputation, and robust research capabilities make it difficult to replace. The province's oversight, program-approval rights, and tuition regulation over Western suggest a strong link to the government. Also supporting this view is that the province provides substantial operating grants, which account for about a five-year average of 17% of the university's total revenue, and it appoints four of 28 board members.

We rate Western two notches above Ontario. The differential reflects our view that there is a measurable likelihood that the university's financial resources would be sufficient to sustain ongoing operational and debt service obligations even in the event of a government default or temporary suspension of payments. In addition, the differential reflects our belief that Western operates independently of the Ontario government as an autonomous legal entity with ownership of its assets. We consider the risk of extraordinary negative government intervention low, given the university's operational independence, important public policy role, and the government's largely noninterventionist stance toward the sector.

## Key Statistics

Table 1

### University of Western Ontario--Selected indicators

Mil. C\$	Medians*					
	2021	2022	2023	2024	2025bc	2023
<b>Enterprise profile</b>						
Full-time equivalent enrollment (FTE; no.)	35,258	36,904	38,013	39,454	41,035	38,162
Annual FTE change (%)	4.5	4.7	3.0	3.8	4.0	(0.3)
Selectivity rate (%)	66.3	63.5	67.1	68.3	63.1	73.7
Undergraduates as a % of total enrollment	82.3	81.4	82.1	82.3	82.1	80.2
Retention rate (%)	93.0	92.0	92.5	92.6	-	85.6
Graduation rates (six years) (%)	85.0	84.5	83.7	85.1	-	
<b>Financial profile</b>						
Adjusted operating revenue	1,280	1,445	1,426	1,533	1,565	N.A.
Adjusted operating expense	1,106	1,184	1,299	1,376	1,460	N.A.
Net adjusted operating margin (%)§	15.7	22.0	9.8	11.4	7.2	2.1
Student dependence (%)	35.6	34.2	36.7	35.5	35.5	36.2
Government operating grant dependence (%)	21.0	18.6	18.8	17.5	17.2	17.2
Endowment and investment income dependence (%)	18.0	7.8	8.6	15.5	9.5	1.4
Cash and investments	2,717.63	2,897	3,024	3,317	3,396	840
Cash & investments to adjusted operating expenses (%)	245.6	244.7	232.7	241.1	232.5	116.1
Outstanding debt	344.61	327	319	311	303	985
Cash & investments to debt (%)	788.6	884.8	947.0	1,066.5	1,118.9	290.2
Maximum annual debt service burden (%)§	2.88	2.72	2.45	2.33	2.17	

bc--Base case reflects S&P Global Ratings' expectations of the most likely scenario. \*For 'AA' rated U.S. public colleges and universities. U.S. median figures are in U.S. dollars. §As % of adjusted operating expense. N.A.--Not available.

## Ratings Score Snapshot

Table 2

### University of Western Ontario--Ratings score snapshot

Industry risk score	2
Economic fundamentals	1
Market position	2
Management and governance	2
Enterprise risk profile	2
Financial performance	2
Financial resources	1
Debt and contingent liabilities	2
Financial risk profile	2
Stand-alone credit profile	aa+
Issuer credit rating	AA+

## Related Criteria

- Criteria | Governments | General: Global Not-For-Profit Education Providers, April 24, 2023
- General Criteria: Environmental, Social, And Governance Principles In Credit Ratings, Oct. 10, 2021
- General Criteria: Rating Government-Related Entities: Methodology And Assumptions, March 25, 2015
- General Criteria: Principles Of Credit Ratings, Feb. 16, 2011

## Related Research

- Not-For-Profit Higher Education Outside Of The U.S. Outlook 2025: Credit Stability Amid Market Turbulence, Dec. 5, 2024
- S&P Global Ratings Definitions, Dec. 2, 2024
- U.S. Not-For-Profit Public College And University Fiscal 2023 Medians: Rising State Funding Offers Hope Amid Continued Demand Pressures, July 18, 2024

## Ratings List

**Upgraded**

	To	From
<b>University of Western Ontario</b>		
Senior Unsecured	AA+	AA

**Upgraded; CreditWatch/Outlook Action**

	To	From
<b>University of Western Ontario</b>		
Issuer Credit Rating	AA+/Stable/--	AA/Positive/--

Certain terms used in this report, particularly certain adjectives used to express our view on rating relevant factors, have specific meanings ascribed to them in our criteria, and should therefore be read in conjunction with such criteria. Please see Ratings Criteria at [www.spglobal.com/ratings](http://www.spglobal.com/ratings) for further information. Complete ratings information is available to RatingsDirect subscribers at [www.capitaliq.com](http://www.capitaliq.com). All ratings affected by this rating action can be found on S&P Global Ratings' public website at [www.spglobal.com/ratings](http://www.spglobal.com/ratings).

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**ITEM 5.1(c) - Investment Committee Membership**

**ACTION:**     APPROVAL     INFORMATION     DISCUSSION

On the recommendation of the Investment Committee, the Property and Finance Committee reappointed Sarah Takaki to the Investment Committee for a three-year term ending May 2028.

**EXECUTIVE SUMMARY:**

The Investment Committee is a subcommittee of the Property and Finance Committee. The membership is made up of Administration, current or former Board members, and individuals with investment expertise as recommended by the Investment Committee and approved by the Property and Finance Committee.

Including the above reappointment, the Committee voting members and terms will be as follows:

**Appointed by the Property and Finance Committee**

Greg Dick (current Board Member)	(November 2026)
Doug Greaves	(August 2025)
Jeff Parr	(September 2028)
Doug Porter	(February 2026)
Lee Sienna	(March 2026)
David Stenason	(December 2025)
Sarah Takaki	(May 2028)

**Ex-Officio**

Lynn Logan - Vice-President (Operations & Finance)  
Eric Mallory - Associate Vice-President (Financial Services)  
Martin Bélanger - Director, Investments

**Investment Committee Membership Recommendation**

**Background:**

**Sarah Takaki**

Sarah Takaki is the Head of Sustainable Investing at the Healthcare of Ontario Pension Plan (HOOPP). Her team leads the development of the sustainable investing strategy and climate change action plan, as well as the implementation of ESG integration and responsible stewardship practices across the total portfolio.

Prior to joining HOOPP, Sarah was with the Ontario Teachers' Pension Plan and during this time she was a member of the secretariat of the Government of

Board of Governors Agenda  
May 1, 2025

CONSENT AGENDA - ITEM 5.1(c)

Canada's Expert Panel on Sustainable Finance. Sarah holds a Master of Biomedical Engineering from Western University and an MBA from the University of Cambridge.

Sarah has served an initial term of 3 years ending May 2025.

**ITEM 5.1(d) –Annual Public Report re: Bill S-211 – Fighting Against Forced Labour and Child Labour in Supply Chains Act**

**ACTION:**     APPROVAL     INFORMATION     DISCUSSION

**RECOMMENDED:**    That, on the recommendation of the Property and Finance Committee, the Board of Governors approve the 2025 Public Report submission to comply with Bill S-211; and

Grant the President & Vice-Chancellor the authority to attest to the report and approve, on behalf of the Board of Governors.

**EXECUTIVE SUMMARY:**

Western is required to report our annual compliance with Bill S-211, Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”). The Act came into force January 1, 2024, with Western’s first reporting being completed in May 2024. Western’s annual reporting must be submitted to the Department of Public Safety by May 31 of each year.

Our 2025 report shows Western’s progress on the implementation of our response framework identified in last year’s submission. The framework includes policies and procedures, education and training, risk assessments, risk mitigation, data evaluation and monitoring, and reporting.

Highlights of the 2025 report include the successful launch our Supplier Code of Conduct and ESG Leadership Assessment questionnaire, mapping of high-risk suppliers in Western’s supply chain, the introduction of Key Performance Indicators and the development of training for our community.

Western Procurement Services continues to implement our Sustainable Procurement Strategy, launched in 2023, for which our response to Bill S-211 is a critical component.

**Links**

[Sustainable Procurement - Financial Services - Western University \(uwo.ca\)](#)

**ATTACHMENT(S):**

[Western’s Public Report and Attestation](#)

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## **Bill S-211: Fighting Against Forced Labour and Child Labour in**

## **Supply Chains Act Public Safety Canada Report**

**University of Western Ontario**

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Reporting entity's legal name: University of Western Ontario

Financial reporting year: May 1, 2024, to April 30, 2025

Identification of a revised report: N/A

Business number(s), if applicable: 108162587 RR0001

Identification of a joint report: N/A

Identification of reporting obligations in other jurisdictions: N/A

Entity categorization according to the Act: Entity (University)

Sector/industry: Public Sector / Higher Education

Location: London, Ontario, Canada

## Introduction

At the [University of Western Ontario](#) (Western University or Western) we recognize that modern slavery remains prevalent around the world. We are a leading research-intensive university and global community of individuals focused on making change in the world, today, and are committed to playing our role in mitigating all forms of modern slavery within our operations and supply chains. In addition to Western University's strategic plan, [Towards Western at 150](#), which identifies global sustainability as a key focus, the University has initiated a number of activities to strive toward ethical supply chain management. This report will serve to address these activities as they relate to **Bill S-211, Fighting Against Forced Labour and Child Labour in Supply Chains Act (the Act)**.

## Reporting Entity and Structure

The University operates under the governance framework set forth by the University of Western Ontario Act, 1982, which establishes its primary governance bodies: the Board of Governors, the Senate, and the University Council. The [Board of Governors](#) is responsible for the overall governance of the University. In consultation with Senate, the Board sets the strategic direction of the institution. The Board appoints the President and Vice-Chancellor, Vice-Presidents, Deans, and other senior administrators of the University. The Board has responsibility for all financial matters and matters related to property. It establishes and enforces regulations for the use of the University's buildings, grounds and ancillary operations, approves the University's operating and capital budgets, oversees expenditures from those budgets, and sets fees.

The University is globally minded and attracts students and staff from around the world. It aims to attract, develop, reward, and retain top-tier talent to maintain its status as a leading institution in teaching and research. Western has a strong international presence, with partnerships, research collaborations, and alumni networks spanning the globe.

As of January 2025, the University employed 1,432 faculty members, 2,789 staff members, and welcomed approximately 41,000 full-time students<sup>1</sup>. The University reported revenues of \$1.6 billion and had assets of \$4.8 billion in fiscal 2024<sup>2</sup>.

## Supply Chain Activities

Western engages in extensive procurement activities, adhering to public procurement regulations and ethical sourcing practices. These activities encompass a broad spectrum of goods and services, including but not limited to construction, office supplies, electronics, food and catering, travel services, laboratory equipment and supplies, books, printing services, and waste management. The central Procurement Services unit manages oversight and compliance with domestic directives, legislation, and international trade agreements, and manages procurements through collaborative frameworks, notably with the Ontario Education Collaborative Marketplace (OECM) and other consortia, to leverage collective purchasing power and achieve cost efficiencies. Operating in a decentralized environment, individual units manage procurement processes where the value is less than the open competitive threshold as outlined in the [Broader Public Sector Procurement Directive](#).

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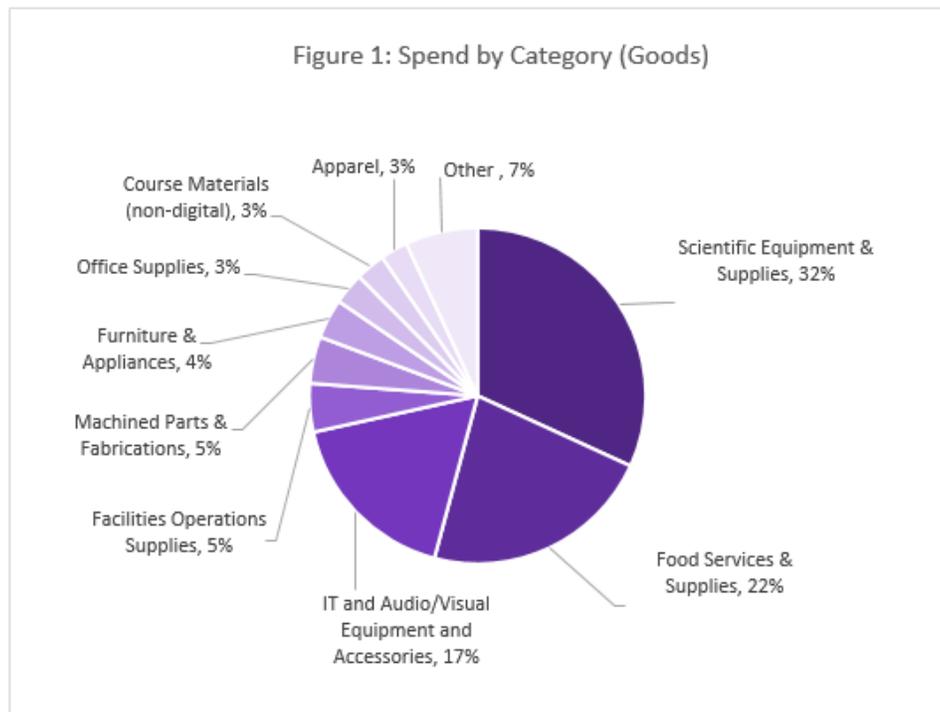
<sup>1</sup> About Western – Facts & Figures <https://www.uwo.ca/about/whoweare/facts.html>; Summary of Enrolment <https://www.ipb.uwo.ca/db/student-enrolment/suepp.php>

<sup>2</sup> Western University Financial Statements [https://www.uwo.ca/finance/forms/docs/corporate\\_accounting/2024.pdf](https://www.uwo.ca/finance/forms/docs/corporate_accounting/2024.pdf)

The University recognizes the existence of modern slavery risk across its supply chains and, further, that these risks may be elevated in certain supply chains due to factors such as geographical location and/or source locations for materials and products the University procures. There is an identified lack of visibility in certain overseas markets which may present increased risk of modern slavery, especially in secondary (and further) supply chain tiers, and in source materials used in the University's goods and services.

### Category Spend

Western's spend on goods *in scope* of the Act during the reporting period was approximately \$86 million (Figure 1).



The following are identified as high-risk categories relevant to the University. The [US Department of Labor report: 2024 List of Goods Produced by Child Labor or Forced Labor](#) was consulted for the development of this list.

- Electronics
- Apparel
- Furniture
- Timber and paper products
- Food & beverage (coffee)

In addition, Scientific equipment and supplies is identified as a category which may carry risk in the supply chains.

## Local Buying

Operational units strive to work with local suppliers. Approximately 88% of spend on all goods *in scope* of the Act is with Canadian businesses, and 11% with suppliers in the United States. In compliance with the [Building Ontario Business Initiatives Act](#), effective April 1, 2024, Western further prioritizes spending with Ontario-based businesses. Geopolitical events in early 2025, specifically concerning tariffs, have further prioritized spend within Canada particularly for impacted categories.

A high-level assessment was conducted on international spend with suppliers located in high-risk countries. The result was a very nominal occurrence of spend, which was largely with service firms not in scope of this report. However, the University acknowledges the risk of forced or child labour in our supply chains which are not covered by our initial assessment of our direct (tier 1) suppliers.

## Policies and Due Diligence Processes

The University's procurement policies and procedures govern our activities and aim to reduce the risk of modern slavery in our operations and supply chain. Western's [Sustainable Procurement program](#) incorporates social, governance, and ethical considerations into procurement policy. As part of the University procurement policy, employees are required to consider the ethical and governance impacts of all purchasing decisions.

In addition to internal programs, Western Procurement Services works collaboratively with the Ontario University Professional Procurement Management Association and as a member of [CASPAR](#), a Canada-wide inter-university working group on Sustainable Procurement, on various initiatives including supplier engagement and development of training.

## Supplier Code of Conduct

Western University is committed to sourcing in an ethical, legally compliant, and socially responsible manner and expects suppliers to adhere to equivalent standards. The [Supplier Code of Conduct \(SCoC\)](#), implemented in May 2024, sets out the minimum ethical standards and business conduct for any supplier that provides the University with goods or services.

The SCoC was developed drawing insights from benchmarking against leading post-secondary institutions and cross-industry best practices. The standards set out in the SCoC address issues such as forced and child labour, fair treatment of employees, wages and benefits, worker health and safety, etc., that align with the International Labor Organization (ILO) and other applicable regulations such as the new [Supply Chains Act, Canada](#). The Supplier Code of Conduct is a key component for the relationship between Western and its suppliers to share the responsibility of meeting regulatory compliance, managing risks, and reputation.

## Trademark Licensing and Fair Trade

Food and beverage and apparel have been identified as high-risk categories. Western's Hospitality and Food Services, and Retail Services (the Bookstore) have a history of practice related to ethical sourcing and reducing the risk of forced labour in supply chains.

For example, all residence dining operations, campus outlets, and vending services offer Fair Trade products, including coffee, tea, bananas, and chocolate. Hospitality and Food Services also prioritizes buying local, with tier one suppliers being predominantly located in Ontario.

Western's Dellelce Family Bookstore, managed by Western Retail Services, adopted Western's institutional Supplier Code of Conduct in 2024, and previously, have had a Code of Conduct with University licensees and their contractors since 2010. Both codes of conduct include, but are not limited to, establishing ethical principles, employment standards, and International Labour Organization practices for child labour and forced labour. This Code of Conduct helped to inform and develop Western's institutional Supplier Code of Conduct. The Bookstore's procurements are also integrated into Western's central Human Rights Due Diligence program.

The Bookstore works closely with the National Association of College Stores (NACS) and its network of members across North America to stay aware of potential issues and concerns in the industry. This vigilance is helping advance transparency and promote positive change to ethical principles and employment standards around the world. Additionally, on an annual basis, the Bookstore completes a trademark licensing review and report which is an opportunity to review supply chain issues relevant to the bookstore operations and incorporate findings into future action with suppliers and sourcing. The Bookstore will continue to collaborate with suppliers, advocacy groups and other universities to keep monitoring all industry issues.

## **Risk Assessment and Management**

We recognize the risks of forced labour and child labour remain prevalent in supply chains and that we have a shared responsibility with our suppliers. To go beyond compliance and proactively strengthen monitoring and mitigation efforts, Western is developing a Human Rights Due Diligence (HRDD) program focused on forced labour and child labour. This system uses best-practice methodologies to map risks within the supply chain and outlines actionable steps for identified high-risk suppliers. These steps include ensuring acknowledgement of the SCoC, follow-ups, integrating discussions into supplier engagements, and identifying suppliers needing support to implement robust human rights standards and practices. In 2024, this process was systematically laid out with each step set to be implemented in the coming years, reinforcing Western's commitment to ethical and responsible supply chain practices.

### **Supplier Code of Conduct**

The Supplier Code of Conduct is distributed to suppliers through the following methods:

- New supplier onboarding
- Purchase order terms and conditions
- Tendering opportunities (RFx documents)
- Contracts and agreements
- Direct outreach to contracted and high-risk suppliers

### **Leadership Assessment Questionnaire**

To support the distribution of the SCoC to contracted, high spend, and/or high-risk suppliers, an environmental, social, governance & ethical Leadership Assessment Questionnaire is issued alongside the SCoC. The goals of this questionnaire include:

- Provide an overview of our commitments to responsible sourcing and the expectation we have of our supply chain
- Obtain information from suppliers about their practices and commitments, to help us identify risks & opportunities and improve our collective impact through partnerships, collaboration and learning, and
- Distribute Western's SCoC.

The questionnaire, in relation to the ethical and governance pillars of sustainability, includes questions pertaining to responsible management practices and human rights due diligence practices.

### **Sustainable Procurement Toolkit and Request for Proposal/Quote Processes**

Supply chains and procurement hold significant potential for both positive and negative sustainability impacts. It is essential to emphasize the collective responsibility of every purchase, regardless of its scale. A decision-making toolkit is utilized for centrally managed procurements to streamline the process of identifying and integrating sustainability considerations into purchasing decisions, including Request for Proposals (RFPs).

The toolkit helps to identify where there may be a high risk for ethical supply chain practices, based on the product category or commodity, and provides suggested questions to assess and evaluate in an RFP. This may include requesting information on systems, policies, practices, or codes of conduct to ensure compliance with human rights standards within their supply chain and/or operations. Every RFP issued by central Procurement Services, in the reporting period, included mandatory ethical questions.

### **Training and Education**

As a place of learning, we recognize our responsibility to raise awareness on the issue of modern slavery, and to educate, specifically, on modern slavery risks and best practices. Western Procurement Services has incorporated, at a high level, ethical supply chain management into internal employee training. Category-specific webinars were provided throughout 2024 and focused on risks and opportunities related to all pillars of sustainability, including ethical considerations. One session focused specifically on the risk of forced and child labour in supply chains and our responsibility to mitigate the prevalence in Western's supply chain.

#### **Staff and Faculty Training**

Planned for release in the first half of 2025, Western is developing a Modern Slavery online module for all staff and faculty involved in purchasing activities.

Overall learning objectives:

1. Understand the concept of modern slavery
2. Identify modern slavery risks in Western's supply chain
3. Western's ethical sourcing measures, including compliance with Canada's Supply Chain Act

The module will include practical steps to address these objectives. Module completion by staff members will be recorded and measured as a Key Performance Indicator.

**Procurement Professional Staff Training – OUPPMA Collaborative Working Group**

As part of our collective efforts, Western is collaborating with the Ontario University Professional Procurement Management Association (OUPPMA) to develop a common training framework on forced and child labour for procurement professionals. The framework will help Western’s central Procurement Services team recognize and mitigate human rights risks in supply chains, ensure compliance with Bill S-211, and support ethical procurement practices through informed decision-making, stakeholder engagement, and supplier accountability.

To provide structured training, a modular framework is being developed, with planned delivery for early 2025, offering targeted guidance on key aspects of human rights in procurement:

**Module 1: Awareness of Human Rights in Supply Chains**

Covers procurement’s role in ethical sourcing, key compliance requirements under Bill S-211, and identifying red flags in high-risk industries.

**Module 2: Interacting with Internal Clients on Human Rights**

Focuses on legal, financial, and reputational risks, high-risk procurement areas, and balancing cost considerations with ethical decision-making.

**Module 3: Interacting with Suppliers on Human Rights**

Provides strategies for setting expectations, addressing violations, conducting due diligence, and enforcing a Supplier Code of Conduct.

**Measuring Progress and Effectiveness**

**Key Performance Indicators**

% of spend with Canadian suppliers

Approximately 88% of spend on all goods in scope of the Act is with Canadian businesses.

Supplier Code of Conduct

*(As of March 22, 2025)*

Acknowledgments and signatures:

466 suppliers (\$104 million in total spend)

Risk assessment mapping and supplier outreach, including addressing gaps and areas of risk, will continue as a fundamental element of our program.

Training

Completion of Modern Slavery training will be tracked and measured.

# of reported modern slavery cases in our direct areas of influence:

0

# of report cases resolved:

0

### **Benchmarking Assessment**

A university benchmarking review was completed to evaluate Western's activities in comparison to our peers. The review included other universities located in Ontario, as well as global leading universities. Opportunities for improving our programs have been identified and have helped inform our action plan and priorities for 2025 and beyond.

### **Action Plan and Priorities – 2025 and beyond**

Western's Sustainable Procurement program will continue to develop and incorporate best practices relevant to our sector. Future program development may include the following:

#### **Risk Management and Audit Programs**

Western University reserves the right to audit suppliers and request additional documentation to ensure compliance with all applicable laws and standards as set out in the SCoC. Procurement Services will review industry best practices, including available audit tools, and take steps to develop an audit program. A comprehensive audit program may include:

- Mapping the supply chain of high-risk suppliers
- Conducting risk assessments and further due diligence inquiries
- Utilizing a verifiable audit tool to identify suppliers with forced labour in their supply chain

#### **Training Programs**

As referenced in *Training and Education*, building awareness and informed decision making for both central and decentralized procurement staff is a focus on 2025. In addition to the initial training being provided, a refresher module will be developed to maintain knowledge and awareness.

#### **Remediation Measures**

Western does not currently have an institution-wide procedure addressing remediation specifically related to loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities. For clarity, we have not identified any instances where this has been applicable. As part of continuous improvement to Western's program, we will review best practices and consider a remediation framework.

Upon being notified of a potential violation of the SCoC, Procurement Services will validate the non-compliance with due diligence procedures. In the event that a supplier is confirmed to be non-compliant with Western's SCoC, they will be issued a notice of non-compliance and expected to bring forth corrective actions within thirty (30) days of receiving the notice. Western shall have the option, at its sole discretion, to terminate the agreement with the supplier.

### **Approval for The University of Western Ontario**

This report was approved by the Board of Governors on May 1, 2025.

### **Attestation for The University of Western Ontario**

In accordance with the requirements of the Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

*{Insert signature}*

**Alan Shepard, President and Vice-Chancellor, May 27 2024.**

*I have the authority to bind the University of Western Ontario.*

**ITEM 5.2(a) – Fund Raising Quarterly Report (Q3)**

**ACTION:**     APPROVAL     INFORMATION     DISCUSSION

**EXECUTIVE SUMMARY:**

The Fund Raising Quarterly Report shows continuity year-over-year on pledge commitments owing at the beginning of each fiscal year, in addition to net new gift and pledge activity received throughout the fiscal year and payments made on prior year pledge commitments, for an ending balance of future pledge commitments outstanding.

**ATTACHMENT(S):**

[Fund Raising Quarterly Report \(Q3\)](#)

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**FUND RAISING QUARTERLY REPORT**  
**as at January 31, 2025**  
*(with comparative figures for Fiscal Year 2023 and 2024)*

**PLEDGE DATA <sup>1</sup>**

	May 1, 2024 to Jan 31, 2025 (000's)			Fiscal Year 2024 (000's)		Fiscal Year 2023 (000's)	
	Target	Actual	Actual as a % of Target	Year to Date May to Jan	Year End May to April	Year to Date May to Jan	Year End May to April
Pledges outstanding May 1st	125,181	125,181	N/A	93,271	93,271	73,009	73,009
New Gifts & Pledges (Gross)	100,000	50,213	50.2%	45,261	91,742	36,597	93,301
Pledges cancelled/amended on new/prior pledges	(3,086)	(410)	13.3%	681	669	(274)	(3,604)
<b>Net New Pledges/Gifts</b>	<b>96,914</b>	<b>49,803</b>	<b>51.4%</b>	<b>45,942</b>	<b>92,411</b>	<b>36,323</b>	<b>89,697</b>
Contributions received in payment of pledges/gifts <sub>2</sub>	68,190	59,784	87.7%	40,105	60,501	40,202	69,435
<b>Net Pledges Outstanding</b>	<b>153,905</b>	<b>115,200</b>	<b>74.9%</b>	<b>99,108</b>	<b>125,181</b>	<b>69,131</b>	<b>93,271</b>

**COST PER DOLLAR RAISED**

	May 1, 2024 to Jan 31, 2025 (000's)			Fiscal Year 2024 (000's)			Fiscal Year 2023 (000's)		
	Net Pledges/Gifts	Expenses	Cost per Dollar Raised	Net Pledges/Gifts	Expenses	Cost per Dollar Raised	Net Pledges/Gifts	Expenses	Cost per Dollar Raised
<b>Total Expenses/Cost Per Dollar Raised</b>	<b>50,213</b>	<b>7,856</b>	<b>N/A</b>	<b>91,742</b>	<b>11,047</b>	<b>\$0.12</b>	<b>93,301</b>	<b>11,074</b>	<b>\$0.12</b>
<b>3-Year Average Cost Per Dollar Raised<sub>3</sub></b>				<b>89,619</b>	<b>10,902</b>	<b>\$0.12</b>	<b>86,977</b>	<b>10,749</b>	<b>\$0.12</b>

**RETURN ON INVESTMENT**

	Revenue		Return on Investment	Revenue		Return on Investment	Revenue		Return on Investment
	Cash Received	Expenses		Cash Received	Expenses		Cash Received	Expenses	
<b>Total Return on Investment</b>	<b>37,415</b>	<b>7,856</b>	<b>N/A</b>	<b>56,571</b>	<b>11,047</b>	<b>\$5.12</b>	<b>63,914</b>	<b>11,074</b>	<b>\$5.77</b>
<b>3-Year Average Return on Investment</b>				<b>62,756</b>	<b>10,902</b>	<b>\$5.76</b>	<b>66,493</b>	<b>10,911</b>	<b>\$6.09</b>

<sup>1</sup> Includes total activity of:

- Western University
- The University of Western Ontario Inc.
- The University of Western Ontario (UK) Foundation
- The University of Western Ontario (HK) Foundation
- Richard Ivey School of Business (Asia) Limited

<sup>2</sup> Represents all contributions including cash, gift in kind and gift in purchase discounts entered in BCCRM within reporting period and may differ from the general ledger reporting period.

<sup>3</sup> Three-Year Rolling Average - reflects the major gift factor and the post campaign period. Return on Investment and Cost per Dollar raised are included on April 30th Quarter reports.

**ITEM 5.2(b) – Naming Opportunities**

**ACTION:**     APPROVAL     INFORMATION     DISCUSSION

**EXECUTIVE SUMMARY:**

Per MAPP 1.9, a subcommittee comprised of the Chair of the Fund Raising and Donor Relations Committee, the Chair of the Property and Finance Committee, and the President has the authority for naming building components. Such approvals will be reported, for information, to the Board through the Fund Raising and Donor Relations Committee (FRDRC). At its discretion, the subcommittee may determine that a particular proposal should be forwarded to the full FRDRC for approval.

Per MAPP 1.44 any changes to a naming must be submitted through the same process as for the original name.

The following names have been approved by the Naming Subcommittee:

**Naming of Rooms in the Mary J. Wright Child and Youth Development Clinic,  
John George Althouse Faculty of Education Building**

On the recommendation of the Vice-President (University Advancement) and in consultation with the Dean, Faculty of Education, the Naming Subcommittee approved the naming of the following rooms in the Mary J. Wright Child and Youth Development Clinic, John George Althouse Faculty of Education Building:

- Alumni Student Workroom (student workroom on Level 1)
- Marilyn and Glenn Elford Family Room (room 2311)
- Alberta O'Neil Assessment Room (room 2316)
- VersaBank Assessment Room (room 2318)

**Alumni Student Workroom**

Western Alumni contributed \$100,000 from the Foundation Western Alumni Legacy Fund to support the ongoing programming, accessibility, teaching and development offered by the Mary J. Wright Child and Youth Development Clinic in the John George Althouse Faculty of Education Building.

In recognition of this support Western's Vice-President (University Advancement) recommends the student workroom on Level 1 of the Mary J. Wright Child and Youth Development Clinic be named **Alumni Student Workroom**.

**Marilyn and Glenn Elford Family Room**

One of the assessment rooms in the Mary J. Wright Child and Youth Development Clinic in the John George Althouse Faculty of Education Building (Rm 2311) will be named the **Marilyn and Glenn Elford Family Room**. This named space replaces the Marilyn and Glenn Elford Teaching and Supervision Room (CYDC 10) in the former

BMO Bank of Montreal Building, which was approved by the University in 2022.

Alberta O'Neil Assessment Room

One of the assessment rooms in the Mary J. Wright Child and Youth Development Clinic in the John George Althouse Faculty of Education Building (Rm 2316) will be named the **Alberta O'Neil Assessment Room**. This named space replaces the Alberta O'Neil Assessment Room (CYDC 4B) in the former BMO Bank of Montreal Building, which was approved by the University in 2020.

VersaBank Assessment Room

One of the assessment rooms in the Mary J. Wright Child and Youth Development Clinic in the John George Althouse Faculty of Education Building (Rm 2318) will be named the **VersaBank Assessment Room**. This named space replaces the VersaBank Assessment Room (CYDC 4A) in the former BMO Bank of Montreal Building, which was approved by the University in 2019.

**McNeil Room**

The Dean, Faculty of Science, proposes to honour the memory of Dr. Jeremy McNeil by naming a conference room in the Biological and Geological Sciences Building (BGS 2026), the **McNeil Room**.

Dr. Jeremy McNeil was a member of the Western University community from 2004 until his death on July 18, 2024 following 30 years at Laval University.

He was recognized internationally as an eminent research scientist, publishing hundreds of papers, holding many positions of distinction and receiving countless accolades and awards. These include, among many others, President of the Royal Society of Canada, the Humboldt Research Fellowship in Germany, and the Order of Canada for his services to education. He received several national awards for his outreach activities, often saying the publication that he was most proud of was *What is an Insect?*, a children's book he co-wrote with Let's Talk Science which has been translated into five languages and is used as a teaching aid in schools across Canada.

In 2014, Dr. Jeremy McNeil received the Distinguished University Professor Award for his contributions to Western, and in 2020 the Hellmuth Prize for Achievement in Research. This naming is recommended by the Department of Biology to acknowledge Dr. Jeremy McNeil's significant contributions to teaching and research at Western and internationally.

The McNeil Room will be a prime location for graduate student program milestone events as well as for meetings for Department of Biology standing committees. This is fitting, as Dr. Jeremy McNeil was dedicated to graduate training and departmental service.

This submission has been reviewed by the Vice-President (University Advancement),

who has determined that the room is a suitable space for an honorific naming. Other naming opportunities exist within the Biological and Geological Sciences Building and offering this space for an honorific naming will not impact the University's fundraising goals for the Faculty of Science.

Honorific naming of physical space for current or retired or deceased faculty members occur infrequently, but examples of recent precedents include: Dr. Ian McWhinney Lecture Hall (Schulich School of Medicine & Dentistry, 2015); Donald A. McKellar Classroom (Don Wright Faculty of Music, 2016); John Irwin Meeting Room (Ivey Business School, 2016); Talman Room (Social Science, 2017); Janice M. Deakin, PhD - Research and Collaborative Space (Health Sciences, 2020); Haylor | Semotiuk Memorial Field (Athletics, 2022).

### **Temerty Family Laboratory**

Dr. James C. Temerty (LLD 2018) and Dr. Louise Temerty (LLD 2018) through the Temerty Foundation donated \$10.2 million in 2023 to support research at the Schulich School of Medicine & Dentistry related to Amyotrophic lateral sclerosis (ALS) directed by Dr. Michael Strong, Distinguished University Professor in the Department of Clinical Neurological Sciences at Western University.

In recognition of this gift, which builds on prior donations to support ALS research at Western, the Vice-President (University Advancement) and the Dean of the Schulich School of Medicine & Dentistry recommend naming a laboratory in Robarts Research Institute (RRI 3250) as the **Temerty Family Laboratory** – the research home for infrastructure needed to carry out the activities supported by this gift.

Drs. James and Louise Temerty are long-time supporters of Western and are recognized in Western's 1878 Societies for donors giving (\$10,000,000 to \$24,999,999).

### **ATTACHMENT(S):**

None.

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**ITEM 5.3(a) – University Discipline Appeal Committee (UDAC) Membership**

**ACTION:**     APPROVAL     INFORMATION     DISCUSSION

**Composition:**

The Board of Governors shall appoint a Chair and 15 members: 7 members of faculty and 8 students (5 undergraduates and 3 graduate students).

No more than two of the faculty members shall be from the same Faculty. Undergraduate students shall be appointed from a broad range of Faculties and no more than two of the graduate students shall be from the same division.

The Chair shall be appointed annually.

The Senior Policy and Operations Committee has reviewed and recommends the nominees below to the Board of Governors. Additional nominees to fill the remaining vacancies will be brought forward to future meetings.

**Current Elected Members:**

**Terms continuing to June 30, 2026:**

Faculty:        Randal Graham (Law), Melody Viczko (Edu), Andrew Walsh (SS)

**Terms continuing to June 30, 2027:**

Faculty:        Mi Song Kim (Edu), Ken Kirkwood (HS)

**Required:**    One (1) Chair (term from July 1, 2025 to June 30, 2026)

**Nominees:**    Chris Sherrin (Law)                      (Chair)                      Term to June 30, 2026

**Required:**    Five (5) undergraduate students from a broad range of Faculties (terms from July 1, 2025 to June 30, 2026)

**Nominees:**    Jack Harris (Huron)                      (Student, UNDG)        Term to June 30, 2026  
                    Shiven Sharma (Eng)                      (Student, UNDG)        Term to June 30, 2026  
                    Brooklin Begg (SS)                      (Student, UNDG)        Term to June 30, 2026  
                    \_\_\_\_\_ (Student, UNDG)        Term to June 30, 2026  
                    \_\_\_\_\_ (Student, UNDG)        Term to June 30, 2026

**Required:**    Three (3) graduate students, no more than two of whom shall be from the same division (terms from July 1, 2025 to June 30, 2026)

**Nominees:**    Dana Broberg (Schulich)                      (Student, GRAD)        Term to June 30, 2026  
                    Cara Davidson (HS)                      (Student, GRAD)        Term to June 30, 2026  
                    \_\_\_\_\_ (Student, GRAD)        Term to June 30, 2026



reviewer, and Policy Analyst for the Social Science Students' Council—has further grounded my approach in equity and critical policy work. I'm eager to continue advocating for fair, student-informed outcomes in UDAC decisions and fostering trust in our university's disciplinary processes.

## Graduate Students

Dana Broberg

*Schulich School of Medicine & Dentistry*

For the past few years of my doctoral degree, I've served on SRBA and UDAC as a way to give back to the University committee and ensure graduate student representation in academic and Code-related appeals. During my time on these committees, I've handled a wide range of appeals and become well-acquainted with University policies and procedures. Deliberating with faculty representatives on these ethical and legal decisions has been really rewarding, and I would love to continue serving on both of these committees.

Cara Davidson

*Faculty of Health Sciences*

Cara Davidson is a 4th year PhD Candidate in Health and Rehabilitation Sciences with nine years of student advocacy experience at Western. Since 2020, she has served on nine university and departmental committees, including SCUP, SCAPA, UDAC, and URB, and has been a SOGS Councillor for three years contributing to the Appeals Review and Pride Committees. Cara excels in liaising with students, equity-based policy appraisal, and graduate advocacy. Her experience as a Sessional Instructor at Western and the First Nations University of Canada lends valuable academic insights. Cara's proven leadership and dedication to students make her an exceptional candidate.

## Faculty

Amy Horton

*Faculty of Health Sciences*

Ms. Amy Horton has been a member of UDAC for two years, and during that time has gained valuable insight into the committees work and objectives. With over five years of experience as Associate Director of Undergraduate Nursing Programs, a position that is directly responsible for handling appeals for scholastic and student professionalism issues, she brings a strong understanding of university policies and procedures. She has participated in UDAC committee appeals and feel as though another term would help solidify her understanding of the processes for UDAC. She is committed to contributing her knowledge to support the committee's continued work.

**ITEM 5.4(a) – Subcommittee on Enrolment Planning and Policy (SUEPP) Report**

**ACTION:**     APPROVAL     INFORMATION     DISCUSSION

**EXECUTIVE SUMMARY:**

On the recommendation of the Senate Committee on University Planning (SCUP), Senate approved the plans and processes for first year, first-entry undergraduate enrolment for the University and Affiliated University Colleges as outlined in Item 5.4(a) and the use of the 2025-26 enrolment projections as provided for University budget-planning purposes.

The Subcommittee on Enrolment Planning and Policy (SUEPP) Report is provided annually to SCUP for recommendation to Senate for approval. The report recommends targets and processes for first-year undergraduate enrolment and provides overall enrolment projections for Western and its Affiliated University Colleges in alignment with the University’s strategic plan priorities and objectives.

**ATTACHMENT(S):**

[2024-25 Enrolment Update](#)

[Fall 2025 First-Year Undergraduate Admissions](#)

[Enrolment Projections: 2025-26](#)

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**Exhibit 1**  
**2024-25 ENROLMENT UPDATE**

		History					2024-25		
		2019-20	2020-21	2021-22	2022-23	2023-24	Plan	Actual	Difference
1	<b>Constituent University</b>								
2	<b>Full-Time Undergraduates</b>								
3	Arts & Humanities	882	877	853	864	923	1,118	1,030	-88
4	Business (HBA)	1,090	1,057	1,072	1,210	1,336	1,357	1,376	19
5	Dentistry	262	263	264	281	281	284	283	-1
6	Education	697	677	697	703	783	780	887	107
7	Engineering	2,008	2,151	2,293	2,497	2,590	2,663	2,919	256
8	Health Sciences								
9	Foods & Nutrition						159	237	78
10	Family Studies						107	140	33
11	BHSc Program	1,251	1,339	1,424	1,437	1,546	1,632	1,603	-29
12	Kinesiology	1,241	1,285	1,283	1,311	1,293	1,317	1,337	20
13	Nursing	974	989	1,028	1,180	1,326	1,330	1,325	-5
14	Law	485	490	482	496	503	510	510	0
15	MIT (Media, Information, & Technoculture)	895	871	899	880	909	950	994	44
16	Medicine								
17	MD Program	683	686	688	689	698	718	716	-2
18	B.Med.Sci. Program	1,036	1,161	1,252	1,305	1,199	1,041	1,117	76
19	Music	449	443	434	410	375	348	414	66
20	Science - B.Med.Sci.	1,457	1,731	1,905	1,546	1,500	1,638	1,529	-109
21	Science - Computer Science						400	481	81
22	Science - All Other	3,869	3,804	3,904	4,416	4,763	4,588	4,377	-211
23	Social Science - MOS	2,689	3,056	3,315	3,397	3,457	3,279	3,433	154
24	Social Science - All Other	3,814	3,826	4,033	4,280	4,469	4,893	4,510	-383
25	<b>Total Full-Time Undergraduates</b>	<b>23,782</b>	<b>24,706</b>	<b>25,826</b>	<b>26,902</b>	<b>27,951</b>	<b>29,112</b>	<b>29,218</b>	<b>106</b>
26	Concurrent Programs	288	345	380	370	384	402	381	-21
	ISSAP						0	7	7
27	Medical Residents	936	940	968	999	1,023	1,025	1,048	23
28	<b>Full-Time Graduates</b>								
29	Masters	3,946	3,869	4,360	4,231	4,370	4,571	4,664	93
30	Doctoral	2,219	2,231	2,345	2,415	2,477	2,511	2,557	46
31	<b>Total Full-Time Graduates</b>	<b>6,165</b>	<b>6,100</b>	<b>6,705</b>	<b>6,646</b>	<b>6,847</b>	<b>7,082</b>	<b>7,221</b>	<b>139</b>
32	<b>Total Full-Time Enrolment</b>	<b>31,171</b>	<b>32,091</b>	<b>33,879</b>	<b>34,917</b>	<b>36,205</b>	<b>37,621</b>	<b>37,875</b>	<b>254</b>
33	<b>Part-Time FTEs</b>								
34	Undergraduate	1,988	2,563	2,408	2,537	2,671	2,700	2,690	-10
35	Education (AQs)	435	447	460	416	452	450	352	-98
36	Masters	110	122	128	111	96	110	89	-21
37	Doctoral	32	35	29	32	30	30	29	-1
38	<b>Total Part-Time FTEs</b>	<b>2,566</b>	<b>3,167</b>	<b>3,025</b>	<b>3,096</b>	<b>3,249</b>	<b>3,290</b>	<b>3,160</b>	<b>-130</b>
39	<b>Total Constituent FTEs</b>	<b>33,737</b>	<b>35,258</b>	<b>36,904</b>	<b>38,013</b>	<b>39,454</b>	<b>40,911</b>	<b>41,035</b>	<b>124</b>
40	<b>Affiliated University Colleges</b>								
41	<b>Full-Time Undergraduates</b>								
42	Brescia	1,421	1,301	1,171	1,099	1,125			
43	Huron	1,266	1,431	1,525	1,560	1,729	1,999	1,981	-18
44	King's	3,267	3,415	3,253	3,150	2,986	2,975	3,053	78
45	<b>Total Full-Time Undergraduates</b>	<b>5,954</b>	<b>6,147</b>	<b>5,949</b>	<b>5,809</b>	<b>5,840</b>	<b>4,974</b>	<b>5,034</b>	<b>60</b>
46	<b>Part-Time Undergraduate FTEs</b>								
47	Brescia	73	70	72	65	65			
48	Huron	48	57	58	50	51	55	38	-17
49	King's	265	299	266	272	257	289	261	-28
50	<b>Total Part-Time FTEs</b>	<b>386</b>	<b>426</b>	<b>396</b>	<b>387</b>	<b>373</b>	<b>344</b>	<b>299</b>	<b>-45</b>
51	<b>Graduate FTEs</b>								
52	Brescia	40	35	31	31	32			
53	Huron	11	13	10	7	8	12	7	-5
54	King's	61	60	62	65	64	64	64	0
55	<b>Total Graduate FTEs</b>	<b>112</b>	<b>108</b>	<b>103</b>	<b>103</b>	<b>104</b>	<b>76</b>	<b>71</b>	<b>-5</b>
56	<b>Total Affiliate FTEs</b>	<b>6,452</b>	<b>6,681</b>	<b>6,448</b>	<b>6,299</b>	<b>6,317</b>	<b>5,394</b>	<b>5,404</b>	<b>10</b>
57	<b>Total FTEs - Western Complex</b>	<b>40,189</b>	<b>41,939</b>	<b>43,352</b>	<b>44,312</b>	<b>45,771</b>	<b>46,305</b>	<b>46,439</b>	<b>134</b>

**Exhibit 1**  
**2024-25 ENROLMENT UPDATE**

		History					2024-25		
		2019-20	2020-21	2021-22	2022-23	2023-24	Plan	Actual	Difference
	<i>Rows 58 to 97 Included above</i>								
58	<b>International Students</b>								
59	Constituent Full-Time								
60	Undergraduates	2,763	2,822	2,761	2,593	2,398	2,330	2,212	-118
61	Medical Residents	130	130	173	189	207	185	225	40
62	Masters (excluding Ivey)	925	695	826	818	905	903	1,016	113
63	MBA (Regular), Ivey MSc	81	159	199	222	239	225	254	29
64	Executive MBA	4	1	2	1	0	0	0	0
65	Doctoral	665	686	798	875	941	903	954	51
66	Affiliates								
67	Undergraduates	1,256	1,390	1,233	1,144	1,027	980	784	-196
68	Masters	2	4	4	3	3	0	0	0
69	<b>Year 1 Only</b>								
70	<b>Constituent</b>								
71	Arts & Humanities	209	221	248	202	257	285	281	-4
72	Engineering	586	704	774	893	848	850	948	98
73	Health Sciences								
74	Foods & Nutrition						50	39	-11
75	Family Studies							17	17
76	BHSc Program	385	407	421	387	477	460	466	6
77	Kinesiology	339	335	351	351	344	340	369	29
78	Nursing	144	159	142	142	176	174	187	13
79	MIT (Media, Information, & Technoculture)	252	226	270	212	244	250	324	74
81	Music	123	117	94	88	98	100	144	44
82	Science - B.Med.Sci.	797	1,092	1,049	1,000	981	1,000	920	-80
84	Science - Computer Science						400	481	81
83	Science - All Other	879	709	967	1,033	1,084	600	518	-82
80	Social Science - MOS	768	1,072	1,052	1,151	1,200	1,105	1,054	-51
85	Social Science - All Other	840	965	1,054	1,009	990	1,000	900	-100
86	<b>Total Year 1 - Constituent</b>	<b>5,322</b>	<b>6,007</b>	<b>6,422</b>	<b>6,468</b>	<b>6,699</b>	<b>6,614</b>	<b>6,648</b>	<b>34</b>
87	<b>Affiliated University Colleges</b>								
88	Brescia	332	270	258	244	304			
89	Huron	454	489	448	417	575	710	685	-25
90	King's	895	968	840	721	650	750	774	24
91	<b>Total Year 1 - Affiliates</b>	<b>1,681</b>	<b>1,727</b>	<b>1,546</b>	<b>1,382</b>	<b>1,529</b>	<b>1,460</b>	<b>1,459</b>	<b>-1</b>
92	<b>Total Year 1 - Western Complex</b>	<b>7,003</b>	<b>7,734</b>	<b>7,968</b>	<b>7,850</b>	<b>8,228</b>	<b>8,074</b>	<b>8,107</b>	<b>33</b>
93	<b>Masters</b>								
94	All Programs (excluding MBAs)	3,491	3,301	3,545	3,429	3,512	3,704	3,803	99
95	Ivey (excl EMBA)	285	466	665	631	653	664	654	-10
96	Executive MBA	170	102	150	171	205	203	207	4

For Information

97	Year 1 Constituent International Students	639	592	610	684	622	640	523	-117
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\*\* 2024-25 Part-time FTEs are estimates -- and will be updated when second/January-term course registrations are finalized.

*Western University*

SCUP's Subcommittee on Enrolment Planning and Policy (SUEPP)

**Fall 2025 First-Year Undergraduate Admissions**

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**A. Background/Context**

**History**

Over the past twenty+ years, Western's enrolment planning has placed the highest priority in increasing the quality of our incoming first-year class – which has moved the overall average grade of our first-year class from a position of “below the Ontario average” in 1993 to the top among Ontario universities. In order to achieve that goal, our approach to first-year admissions has included the following high-level priorities:

1. Our objective should be to continue to maintain and increase the quality of our incoming class – and we should continue to maintain and increase entrance standards.
2. The approach of using the common minimum entrance requirement for the direct-entry programs should be continued. For limited-enrolment programs – based on annual reviews by the Provost and the Deans – the entrance requirements could be higher. The result of this approach is that student demand/choice drives program-specific enrolments.
3. We should work to increase our first-year international enrolments.
4. We should continue to monitor the gap in entrance requirements between Western and the Ontario average – with the objective of maintaining/increasing the gap.

In 2010, in order to be aligned with the Constituent University's strategy on enrolment planning, the Affiliated University Colleges committed to narrowing the gap in entrance requirements between the Colleges and the Constituent University. This commitment was met for Fall 2018 admissions. As part the current Affiliation Agreement (renewed in May 2019), the Colleges agreed to a further “narrowing of the gap” by increasing minimum entrance requirements as follows: 78.5% for Fall 2019, 79.0% for Fall 2020, 79.5% for Fall 2021, and 80.0% for Fall 2022. (*FYI – renewal of the Affiliation Agreements with Huron and King's are currently approaching completion*).

**Current Strategic Plan Priorities**

Our current Strategic Plan – *Towards Western at 150* – includes the following enrolment-planning related objectives:

- a. With the aspiration to “grow strategically”, the plan commits to expand student enrolment (undergraduate, graduate, postdoctoral, and lifelong learners) – in areas of demand and societal need and with deliberate intention to be equitable and inclusive.
- b. Achieve the highest student retention and graduation rates among Canada's leading research-intensive universities.
- c. Increase our international undergraduate student population to 20% and out-of-province students to 15%.
- d. Promote diverse qualifications as an admissions category to support the recruitment of a more diverse student population.

**B. Update on the Fall 2024 Entering Class and Entrance Standards**

**Constituent University**

1. The Constituent University's full-time first-year enrolment was 6,648. Of this, 523 (or 7.9%) were international students.
2. The minimum entrance requirement was a mid-year offer grade of 82.5% for Arts & Humanities and MACS (offered through FIMS) and the mid-year offer grades for all other programs ranged from the common minimum requirement of 83.5% up to 92%. At offer time, the condition for the final grade was a minimum of 80.0% for Arts & Humanities, MACS, and Music (year two of a three-year pilot approved the previous year) and 83.5% for all other programs.
3. For information, full-time graduate enrolment was 7,082 – which equates to 18.8% of total full-time enrolment.

**Affiliated University Colleges**

4. Full-time first-year enrolment at the Colleges were as follows:
  - Huron 685
  - King's 774
5. The final grade requirement at each of the Colleges was 80.0%.

**C. Fall 2025 Admissions Plans**

**Constituent University**

1. The general approach to admissions from recent years will continue for the Fall 2025 admissions cycle – and it is expected that our mid-year offer grade for most programs will be no less than 83.5%, with a final grade requirement of at least 83.5%. For Arts & Humanities, MACS, and Music, it is expected that our mid-year offer grade will be no less than 82.5%, with a final grade requirement of at least 80% (i.e. year three of the three-year pilot). For Music, as in previous years, the offer process will include an assessment of “performance”.
2. The direct-entry undergraduate programs in Foods & Nutrition and Family Studies became part of Western in 2024-25, as part of the Brescia-Western Integration. Given that we are still in the transitional stages of fully integrating the programs and to help build program enrolments, it is recommended that both of these programs be included in the final year of the pilot involving Arts & Humanities, MACS, and Music (i.e. mid-year offer grade of no less than 82.5% and the final grade of requirement of 80%).
3. Based on the input from our Deans and current application data, we are estimating a first-year class in the range of 6,485 – which includes about 580 international students. We will make every effort to increase enrolments in programs with capacity. Our goal is also to have higher international enrolments – in the context of diversifying country of origin and destination program.

*Affiliated University Colleges*

4. The final grade requirement at each of the Colleges will be no less than 80% – as per the commitment in the current Affiliation Agreement.
5. As is the case at present, in situations where additional assessment is required (for students with exceptional/unusual circumstances), the Colleges may admit students with grades below the minimum final grade requirement (down to only 2.5% points below the minimum requirement). The proportion with final grades below the minimum requirement (i.e. down to 77.5% which is 2.5% points below the 80% minimum requirement) shall not exceed 5% of the new students in the entering class.
6. The planned first-year class sizes are as follows:
  - Huron 720 (595 domestic and 125 international)
  - King's 728 (675 domestic and 53 international)

**Exhibit 3**  
**ENROLMENT PROJECTIONS: 2025-26 to 2029-30**

		Actuals					Projections/Plans				
		2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
1	<b>Constituent University</b>										
2	<b>Full-Time Undergraduates</b>										
3	Arts & Humanities	877	853	864	923	1,030	1,009	1,043	1,048	1,051	1,053
4	Business (HBA)	1,057	1,072	1,210	1,336	1,376	1,356	1,356	1,356	1,356	1,356
5	Dentistry	263	264	281	281	283	284	284	284	284	284
6	Education	677	697	703	783	887	772	668	668	668	668
7	Engineering	2,151	2,293	2,497	2,590	2,919	2,929	2,866	2,865	2,809	2,831
8	Health Sciences										
9	Foods & Nutrition					237	172	189	233	282	315
10	Family Studies					140	150	165	178	233	264
11	BHSc Program	1,339	1,424	1,437	1,546	1,603	1,575	1,602	1,592	1,567	1,586
12	Kinesiology	1,285	1,283	1,311	1,293	1,337	1,281	1,285	1,268	1,232	1,232
13	Nursing	989	1,028	1,180	1,326	1,325	1,376	1,478	1,492	1,371	1,278
14	Law	490	482	496	503	510	520	530	530	530	530
15	MIT (Media, Information, & Technoculture)	871	899	880	909	994	988	1,023	1,052	1,033	1,038
16	Medicine										
17	MD Program	686	688	689	698	716	735	755	756	759	759
18	B.Med.Sci. Program	1,161	1,252	1,305	1,199	1,117	1,129	1,097	1,114	1,240	1,281
19	Music	443	434	410	375	414	451	504	547	547	547
20	Science - B.Med.Sci.	1,731	1,905	1,546	1,500	1,529	1,512	1,636	1,664	1,692	1,721
21	Science - Computer Science					481	943	1,376	1,790	1,818	1,832
22	Science - All Other	3,804	3,904	4,416	4,763	4,377	4,082	3,666	2,974	3,039	3,057
23	Social Science - MOS	3,056	3,315	3,397	3,457	3,433	3,218	3,082	2,927	2,892	2,925
24	Social Science - All Other	3,826	4,033	4,280	4,469	4,510	4,248	4,037	3,900	3,881	3,918
25	<b>Total Full-Time Undergraduates</b>	<b>24,706</b>	<b>25,826</b>	<b>26,902</b>	<b>27,951</b>	<b>29,218</b>	<b>28,730</b>	<b>28,642</b>	<b>28,238</b>	<b>28,284</b>	<b>28,475</b>
26	Concurrent Programs	345	380	370	384	381	402	402	402	402	402
27	ISSAP					7	7	7	7	7	7
27	Medical Residents	940	968	999	1,023	1,048	1,025	1,025	1,025	1,025	1,025
28	<b>Full-Time Graduates</b>										
29	Masters	3,869	4,360	4,231	4,370	4,664	4,557	4,645	4,694	4,707	4,714
30	Doctoral	2,231	2,345	2,415	2,477	2,557	2,536	2,554	2,525	2,539	2,532
31	<b>Total Full-Time Graduates</b>	<b>6,100</b>	<b>6,705</b>	<b>6,646</b>	<b>6,847</b>	<b>7,221</b>	<b>7,093</b>	<b>7,199</b>	<b>7,219</b>	<b>7,246</b>	<b>7,246</b>
32	<b>Total Full-Time Enrolment</b>	<b>32,091</b>	<b>33,879</b>	<b>34,917</b>	<b>36,205</b>	<b>37,875</b>	<b>37,257</b>	<b>37,275</b>	<b>36,891</b>	<b>36,964</b>	<b>37,155</b>
33	<b>Part-Time FTEs</b>										
34	Undergraduate	2,563	2,408	2,537	2,671	2,690	2,670	2,650	2,650	2,650	2,650
35	Education (AQs)	447	460	416	452	352	375	400	400	400	400
36	Masters	122	128	111	96	89	100	100	100	100	100
37	Doctoral	35	29	32	30	29	30	30	30	30	30
38	<b>Total Part-Time FTEs</b>	<b>3,167</b>	<b>3,025</b>	<b>3,096</b>	<b>3,249</b>	<b>3,160</b>	<b>3,175</b>	<b>3,180</b>	<b>3,180</b>	<b>3,180</b>	<b>3,180</b>
39	<b>Total Constituent FTEs</b>	<b>35,258</b>	<b>36,904</b>	<b>38,013</b>	<b>39,454</b>	<b>41,035</b>	<b>40,432</b>	<b>40,455</b>	<b>40,071</b>	<b>40,144</b>	<b>40,335</b>
40	<b>Affiliated University Colleges</b>										
41	<b>Full-Time Undergraduates</b>										
42	Brescia	1,301	1,171	1,099	1,125						
43	Huron	1,431	1,525	1,560	1,729	1,981	1,987	2,088	2,173	2,182	2,196
44	King's	3,415	3,253	3,150	2,986	3,053	3,004	2,995	3,039	3,121	3,233
45	<b>Total Full-Time Undergraduates</b>	<b>6,147</b>	<b>5,949</b>	<b>5,809</b>	<b>5,840</b>	<b>5,034</b>	<b>4,991</b>	<b>5,083</b>	<b>5,212</b>	<b>5,303</b>	<b>5,429</b>
46	<b>Part-Time Undergraduate FTEs</b>										
47	Brescia	70	72	65	65						
48	Huron	57	58	50	51	38	50	50	50	50	50
49	King's	299	266	272	257	261	265	265	265	265	265
50	<b>Total Part-Time FTEs</b>	<b>426</b>	<b>396</b>	<b>387</b>	<b>373</b>	<b>299</b>	<b>315</b>	<b>315</b>	<b>315</b>	<b>315</b>	<b>315</b>
51	<b>Graduate FTEs</b>										
52	Brescia	35	31	31	32						
53	Huron	13	10	7	8	7	13	13	13	13	13
54	King's	60	62	65	64	64	65	65	65	65	65
55	<b>Total Graduate FTEs</b>	<b>108</b>	<b>103</b>	<b>103</b>	<b>104</b>	<b>71</b>	<b>78</b>	<b>78</b>	<b>78</b>	<b>78</b>	<b>78</b>
56	<b>Total Affiliate FTEs</b>	<b>6,681</b>	<b>6,448</b>	<b>6,299</b>	<b>6,317</b>	<b>5,404</b>	<b>5,384</b>	<b>5,476</b>	<b>5,605</b>	<b>5,696</b>	<b>5,822</b>
57	<b>Total FTEs - Western Complex</b>	<b>41,939</b>	<b>43,352</b>	<b>44,312</b>	<b>45,771</b>	<b>46,439</b>	<b>45,816</b>	<b>45,931</b>	<b>45,676</b>	<b>45,840</b>	<b>46,157</b>

**Exhibit 3**  
**ENROLMENT PROJECTIONS: 2025-26 to 2029-30**

		Actuals					Projections/Plans				
		2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
	<b>Rows 58 to 97 Included above</b>										
58	<b>International Students</b>										
59	Constituent Full-Time										
60	Undergraduates	2,822	2,761	2,593	2,398	2,212	1,974	1,902	1,947	2,129	2,280
61	Medical Residents	130	173	189	207	225	200	200	200	200	200
62	Masters (excluding Ivey)	695	826	818	905	1,016	820	828	830	834	838
63	MBA (Regular), Ivey MSc	159	199	222	239	254	200	184	186	186	186
64	Executive MBA	1	2	1	0	0	0	0	0	0	0
65	Doctoral	686	798	875	941	954	907	864	856	854	844
66	Affiliates										
67	Undergraduates	1,390	1,233	1,144	1,027	784	669	528	464	474	538
68	Masters	4	4	3	3	0	1	1	1	1	1
69	<b>Year 1 Only</b>										
70	Constituent										
71	Arts & Humanities	221	248	202	257	281	280	280	285	285	285
72	Engineering	704	774	893	848	948	850	860	870	880	890
73	Health Sciences										
74	Foods & Nutrition					39	65	75	85	95	100
75	Family Studies					17	50	60	70	80	85
76	BHSc Program	407	421	387	477	466	430	435	440	445	450
77	Kinesiology	335	351	351	344	369	335	335	335	335	335
78	Nursing	159	142	142	176	187	190	205	205	205	205
79	MIT (Media, Information, & Technoculture)	226	270	212	244	324	300	300	300	300	305
81	Music	117	94	88	98	144	145	145	145	145	145
82	Science - B.Med.Sci.	1,092	1,049	1,000	981	920	1,000	1,005	1,010	1,015	1,020
84	Science - Computer Science					481	500	505	510	515	520
83	Science - All Other	709	967	1,033	1,084	518	550	555	560	565	570
80	Social Science - MOS	1,072	1,052	1,151	1,200	1,054	950	970	985	1,000	1,010
85	Social Science - All Other	965	1,054	1,009	990	900	850	855	865	875	880
86	<b>Total Year 1 - Constituent</b>	<b>6,007</b>	<b>6,422</b>	<b>6,468</b>	<b>6,699</b>	<b>6,648</b>	<b>6,495</b>	<b>6,585</b>	<b>6,665</b>	<b>6,740</b>	<b>6,800</b>
87	<b>Affiliated University Colleges</b>										
88	Brescia	270	258	244	304						
89	Huron	489	448	417	575	685	720	720	720	735	750
90	King's	968	840	721	650	774	728	745	795	845	895
91	<b>Total Year 1 - Affiliates</b>	<b>1,727</b>	<b>1,546</b>	<b>1,382</b>	<b>1,529</b>	<b>1,459</b>	<b>1,448</b>	<b>1,465</b>	<b>1,515</b>	<b>1,580</b>	<b>1,645</b>
92	<b>Total Year 1 - Western Complex</b>	<b>7,734</b>	<b>7,968</b>	<b>7,850</b>	<b>8,228</b>	<b>8,107</b>	<b>7,943</b>	<b>8,050</b>	<b>8,180</b>	<b>8,320</b>	<b>8,445</b>
93	<b>Masters</b>										
94	All Programs (excluding MBAs)	3,301	3,545	3,429	3,512	3,803	3,689	3,737	3,758	3,763	3,770
95	Ivey (excl EMBA)	466	665	631	653	654	618	674	700	708	708
96	Executive MBA	102	150	171	205	207	250	234	236	236	236

For Information

97	Year 1 Constituent International Students	592	610	684	622	523	580	630	680	730	780
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\*\* 2024-25 Part-time FTEs are estimates -- and will be updated when second/January-term course registrations are finalized.

**ITEM 5.4(b) – Academic Administrative Appointments**

**ACTION:**     APPROVAL         INFORMATION         DISCUSSION

**EXECUTIVE SUMMARY:**

Faculty Relations advised of the following academic administrative appointments as of April 2025.

<b>Start Date</b>	<b>End Date</b>	<b>Name</b>	<b>Department</b>	<b>Admin. Appointment</b>
3/1/2025	8/31/2025	Burrell, Alishya	Schulich - Office of the Dean	Assistant Dean
3/1/2025	2/28/2030	Agrawal, Sumit	Otolaryngology	Clinical Department Chair
4/1/2025	6/30/2030	Boe, Shaun	Health Sciences - Dean's Office	Dean

Faculty Relations advised of the following academic administrative appointments as of February 14, 2025.

<b>Start Date</b>	<b>End Date</b>	<b>Name</b>	<b>Department</b>	<b>Admin. Appointment</b>
9/1/2024	8/31/2025	Rushlow, Walter	Schulich - Office of the Dean	Acting Associate Dean
9/1/2024	8/31/2028	Jacobs, Lawrence	Schulich - Windsor Campus	Associate Dean
9/1/2024	8/31/2027	Cuciurean, John	Music - Office of the Dean	Associate Dean (Ugrd Program)
9/1/2024	6/30/2029	Shami, Abdallah	Electrical & Computer	Department Chair
9/1/2024	8/31/2025	Chiles, Torin	Music - Performance Studies	Acting Department Chair
9/1/2024	8/31/2029	McMillan, Brian	WL-User Experience Student Eng	Library Director
10/1/2024	12/31/2027	Moser, Desmond	Science - Office of the Dean	Assistant Dean
10/1/2024	6/30/2029	Allan, Alison	Office of Research Services	Assoc. V.P. (Research)
10/1/2024	6/30/2025	Laird, Dale	Anatomy & Cell Biology	Acting Department Chair
11/1/2024	6/30/2026	Corcoran, Patricia	Earth Sciences	Acting Department Chair
1/1/2025	12/31/2025	Bains, Sukhveer	Schulich - Office of the Dean	Acting Associate Dean
1/1/2025	12/31/2029	VanHooren, Tamara	Schulich - Office of the Dean	Associate Dean (Grad, PostDoc)

1/1/2025	6/30/2026	McLeod, Carolyn	Arts - Office of the Dean	Associate Dean (Research, Grad)
1/1/2025	12/31/2029	Lehmann, Wolfgang	Soc Science - Office of Dean	Associate Dean (Ugrd Program)
1/1/2025	3/31/2025	Fuller, John	Anesthesia-Perioperative Med	Interim Clinical Department Chair
1/1/2025	6/30/2025	Agrawal, Sumit	Otolaryngology	Acting Clinical Department Chair
1/1/2025	12/31/2025	Hall, Patricia	Psychiatry	Interim Clinical Department Chair
1/1/2025	6/30/2026	Hutter, Jeffrey	Provost & VP Acad Office	Deputy Provost
1/1/2025	12/31/2025	Lum, Andrea	Schulich - Office of the Dean	Vice Dean
1/3/2025	1/2/2026	Carlisle, Emily	WL-User Experience Student Eng	Acting Library Director
1/3/2025	7/2/2025	Mantz, Elizabeth	WL-Archives / Special Collect	Acting Library Head

**ATTACHMENT(S):**

None.

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### **ITEM 5.4(c) – Report of the Academic Colleague**

**ACTION:**     APPROVAL         INFORMATION         DISCUSSION

The recent meeting of the Academic Colleagues, convened on February 11-12, 2025, brought forth crucial insights into the current landscape of graduate education in Ontario, addressed pivotal institutional updates, and laid the groundwork for future discussions. Key participants included prominent academic leaders who shared their expertise on pressing challenges and opportunities within the realm of graduate studies.

#### **Discussion on the Graduate Education Landscape and Innovations**

A significant portion of the evening session on February 11 was devoted to a presentation by Professors Suzanne Curtin, Vice-Provost & Dean of Graduate Studies and Postdoctoral Affairs at Brock University, and Ben Bradshaw, Associate Professor and Assistant Vice-President (Graduate Studies) at Guelph. Their presentation highlighted several innovative initiatives and collective challenges within the graduate studies framework.

The discussion highlighted several key areas:

**Principles of Graduate Student Supervision:** The Ontario Council on Graduate Studies (OCGS) has initiated the development of guiding principles to enhance the supervision experience for graduate students, accompanied by resource provisions and discussions regarding professional development for faculty supervisors.

**Expansion of Graduate Pathways:** The dialogue addressed the emergence of microcredentials and stackable micro-programs, enhancing opportunities for academic credit transfer across institutions and exploring the potential for direct-entry PhD programs from undergraduate studies.

**Streamlining Course Access:** The conversation also focused on the Ontario Visiting Graduate Students Plan, which facilitates cross-institutional course enrollment for graduate students at no added expense. A pilot initiative for institutional fee waivers is set to commence in the 2024-25 academic year.

**Applied Master's Programs:** The meeting acknowledged the proposed expansion of applied Master's programs by colleges, emphasizing the need for alignment with both academic expectations and industry demands.

**Challenges in Funding and Recruitment:** A rigorous examination of external constraints was undertaken, particularly regarding funding, international student caps, and the implications of artificial intelligence on graduate education.

**Advocacy Opportunities:** The attendees identified potential advocacy avenues focusing on the international student cap and bolstering support for the Ontario Graduate Scholarship.

**LEAD Online Course:** A collaborative initiative—the LEAD: Lifelong Education and Development online course—developed by Academic Colleagues from Carleton and Ottawa, aims to equip learners with fundamental skills necessary for both personal and professional advancement.

**Council of Ontario Universities (COU) Update**

COU President Steve Orsini provided an insightful update on crucial advocacy efforts in relation to the provincial attestation letter allocation process for international students. Additionally, the establishment of new Working Groups focused on Life Sciences and Critical Minerals/Battery Technology was announced, all occurring within the framework of the upcoming provincial election.

**Committee Updates**

Key updates from the Government and Community Relations Committee (GCRC) highlighted strategic initiatives centered on coalition-building with industry, advocacy for the role of universities in economic downturns, and preparations for post-election advocacy.

The meeting of February 11-12, 2025, exemplified a concerted effort among academic leaders to navigate the complexities of graduate education through collaborative dialogue and informed advocacy. The outcomes indicate a commitment to innovating educational frameworks, building strategic alliances, and addressing challenges inherent in maintaining the integrity and accessibility of graduate studies in Ontario. Further engagement on the discussed topics is anticipated in forthcoming meetings.

**ITEM 5.4(d) – Honorary Degree Recipients - Spring 2025**

**ACTION:**    APPROVAL                       INFORMATION                       DISCUSSION

**EXECUTIVE SUMMARY:**

The following list of Honorary Degrees recipients and the Spring 2025 Convocation ceremonies at which they will be awarded their degree was announced to Senate on April 25.

**Bruce Ross** (June 10, 2025 – 10:00 a.m.)

Bruce Ross is a pioneering business leader in transformative technology and currently serves as Group Head, Technology & Operations at RBC. He is known for expertly translating strategy into business success by adapting and advancing rapid global change in technology. He is also known for his commitment to philanthropy and volunteerism with a particular focus on health, education and mentoring the next generation. He has spearheaded several programs to encourage young people to pursue technology careers and his passion and commitment to academic institutions has helped create opportunities for many – including students at Western.

**Cissy Kityo Mutuluza** (June 10, 2025 – 3:00 p.m.)

Dr. Cissy Kityo Mutuluza is a distinguished Ugandan physician, epidemiologist, and researcher, recognized for her pioneering work in antiretroviral therapy for HIV treatment and care across sub-Saharan Africa since 1992. As the Executive Director of the Joint Clinical Research Centre (JCRC) in Uganda, she was instrumental in developing one of the world's largest HIV treatment programs. She established a robust clinical research program and state-of-the-art laboratories that have contributed significantly to biomedical research, saving millions of lives. Currently, she is leading initiatives to introduce gene therapy and advance HIV cure research in sub-Saharan Africa to combat the HIV epidemic.

**Connie Walker** (June 11, 2025 – 3:00 p.m.)

Connie Walker is an award-winning Cree journalist from the Okanese First Nation in Saskatchewan. She has dedicated more than two decades to investigative journalism focusing on the crisis of violence in Indigenous communities and the devastating impacts of intergenerational trauma stemming from Indian Residential Schools. She is renowned for her acclaimed podcasts "Missing & Murdered" and "Stolen." In 2023, her work on "Stolen: Surviving St. Michael's" earned both a Pulitzer Prize and a Peabody Award, marking the first time a podcast received both honours in the same year.

**Richard Wagner** (June 12, 2025 – 10:00 a.m.)

The Right Honourable Richard Wagner, P.C., is the 18th and current Chief Justice of Canada. Appointed to the Supreme Court in 2012, he was sworn in as Chief Justice in 2017. Before his tenure on the Supreme Court, he served on the Quebec Superior

Court and the Quebec Court of Appeal. In 2021, Chief Justice Wagner assumed the role of Administrator of the Government of Canada, fulfilling viceregal duties for six months. Throughout his career, he has been a steadfast advocate for access to justice, judicial independence and the openness and transparency of courts.

**Eileen Gillese** (June 12, 2025 – 3:00 p.m.)

The Honourable Justice Eileen E. Gillese has been a distinguished member of the Court of Appeal for Ontario since 2002. A Rhodes Scholar, and Western's first female Dean of Law, Justice Gillese is a trailblazer with a strong notion of community service. She served as Chancellor of Brescia University College from 2015 to 2019, was named among Canada's Top 100 Women, and has been honoured as a Globe and Mail Nation Builder. In 2017, she served as Commissioner of the Public Inquiry into the Safety and Security of Residents in the Long-Term Care Homes System.

**Rosaline Etit Okosun** (June 13, 2025 – 10:00 a.m.)

Rosaline Etit Okosun has been an inspirational professional educator and administrator for more than 30 years. She served as the pioneer principal of the Federal Government College Staff School in Warri, Delta State, Nigeria. She was also a lecturer at Brescia University College at Western University. In 2023, she was appointed to lead the newly created Directorate for Quality Assurance in Edo State, Nigeria, aiming to enhance education standards. She is the founder of the Association Against Women Exploit, an organization dedicated to empowering young girls and combating human trafficking and child abuse.

**ATTACHMENT(S):**

None.

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**ITEM 5.4(e) – Rescission of MAPP Policy 1.19 – Policy on AIDS**

**ACTION:**     APPROVAL       INFORMATION       DISCUSSION

**RECOMMENDED:**    That the Board of Governors rescind MAPP Policy 1.19 - Policy on AIDS.

**EXECUTIVE SUMMARY:**

MAPP Policy 1.19 – Policy on AIDS, copy attached, was implemented in 1990. It has never been revised.

On February 19, 2025, the Provost and Vice President (Academic) and the Associate Vice-President (Human Resources) were consulted with respect to whether this policy is necessary or appropriate given the current adoption of other University policies, laws and regulations. They have indicated there is no reason to retain the policy.

The substantive content of MAPP 1.19 is otherwise addressed under MAPP Policy 1.35 – Non-Discrimination, Harassment and Sexual Misconduct, MAPP Policy 1.23 – Western University Guidelines on Protection of Employee Personal Information, and more generally under the Senate’s Policy on Academic Accommodation for Students with Disabilities, the Ontario Human Rights Code, and FIPPA/PHIPA.

The language has not been updated in 33 years and is no longer needed to protect the rights of members of the University. Given the policy is outdated and inconsistent with MAPP Policy 1.35, the Board of Governors, with the advice of Senate, is asked to rescind the policy.

**ATTACHMENT(S):**

[MAPP 1.19 – Policy on AIDS](#)

[Link to MAPP 1.35 – Non-Discrimination, Harassment and Sexual Misconduct](#)

[Link to MAPP 1.23 – Western University Guidelines on Protection of Employee Personal Information](#)

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## POLICY 1.19 – Policy on AIDS

**Policy Category:** General  
**Effective Date:** March 22, 1990  
**Supersedes:** (NEW)

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### POLICY

#### Confidentiality

1.00 The HIV-status of individuals is a confidential matter between themselves and their physicians, except that all physicians are required to report any confirmed or suspected HIV infection to the Medical Officer of Health. The University has no interest in this information, except when there is a requirement to modify employment or academic programs as set out in later sections of this policy statement. Such modification will be at the request of the infected individual.

#### Non-Discrimination

- 2.00 Any person who is infected with HIV, or who is perceived for any reason to be a potential carrier of the virus, has the right under the Human Rights Code to be free from discrimination or harassment while engaged in legitimate activities which are a part of University life.
- 3.00 An employee or a student who experiences discrimination or harassment because they are, or are perceived to be, HIV-positive, should report this discrimination or harassment. Reporting on a confidential basis may be made through one of the physicians in the Health Services if the individual so chooses. In the event that confidentiality is not an issue, reporting may be made directly to the supervisor or to the Employee Relations Section of the Personnel Department.
- 4.00 The fact that an individual has or is perceived to have HIV infection is not a valid basis on which to dismiss an employee or to refuse to hire an individual as an employee.
- 5.00 An employee infected with HIV has the right to continue in his/her position so long as he/she is able to carry out the essential requirements of the position in a safe and competent manner. In the event that an employee is experiencing difficulty in meeting these requirements, the University will attempt to make reasonable adjustments, insofar as this is possible, to accommodate to the individual's health status in order to make continued employment possible. It is assumed that persons in these circumstances will come forward with information concerning their health status so that reasonable adjustments can be made.

- 6.00 Since there is no evidence that HIV is transmitted through casual contact, there is no justification in an employee refusing to work with another employee who is infected with HIV, unless there is a real risk of transmission of body fluids in the normal course of employment.
- 7.00 Neither the University nor the affiliated colleges will deny admission to any faculty to anyone because he/she is infected with HIV, or is perceived for any reason to be a potential carrier of HIV.

Nor will the University ask any student to withdraw from the University because he/she is infected with HIV, or perceived to be a potential carrier of HIV.

There is no justification for a student to refuse to work with another student who is infected with HIV (subject to guideline 8.00 below).

- 8.00 In the event that a student is unable to meet the requirements of a program due to the effects of HIV-infection, the program will be modified to the extent reasonably possible and academically feasible to enable the student to continue his/her studies. In the event a student infected with HIV is involved in a program in which significant risks arise by virtue of the student's participation, such modifications as are reasonable will be made to enable the student to safely participate in the program.
- 9.00 Students infected with HIV will not be discriminated against in the provision of student housing. However, it is recognized that such students may have special requirements and, where possible, all reasonable efforts will be made in order to protect the health and/or confidentiality of the HIV-infected student.

#### Education

- 10.00 The University will develop and maintain current educational programs regarding AIDS for all members of its constituency: students, staff and faculty. These programs will be designed to be proactive and will emphasize prevention as the most effective approach to the control of infection at this time. The accessibility of these educational programs will be continually monitored, and materials will be updated to reflect the ongoing state of knowledge concerning this disease.

#### Research

- 11.00 The University is committed to the promotion and encouragement of research concerning AIDS through the provision of human and financial resources as it is able to do so.

#### Testing Policies

- 12.1 Mandatory testing for HIV infection is not a prerequisite for employment by the University nor for admission to any academic program. In principle, the University does not support mandatory testing, and therefore such practices will not be implemented. It does, however, recognize that circumstances may exist where individuals may wish to seek such testing due to the presumption of increased risk and they should be encouraged to do so. The University's role is one of providing counselling for those members who request it, and referral to appropriate testing resources (through family physicians) except in those cases in which occupational exposure is a factor.

## APPENDIX

### THE UNIVERSITY OF WESTERN ONTARIO POLICY ON AIDS

#### PREAMBLE

The increase in public awareness of the consequences of infection by the human immune deficiency virus (HIV) has given rise to some very serious issues in Canadian society. These issues are now impacting on the city of London and the University community. In order to address present concerns about HIV and in anticipation of future developments, it is The University of Western Ontario's intention to enact sound policy guidelines designed to best meet the needs of its entire constituency: faculty, staff, students and persons using the University's services.

These policy guidelines have been developed through a consultative process and have included a thorough consideration of the present available knowledge regarding HIV. The University recognizes the importance of balancing the needs and the rights of each individual within the university community against the collective needs and rights of the entire constituency. The rights of individuals to confidentiality and freedom from discrimination in the pursuit of their academic goals must be maintained while ensuring the rights of all members of the community to function in a safe environment.

At present, it is known that HIV is primarily transmitted through sexual contact with an infected individual or through contact with infected blood; therefore, the risk of casual transmission is virtually nil and has never been demonstrated. Despite this knowledge, there is a misconception of risk that must be addressed. This document is intended to confront this issue through the provision of coherent policy guidelines which are based on current scientifically-validated information.

There is widespread recognition among the biomedical community that new knowledge about HIV is emerging continuously; therefore, any policy statement adopted at this time must be subject to regular review. An ongoing and systematic revision of this document, in keeping with emerging scientific knowledge, will ensure that the University remains responsive to the future needs and interests of its members.

### POLICY GUIDELINES & RATIONALE

#### I - Confidentiality

The University recognizes that an HIV-infected individual has the right to confidentiality. In the case of possible occupational exposure to HIV, such as that arising from research projects involving live virus, testing and ongoing monitoring of the individual will be provided but here again, only upon request. Consequently the University has no reason to ascertain the HIV-status of any individual within the community, and will make no effort to determine this status.

In some cases, and only at the request of the individual, HIV testing may be carried out through the University Offices responsible for ordering such tests, such as Student Health Services or Staff/Faculty Health Services. In the case of possible occupational exposure to HIV, such as that arising from research projects involving live virus, testing and ongoing monitoring of the individual will be provided but here again, only upon request. In any event, test results will be confidential, between the physician and the patient, as is true for all medical tests. However, in the case of HIV-positive results, the university physicians will conform to the legal requirement to convey this confidential information to the Medical Officer of Health. This in no way will compromise confidentiality within the University setting.

HIV-positive individuals may wish to disclose their condition as an individual choice. At the present time the University takes no position relative to this, as there is no reason for the University community to know the HIV-status of any individual. If an HIV-positive person feels that his/her status may, as a result of his/her employment or coursework, put another person at risk, he/she is advised to consult in confidence with his/her own physician or with the physicians in either of the University Health Services. An evaluation of the degree of risk will be undertaken by the individual's physician in consultation with the Medical Officer of Health. At no time will the University administration be involved in this consultative process without the individual's knowledge and consent.

**Policy Guideline 1.00**

**The HIV-status of individuals is a confidential matter between themselves and their physicians, except that all physicians are required to report any confirmed or suspected HIV infection to the Medical Officer of Health. The University has no interest in this information, except when there is a requirement to modify employment or academic programs as set out in later sections of this policy statement. Such modification will be at the request of the infected individual.**

II- Non-Discrimination

While the University acknowledges that the HIV-status of any individual is a matter of confidence between that individual and his/her physician, the University is also aware that this status can become known in the community, usually as a choice of the individual involved. While the University takes no position as to whether an individual should or should not disclose his/her HIV-positive status, it does acknowledge that such a disclosure can, in some circumstances, lead to real or perceived discrimination.

The University has a twofold obligation to: provide a working environment which is as safe as possible and in which the hazards of HIV infection are minimal, and one in which the rights of all members of the University community are recognized. Furthermore it also recognizes that individuals with HIV-infection have the right to pursue activities as their conditions allow, including continuation of work or study. These individuals have the right to access University services and facilities, so long as this does not pose a safety or health hazard for themselves or others.

Based on current scientific and medical knowledge, there is no justification for restricting the access of HIV-positive persons from university activities and services, including athletic facilities, swimming pools, restaurants and other common areas. In all cases, Occupational Health and Safety Policies will be fully enforced in order to reduce the risk of infection to others. Thus, at this time, there is no medical reason, including pregnancy, for refusing to associate with an HIV-infected individual, on that basis alone.

Regarding employees: the University will not discriminate against any employee on the basis of HIV status. As long as the employee is able to continue to meet the requirements of his/her position and does not pose a health threat to others, the employee has a right to continued employment. If an HIV-infected employee cannot carry out his/her regular duties due to illness, or poses a health threat to others, the University will attempt to change the work situation of such an employee in order to reach an accommodation that is mutually acceptable. In this regard, those employees that are HIV-positive will be treated in the same manner as those employees suffering from any other disease which may affect their ability to work.

At the present time, the University does not require that any employee provide proof that he/she is free from HIV-infection. Therefore, knowledge of the applicant's HIV status is neither required when considering a candidate, nor a factor in selection should it become known.

Regarding students: the University will not discriminate against any student on the basis of HIV status. The University will not deny admission to any of its faculties or affiliated colleges to anyone with HIV infection, or require any such students to withdraw. Students with HIV infection shall be allowed regular classroom attendance in an unrestricted manner, as long as the student is capable. There is no medical evidence to suggest that the participation of an HIV-positive student in virtually any academic exercise will place either that student or others at risk.

Possible exceptions may exist within programs that require invasive procedures or exposure to body fluids, such as blood. Such programs may exist within the Health Sciences Faculties, or the Faculty of Physical Education. Where there is concern that a risk situation may exist, the program will be reviewed by the AIDS Policy Task Force, with the assistance of the Medical Officer of Health, and a determination of risk will be made. If there is a risk to others by virtue of an HIV-positive student's participation in some aspect of the curriculum, the University will attempt to modify the program insofar as this is academically possible. Such students will be counselled, regarding the advisability/feasibility of continuing in their academic programs.

Regarding student residences: There is no medical evidence indicating that HIV-infected individuals pose a risk to those in a shared living environment, and therefore, there is no reason that an HIV-positive student should be denied access to University residences. Indeed, the greater risk may relate to the infected individual's greater susceptibility to other, common types of infection. For this reason, HIV-positive students may wish to request private accommodation. All such requests will be considered on a case by case basis.

#### **Policy Guideline 2.00**

**Any person who is infected with HIV, or who is perceived for any reason to be a potential carrier of the virus, has the right under the Human Rights Code to be free from discrimination or harassment while engaged in legitimate activities which are a part of University life.**

#### **Policy Guideline 3.00**

**An employee or a student who experiences discrimination or harassment because they are, or are perceived to be HIV-positive, should report this discrimination or harassment. Reporting on a confidential basis may be made through one of the physicians in the Health Services if the individual so chooses. In the event that confidentiality is not an issue, reporting may be made directly to the supervisor or to the Employee Relations Section of the Personnel Department.**

#### **Policy Guideline 4.00**

**The fact that an individual has or is perceived to have HIV infection is not a valid basis on which to dismiss an employee or to refuse to hire an individual as an employee.**

#### **Policy Guideline 5.00**

**An employee infected with HIV has the right to continue in his/her position so long as he/she is able to carry out the essential requirements of the position in a safe and competent manner. In the event that an employee is experiencing difficulty in meeting these requirements, the University will attempt to make reasonable adjustments, insofar as this is possible, to accommodate to the**

**individual's health status in order to make continued employment possible. It is assumed that persons in these circumstances will come forward with information concerning their health status so that reasonable adjustments can be made.**

**Policy Guideline 6.00**

**Since there is no evidence that HIV is transmitted through casual contact, there is no justification in an employee refusing to work with another employee who is infected with HIV, unless there is a real risk of transmission of body fluids in the normal course of employment.**

**Policy Guideline 7.00**

**Neither the University nor the affiliated colleges will deny admission to any faculty to anyone because he/she is infected with HIV, or is perceived for any reason to be a potential carrier of HIV. Nor will the University ask any student to withdraw from the University because he/she is infected with HIV, or perceived to be a potential carrier of HIV. There is no justification for a student to refuse to work with another student who is infected with HIV (subject to guideline eight, as below).**

**Policy Guideline 8.00**

**In the event that a student is unable to meet the requirements of a program due to the effects of HIV-infection, the program will be modified to the extent reasonably possible and academically feasible to enable the student to continue his/her studies. In the event a student infected with HIV is involved in a program in which significant risks arise by virtue of the student's participation, such modifications as are reasonable will be made to enable the student to safely participate in the program.**

**Policy Guideline 9.00**

**Students infected with HIV will not be discriminated against in the provision of student housing. However, it is recognized that such students may have special requirements and, where possible, all reasonable efforts will be made in order to protect the health and/or confidentiality of the HIV-infected student.**

**III- Education**

The University is committed to comprehensive educational programs that inform students, employees, and the public about AIDS and its prevention. Due to the serious nature of AIDS many people have deep concerns about contracting the disease. While current medical opinion indicates that HIV-infection cannot be contracted through casual contact, employees and students in the health professions can encounter situations which pose some danger of infection. Through education, employees and students will gain insight into the nature of AIDS, its prevention and protective measures.

**Policy Guideline 10.00**

**The University will develop and maintain current educational programs regarding AIDS for all members of its constituency: students, staff and faculty. These programs will be designed to be proactive and will emphasize prevention as the most effective approach to the control of infection at this time. The accessibility of these educational programs will be continually monitored, and materials will be updated to reflect the ongoing state of knowledge concerning this disease.**

IV- Research

The University encourages biomedical, social sciences and behavioral research on the etiology, treatment and prevention of AIDS. This University is a repository of skilled personnel who may apply their research expertise in an effort to understand, prevent, and treat AIDS, and The University of Western Ontario encourages such research participation by its faculty.

**Policy Guideline 11.00**

**The University is committed to the promotion and encouragement of research concerning AIDS through the provision of human and financial resources as it is able to do so.**

Specific guidelines for the safe handling of research material that may be a source of infection from AIDS must be developed by each Faculty and Department that conducts research of this nature. These guidelines must adhere to the spirit of this Policy while providing specific instruction to protect the safety of laboratory personnel.

V- Testing Policies

Since nearly all educational and employment activities at Western involve casual contact where there is no demonstrated risk of transmission of HIV, the HIV antibody status of the vast majority of members of the university community is irrelevant. Mandatory testing of members of the university community at large is, therefore, not recommended.

Western recognizes that some of its members, such as health care providers, laboratory personnel working with HIV-infected materials, Western Special Constable Service, and those involved with athletic injuries, may be at an increased risk of HIV infection in the course of employment-related or educational activities. These members are encouraged to seek voluntary testing and counselling when HIV transmission is believed to have occurred. Mandatory testing for these "at risk" members is not recommended for many reasons including the limitations of current HIV antibody tests. Current tests measure antibody production to HIV and are, therefore, an indirect method of detecting infection. The host may require extended time to develop antibodies to HIV after infection (up to 12 months or longer) or may indeed carry the virus without an observed antibody response. The person is infected and infectious but is negative in the serological test. Therefore, a negative antibody response does not guarantee the absence of infection. Testing would need to be repeated on a regular basis to ensure that the individual has remained seronegative and therefore, presumably uninfected.

The University recognizes that some situations of service provision, employment or educational activities may place some members of the university community at an increased risk of HIV-infection. These situations would include the provision of health care services, laboratory work with live virus, assistance with athletic injuries and Western Special Constable Service work.

**Policy Guideline 12.00**

**Mandatory testing for HIV infection is not a prerequisite for employment by the University nor for admission to any academic program. In principle, the University does not support mandatory testing, and therefore such practices will not be implemented. It does, however, recognize that circumstances may exist where individuals may wish to seek such testing due to the presumption of increased risk and they should be encouraged to do so. The University's role is one of providing counselling for those members who request it, and referral to appropriate testing resources (through family physicians) except in those cases in which occupational exposure is a factor.**

**ITEM 5.4(f) – Annual Report on Faculty Recruitment and Retention**

**ACTION:**     APPROVAL     INFORMATION     DISCUSSION

**EXECUTIVE SUMMARY:**

The Annual Report on Faculty Recruitment and Retention prepared by the Office of the Vice-Provost (Academic Planning, Policy and Faculty) is provided to the Board for information.

**ATTACHMENT(S):**

[Annual Report on Faculty Recruitment and Retention](#)

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# Report to SCUP on Faculty Recruitment and Retention

Office of the Vice Provost (Academic  
Planning, Policy and Faculty)

April 2025

## History, Purpose and Format of the Report

- Beginning 2014, the Faculty Collective agreement has required an annual reporting of metrics related to faculty recruitment;
- The data in this report fulfill that objective; as well, this report provides additional faculty recruitment & retention data;
- Data and analyses are provided with numerical “counts” in order to allow for readers of the report to extract and review these data from a variety of lenses.

## Organization of the Report

The report is organized by the following groups:

1. Probationary and Tenured Faculty; Probationary Teaching Scholars
2. Limited-Term non-Clinical Faculty
3. Part-Time non-Clinical Faculty
4. Full-Time Clinical Faculty
5. Full-Time Librarians and Archivists

Definitions for each group and descriptions of data sources are provided.

## Section 1: Probationary and Tenured Faculty

- Data are counts as of October 1; the most recent data in Western's HRIS system is October 1, 2024; the most recent U15 (comparator) data are from the 2022 data
  - reflected by different timelines where comparator data are used
- This section pertains to all Full-Time Probationary (Tenure-track) and Tenured Faculty
- It includes those in senior academic administrative roles who are exempt from the UWOPA Collective Agreement provisions hired under the Provost Office. It excludes those on Long-term disability.
- Probationary Teaching Scholars received their first appointments in 2022 and are included in this section. Women represent 72.41% of these appointments.

## Key Observations from slides 9 to 23: Probationary and Tenured Faculty

- The total number of Probationary/Tenured faculty increased from 1998 to 2008, stabilized, then decreased modestly since 2015; in 2019 and 2020 a further decrease was due largely to a retirement incentive window, followed by an increase in hiring in 2021 through 2023 with a substantial increase in 2024 due to the Brescia Integration;
- In the 2022 data, women comprised 38.6% of all Western faculty and 51.5% of Assistant Professors, illustrating increasing representation with recent cohorts (reflected in slides 11-12);
- In 2024, women made up 58.1% of new probationary/tenured faculty hires.

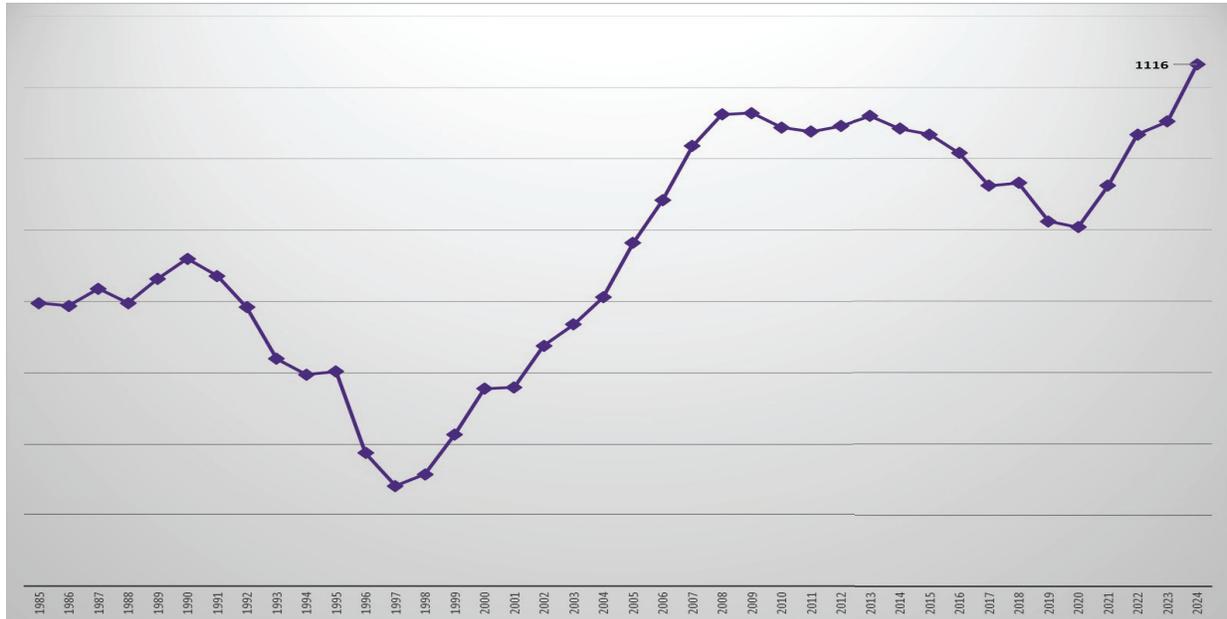
## Key Observations from slides 9 to 23 *continued*

- Representation of women varies by discipline (the data include all faculty thus reflect historic, as well as recent, cohorts);
- Gender shows to have some influence on time-to-tenure in STEM disciplines and on time-to-promotion in both STEM and non-STEM disciplines;
- Discipline (STEM vs. non-STEM) shows to have a greater influence on time-to-tenure and time-to-promotion;
- Probationary cohort success rates were similar for men and women.

## Key Observations from slides 9 to 24 *continued*

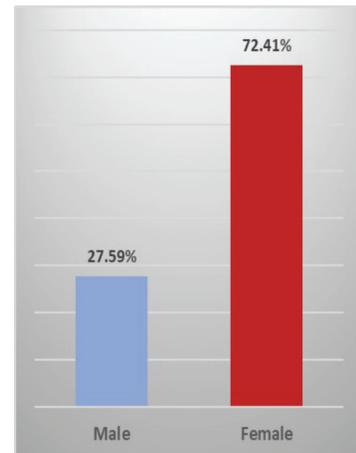
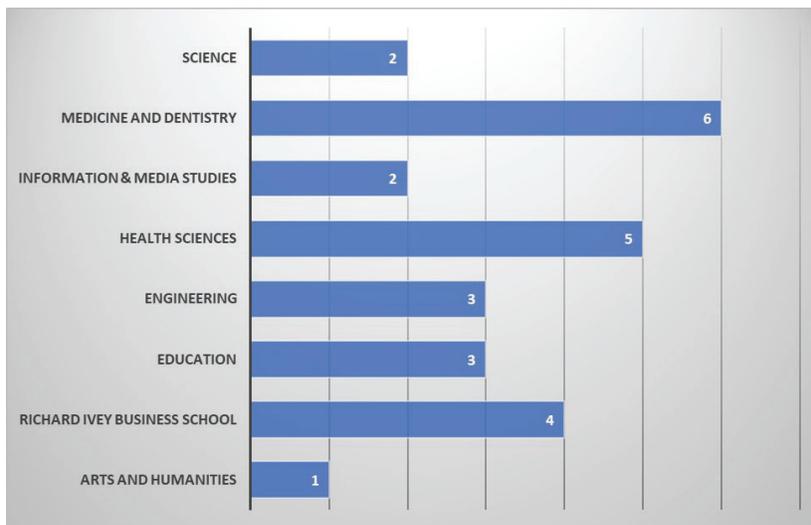
- Resignation patterns for tenured and probationary faculty illustrate disciplinary differences in retention with annual attrition rates of 1.56% for women and 1.34 % for men.
- The difference between the purple and grey lines in slide 24 reflect probationary and tenured faculty with a retirement plan on record;
- The number of probationary and tenured faculty continuing past normal retirement date (NRD) has been steadily increasing since 2019.

## Probationary and Tenured Faculty at Western 1985 – 2024



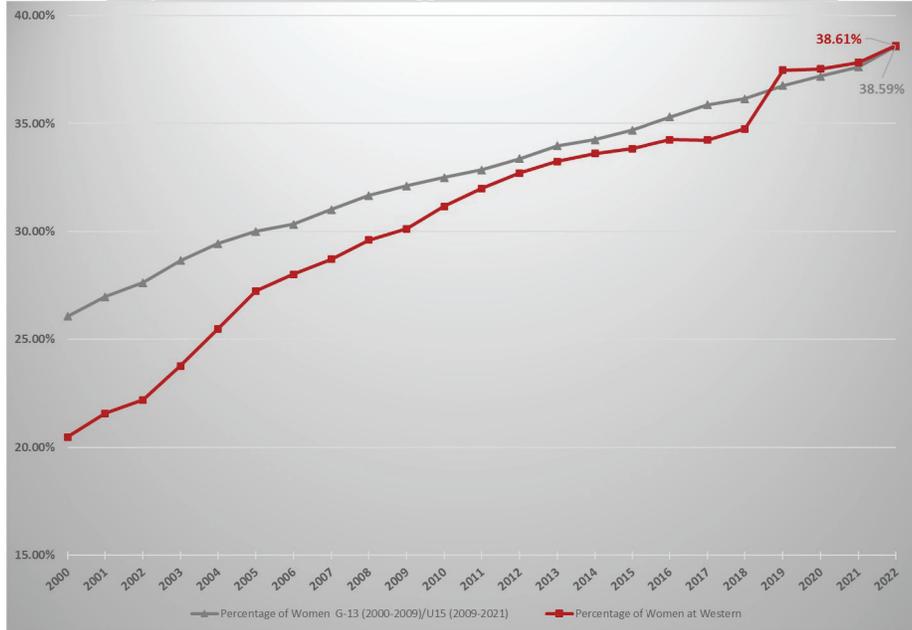
Source: Western Corporate Information 1985 – 1999, UCASS Data 1999 – 2009, U15 Data 2009 – 2022 & Human Resources Information System 2024 (October)

## Probationary Teaching Scholars at Western 2024 by Faculty and by percentage of gender distribution



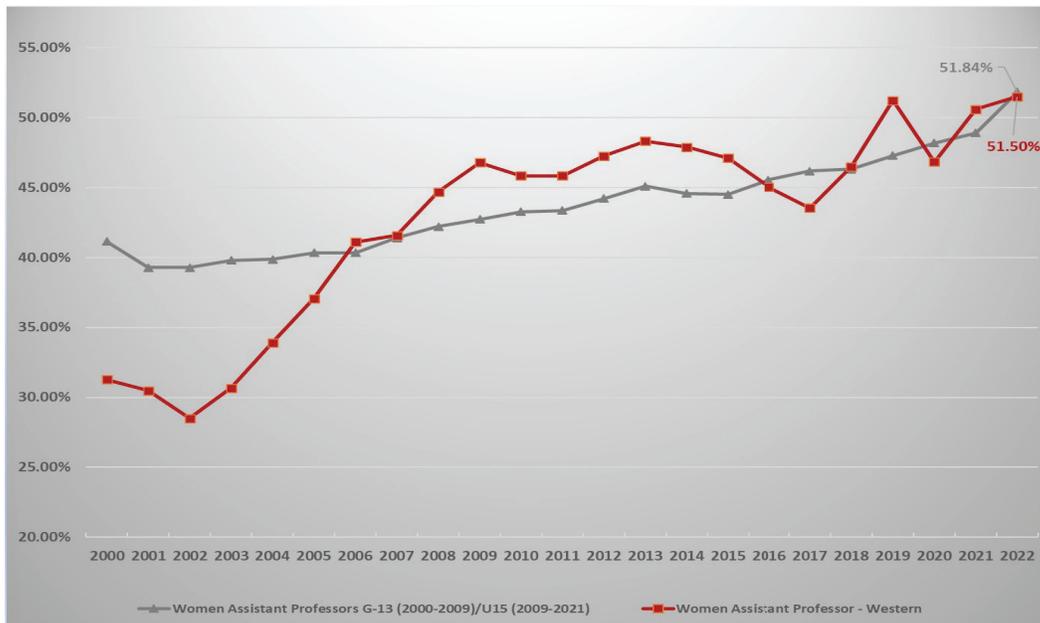
Western Human Resources Information System 2023 (October).

## Women as a Percentage of Tenured/Probationary Faculty: G-13/U15 excluding Western vs. Western



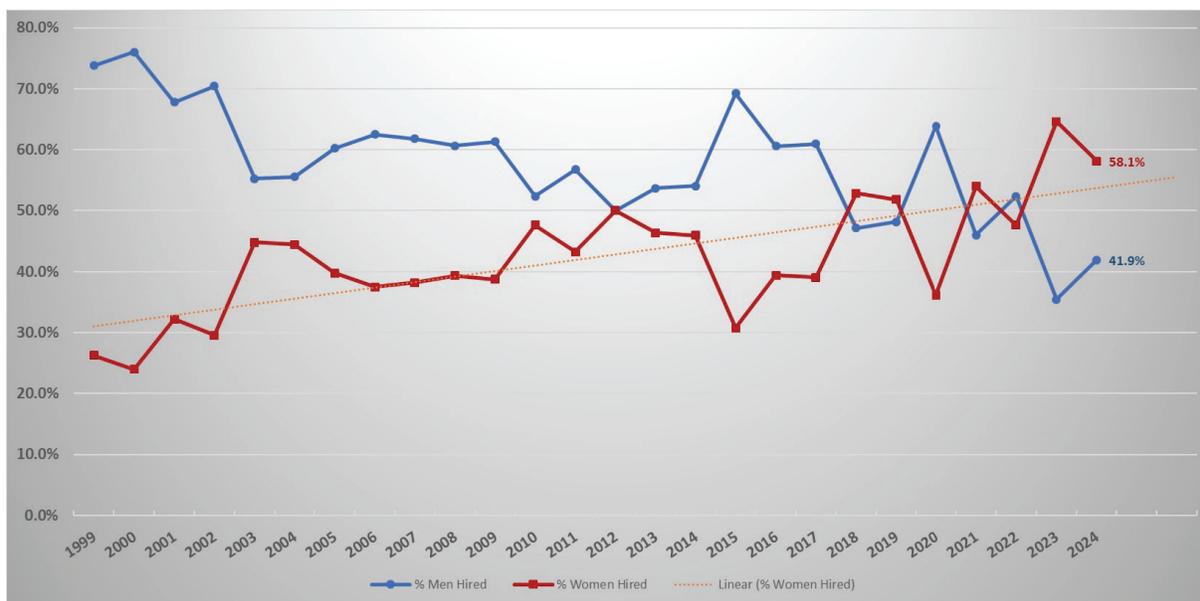
Source: UCASS Data 2000-2009, U15 Data 2009-2022  
 (Data unavailable for: Laval and Montreal for 2012-2013, Montreal for 2013-2016, Saskatchewan, 2015, and Toronto 2022. Montreal data includes Ecole Polytechnique & Ecole des Hautes Etudes Commerciales)

## Women as a Percentage of Tenured/Probationary Assistant Professors, G-13/U15 excluding Western vs. Western



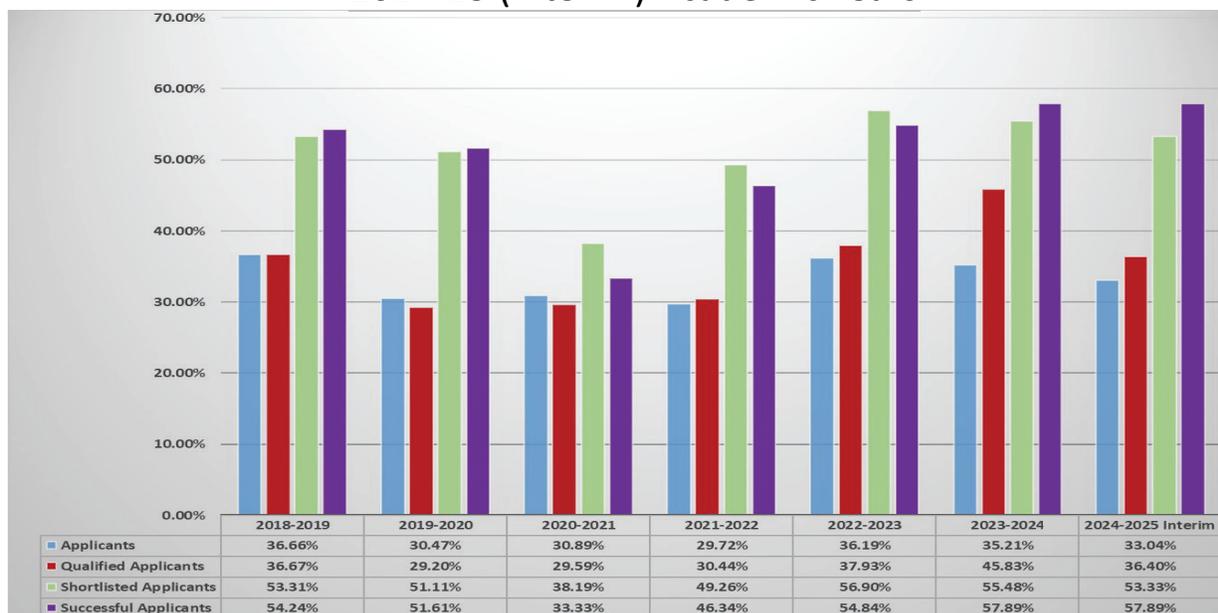
Source: UCASS Data 2000-2009, U15 Data 2009-2022  
 (Data unavailable for: Laval and Montreal for 2012-2013, Montreal for 2013-2016, Saskatchewan, 2015, and Toronto 2022. Montreal data includes Ecole Polytechnique & Ecole des Hautes Etudes Commerciales)

## Gender distribution, Newly hired Tenured/Probationary Faculty at Western (including those previously in a LT position at Western): 1999 – 2024 with linear trend line



Source: UCASS Data for 1999 – 2010, Western Human Resources Information Systems 2011 – 2024 (October)  
Data includes Faculty hired through the Brescia Integration. Data excludes faculty joining from Roberts

## Percentage of Women/Another Gender Identity as Applicants, Qualified Applicants, Shortlisted Applicants, and New Hires 2018-19 through 2024-25 (Interim) Academic Years



Percentage is calculated using applicants with known gender. Unknown gender: 5.14% (2018-19), 1.51% (2019-20), 4.47% (2020-21), 2.17% (2021-22), 8.57% (2022-23), 11.94% (2023-24), and 4.45% (2024-25). Excludes special call, advertising waiver hires, senior administration, and CRC searches.

## Percentage of Women, Probationary Assistant Professor Rank 2009 to 2024

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Faculty of Arts and Humanities	55.56%	52.63%	55.88%	69.70%	58.06%	50.00%	54.17%	47.37%	53.33%	40.00%	50.00%	100.00%	100.00%	66.67%	85.71%	57.14%
Ivey Business School	40.00%	39.13%	27.59%	27.59%	32.26%	29.03%	30.30%	26.92%	20.00%	30.43%	33.33%	34.78%	30.77%	41.18%	42.11%	50.00%
Faculty of Education	80.00%	75.00%	77.78%	71.43%	60.00%	57.14%	50.00%	66.67%	66.67%	81.82%	81.82%	66.67%	76.92%	62.50%	77.78%	75.00%
Faculty of Engineering	22.22%	18.75%	21.43%	18.18%	23.08%	18.18%	14.29%	12.50%	35.71%	29.41%	29.41%	31.25%	29.41%	38.10%	35.00%	42.11%
Faculty of Health Sciences	71.43%	61.54%	65.38%	65.22%	68.42%	72.22%	80.00%	90.91%	84.62%	82.35%	90.00%	85.71%	85.71%	79.31%	75.53%	79.41%
Faculty of Info/Media Studies	84.62%	80.00%	77.78%	75.00%	100.00%	100.00%	100.00%	--	--	--	100.00%	75.00%	83.33%	75.00%	75.00%	57.14%
Faculty of Law	62.50%	71.43%	80.00%	100.00%	100.00%	100.00%	75.00%	57.14%	60.00%	50.00%	50.00%	44.44%	36.36%	33.33%	38.46%	41.67%
Schulich School of Med & Dent	29.55%	30.00%	27.27%	32.26%	34.62%	35.71%	36.67%	38.71%	37.50%	37.93%	44.44%	39.13%	47.83%	55.56%	59.26%	53.85%
Don Wright Faculty of Music	40.00%	40.00%	30.00%	28.57%	40.00%	50.00%	50.00%	40.00%	33.33%	50.00%	--	--	--	0.00%	0.00%	0.00%
Faculty of Science	34.09%	38.89%	38.46%	35.00%	43.75%	50.00%	50.00%	50.00%	41.67%	45.45%	46.67%	47.06%	60.00%	47.62%	44.83%	38.24%
Faculty of Social Science	44.00%	48.72%	52.94%	48.28%	57.14%	66.67%	57.89%	47.83%	37.50%	43.75%	47.06%	36.36%	40.63%	42.86%	51.28%	51.28%

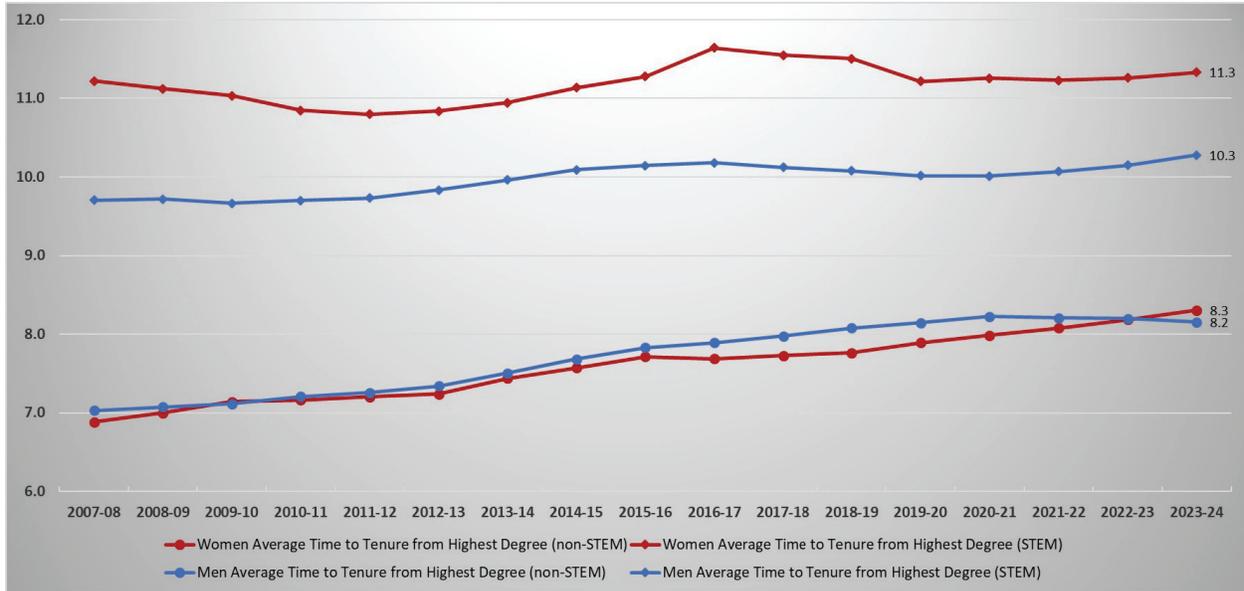
Western Human Resources Information System 2009 - 2024 (October).

## Percentage of Women, Tenured/Probationary Faculty, 2009 to 2024

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Faculty of Arts and Humanities	42.31%	44.19%	45.45%	47.06%	44.60%	45.00%	45.65%	45.52%	45.31%	42.62%	45.22%	45.54%	46.30%	46.36%	47.71%	49.11%
Ivey Business School	21.67%	26.09%	24.00%	25.33%	26.92%	25.97%	22.22%	19.74%	18.57%	22.37%	25.00%	25.97%	25.00%	29.79%	32.63%	38.24%
Faculty of Education	47.62%	48.72%	50.00%	52.94%	54.55%	54.29%	57.14%	61.90%	65.85%	69.05%	68.29%	65.91%	67.39%	66.67%	67.39%	68.18%
Faculty of Engineering	11.63%	11.63%	11.49%	11.36%	12.36%	12.50%	11.63%	12.64%	15.96%	16.67%	17.35%	17.89%	16.67%	18.63%	19.80%	21.15%
Faculty of Health Sciences	58.43%	58.70%	59.57%	59.78%	60.22%	60.87%	62.22%	63.33%	60.47%	62.07%	70.00%	70.37%	70.59%	71.74%	72.16%	74.34%
Faculty of Info/Media Studies	59.46%	58.33%	57.14%	58.82%	58.82%	57.58%	59.38%	57.14%	57.14%	59.26%	60.71%	60.71%	62.07%	60.71%	61.29%	58.06%
Faculty of Law	23.33%	22.58%	24.14%	27.59%	32.26%	31.03%	34.48%	35.71%	37.50%	39.29%	39.29%	34.62%	31.25%	29.41%	32.35%	33.33%
Schulich School of Med & Dent	19.65%	20.12%	20.37%	21.34%	22.56%	22.94%	23.84%	24.00%	23.84%	23.39%	27.11%	28.22%	29.09%	29.07%	28.82%	29.14%
Don Wright Faculty of Music	32.43%	33.33%	36.11%	35.14%	32.43%	33.33%	34.21%	37.14%	37.14%	36.36%	35.48%	35.48%	34.38%	35.29%	33.33%	34.38%
Faculty of Science	19.15%	20.65%	21.98%	22.78%	23.89%	23.73%	24.72%	24.43%	23.70%	23.53%	25.75%	25.31%	26.19%	27.27%	26.90%	26.55%
Faculty of Social Science	31.25%	32.16%	33.50%	32.50%	33.33%	36.13%	35.64%	36.61%	37.78%	40.11%	44.32%	43.02%	43.85%	44.09%	45.50%	45.08%

Western Human Resources Information System 2009 – 2023 (October).

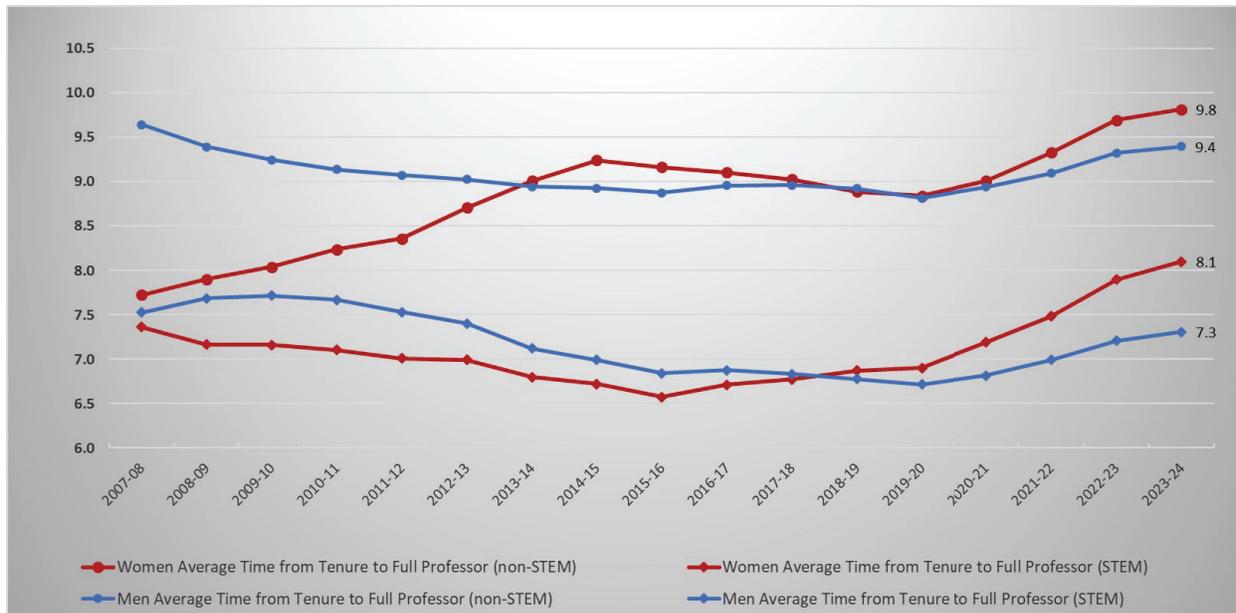
### Time to Tenure from Highest Degree (STEM and non-STEM Disciplines)



STEM = Faculty of Engineering, Science, Medicine & Dentistry  
 Only those with > 3 years from RF to Tenure are included  
 3 Year rolling average

Source: Western HR Information System

### Time to Full Professor from Tenure (STEM and non-STEM Disciplines)



STEM = Faculty of Engineering, Science, Medicine & Dentistry  
 Only those with > 3 years from RF to Tenure are included  
 3 Year rolling average

Source: Western HR Information System

## Probationary Cohort Outcomes for Faculty with Probationary Start dates from 2002-03 through 2018-19

Action	Women (N)	% Women	Men(N)	%Men	Total (N)	% Total
Granted Tenure	239	74.688%	318	76.077%	557	75.47%
Denied P&T	4	1.250%	13	3.110%	17	2.30%
Withdrew from P&T*	4	1.250%	10	2.392%	14	1.90%
Moved to Limited Term**	3	0.938%	2	0.478%	5	0.68%
Resigned	47	14.688%	55	13.158%	102	13.82%
Other	3	0.938%	2	0.478%	5	0.68%
Probationary Extension***	14	4.375%	14	3.349%	28	3.79%
Still in Probationary Period***	6	1.875%	4	0.957%	10	1.36%
<b>Grand Total</b>	<b>320</b>	<b>100.00%</b>	<b>418</b>	<b>100.00%</b>	<b>738</b>	<b>100.00%</b>

Outcomes for Probationary faculty who have entered the P&T cycle:

Action	Women (N)	% Women	Men(N)	%Men
Granted Tenure	239	96.76%	318	93.26%
Denied P&T	4	1.62%	13	3.81%
Withdrew from P&T	4	1.62%	10	2.93%
<b>Grand Total</b>	<b>247</b>	<b>100.00%</b>	<b>341</b>	<b>100.00%</b>

- \* Withdrew after entering the P&T queue
- \*\* Hired into a new Limited Term role before entering P&T queue
- \*\*\* Those continuing beyond their initial P&T consideration date (due to leaves etc.) or those hired in fall/winter of the 2018-9 academic year

## Reasons for Resignation: Probationary Cohort with Start dates from 2002-03 through 2018-19

Reasons for Resignation During the Probationary Period (Exit Interviews)

Reason	Women (N)	% of Women Total	Men (N)	% of Men Total
Career Development and Salary	13	27.66%	20	36.36%
Family and Geography	28	59.57%	23	41.82%
Other	3	6.38%	6	10.91%
P&T Performance Problem	3	6.38%	6	10.91%
<b>Grand Total</b>	<b>47</b>	<b>100.00%</b>	<b>55</b>	<b>100.00%</b>

Data Source: Exit interviews conducted with the Faculty Member or Chair/Dean of the Department/Faculty and letters received from Faculty Member. Fractional numbers result when multiple reasons are given for resignation; one individual is fractionally attributed across reasons they gave.

\*Includes only faculty under age 55 at the time of resignation

## Reasons for Resignation: All Probationary and Tenured faculty resigning from 2004-05 through 2024-25 (interim)

Reasons for Resignation	Women (N)	Women %	Men (N)	Men %
Career Development and Salary	48.5	45.75%	81.49	44.77%
Family and Geography	40	37.74%	51.83	28.48%
Other	11.5	10.85%	23.18	12.74%
Performance - Not Tracking to P&T	6	5.66%	25.5	14.01%
<b>Grand Total</b>	<b>106</b>	<b>100.00%</b>	<b>182</b>	<b>100.00%</b>

**UWO Total Resignations:** Women: 106, Men: 182

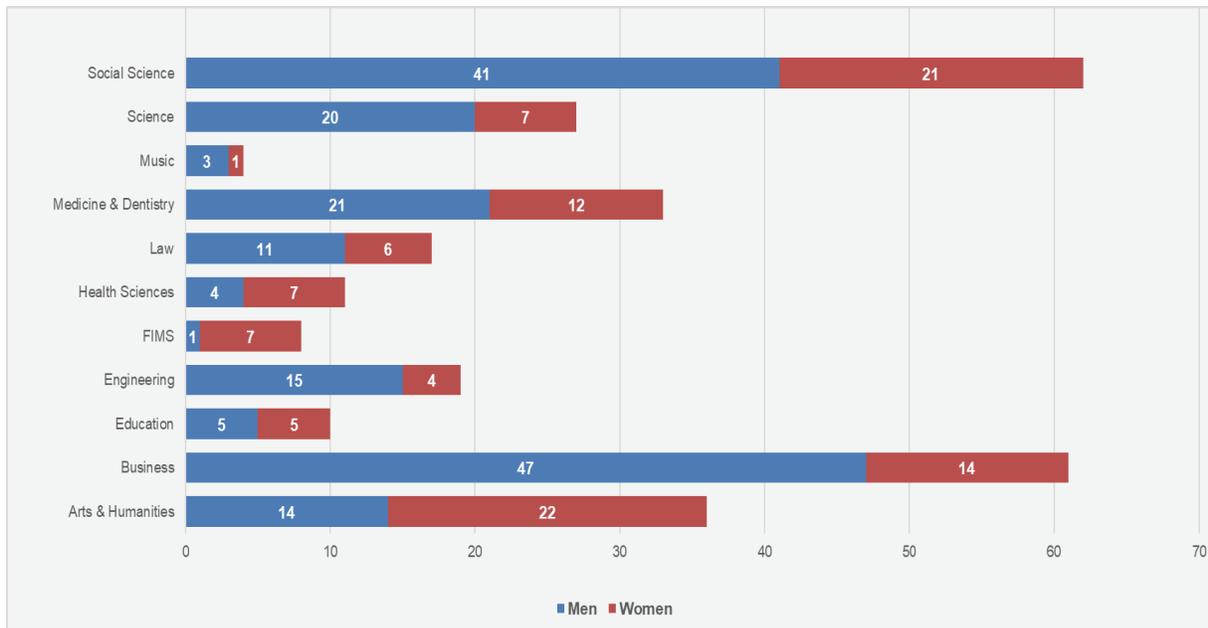
**Women: 1.56 %** average attrition rate (annual attrition rate = resignations/current year faculty count)

**Men: 1.34 %** average attrition rate (annual attrition rate = resignations/current year faculty count)

Data Source: Exit interviews conducted with the Faculty Member or Chair/Dean of the Department/Faculty and letters received from Faculty Member. Fractional numbers result when multiple reasons are given for resignation; one individual is fractionally attributed across reasons they gave.

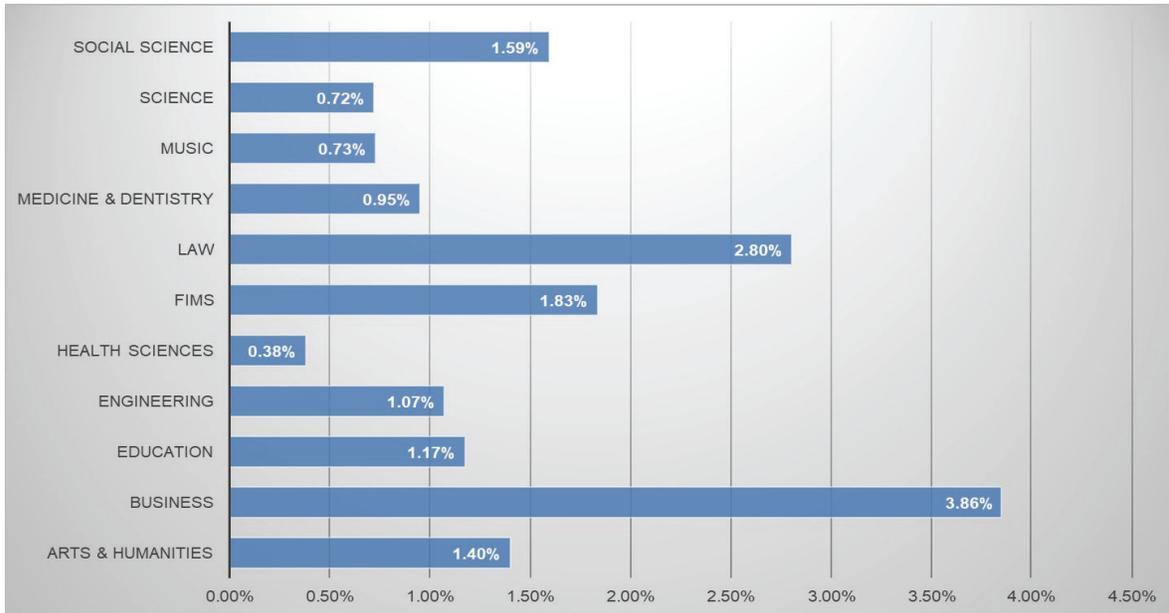
\*\*Includes only faculty under age 55 at the time of resignation

## Total Probationary & Tenured Resignations by Faculty: resigning from 2004-05 to 2024-25 (interim)



Source: Western Information Systems as of January 2025  
 \*\*Includes only faculty under age 55 at the time of resignation.

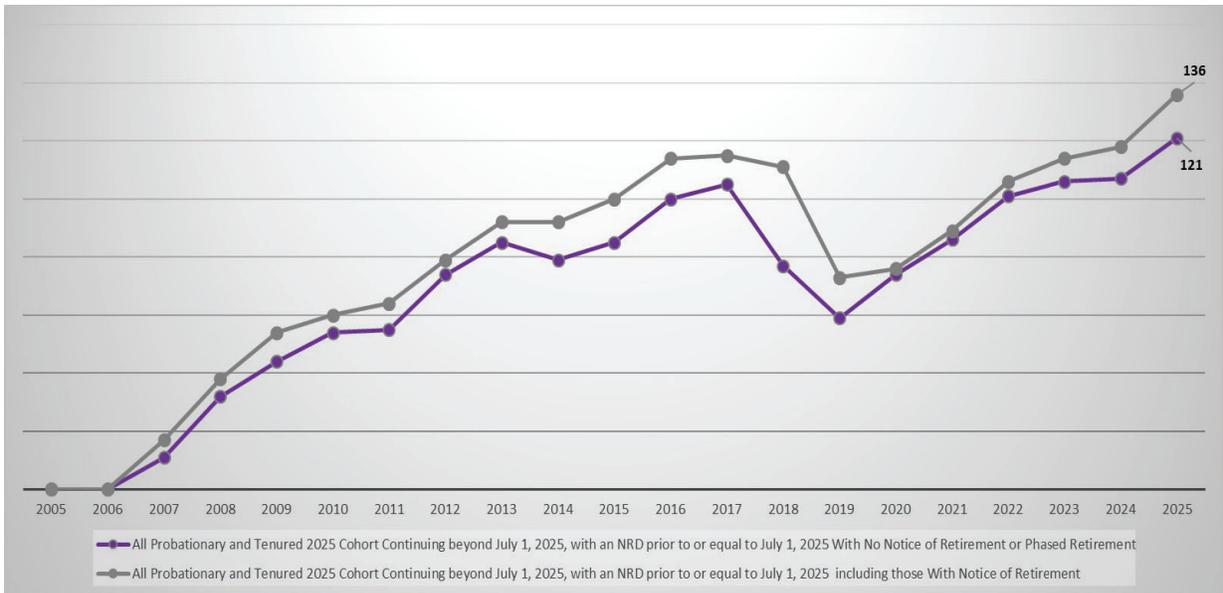
### Total Probationary & Tenured Resignations % within each Faculty: exit dates 2004-05 to 2023-24



UWO Total Resignations: 288 (2004-2005 through 2024-2025 interim)  
 1.33% average attrition rate (attrition rate = resignations/faculty count)

Source: Western Information Systems as of January 2025  
 \*\*Includes only faculty under age 55 at the time of resignation.

### Probationary and Tenured Faculty at Western: Continuing Beyond Normal Retirement Date (NRD)



Source: Western Human Resources Information System  
 Cohort continuing with <= July 1 NRD in each year

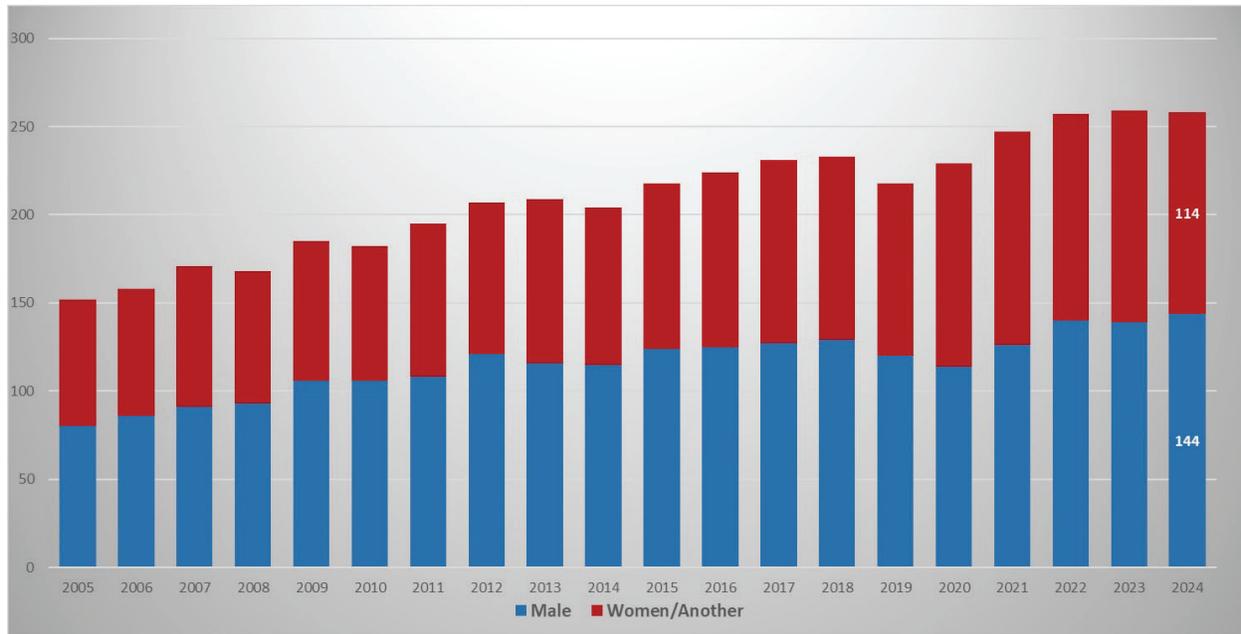
## Section 2: Limited Term Appointments

- Data are counts as of October 1, 2024;
- Includes Limited Term UWOFA faculty:
  - Those with fixed-term (with end date);
  - Full-time contract faculty “without end date”;
  - Full-time contract faculty who are “permanent”;
- Does *not* include:
  - Visiting faculty;
  - Externally funded faculty.

## Key Observations from Slides 27 to 30 Limited Term (LT) Faculty

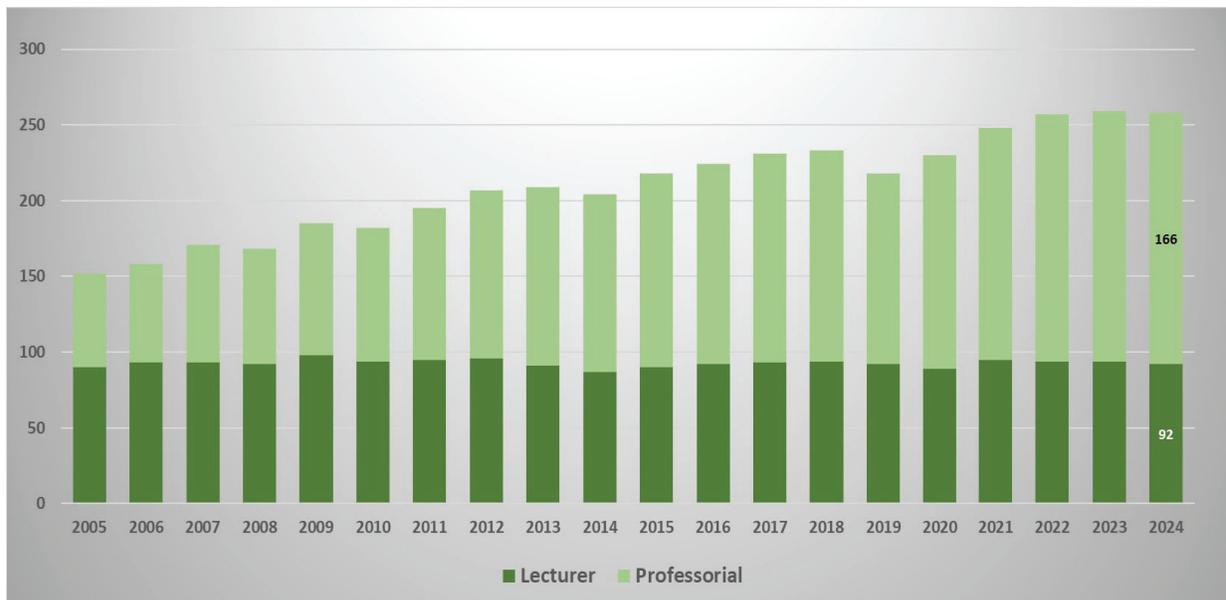
- On October 1, 2024 there were **258** LT faculty:
  - **114** (44.2%) women or other gender equity-seeking group and 144 (55.8%) men;
  - **166** (64.3%) were at the Professorial ranks
  - **88** (34.1%) had been employed  $\geq 10$  years (therefore are either “without end date” or “permanent” or eligible for “without end date” status at next renewal)
  - **147** (57.0%) have been in LT contract status for  $<7$  years
- Each vertical bar in slide 30 represents the workload (WL) of one LT individual; most LT faculty are teaching-intensive; other WLs are seen (e.g. Basic Scientists in a Clinical Department are often research-focused)

### Number of Individuals with Limited Term Appointments: Stratified by Gender 2005 to 2024



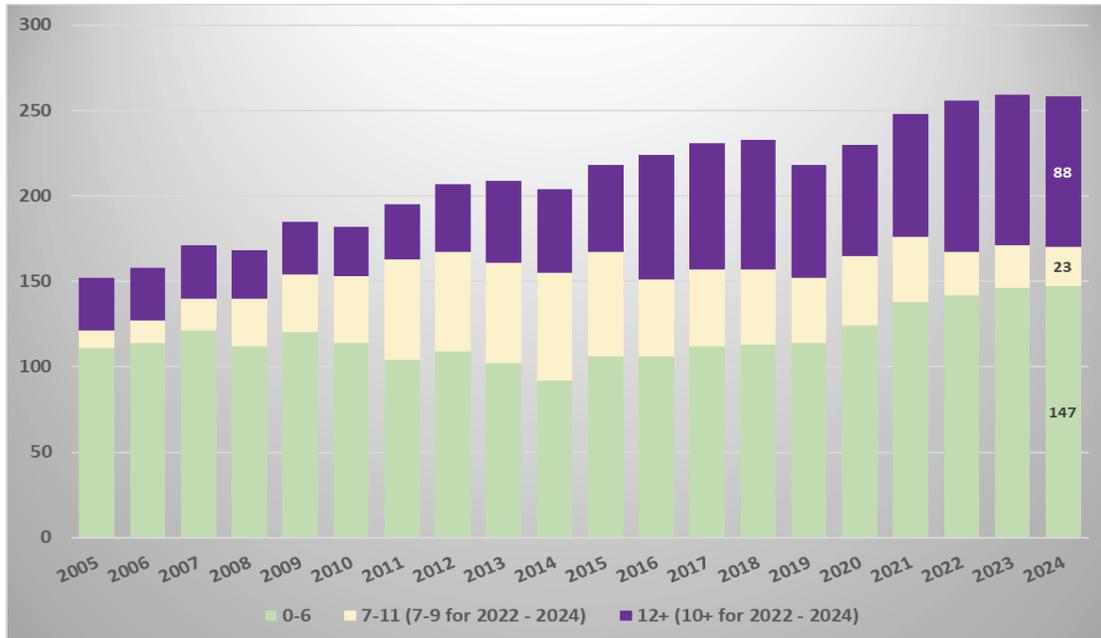
Source: Western's Human Resources Information Systems 2005 – 2024 (October)

### Number of Individuals with Limited Term Appointments Stratified by Rank, 2005 - 2024



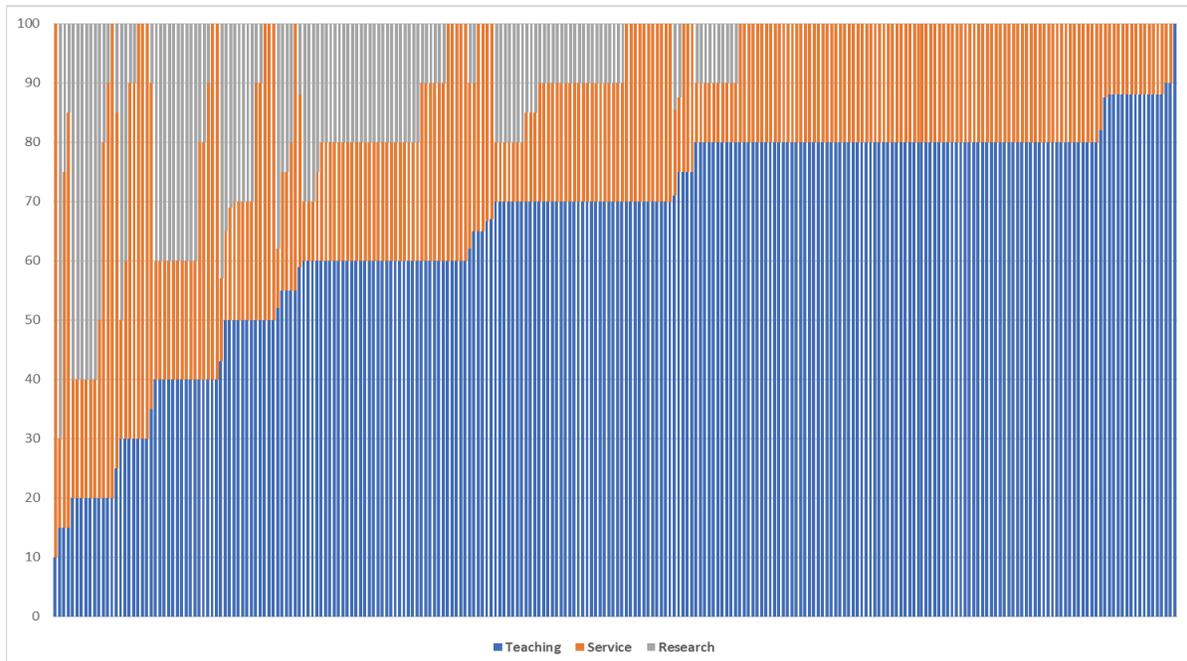
Source: Western's Human Resources Information Systems 2005 - 2024 (October)

## Number of Limited Term Appointments by Years of Service 2005 – 2024



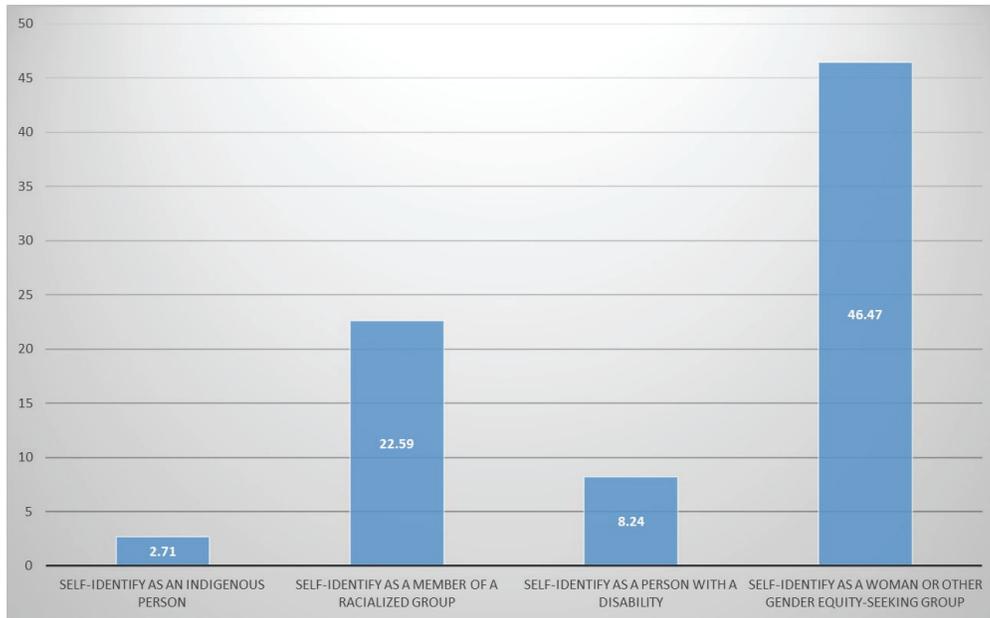
Source: Western's Human Resources Information Systems 2005 - 2024 (October)

## All Active Limited Term Appointments by Workload Percentages as of October 2024



Source: Western's Human Resources Information Systems 2024 (October)

## Full-Time UWOFA Faculty Respondents by Designated Group (Response Rate: 64.79% - Percentage of Total Headcount)



*Note: Respondents who chose "I prefer not to answer / Skipped Question" are not included in the above percentages.*

Source: Western Census Data as of August 2023

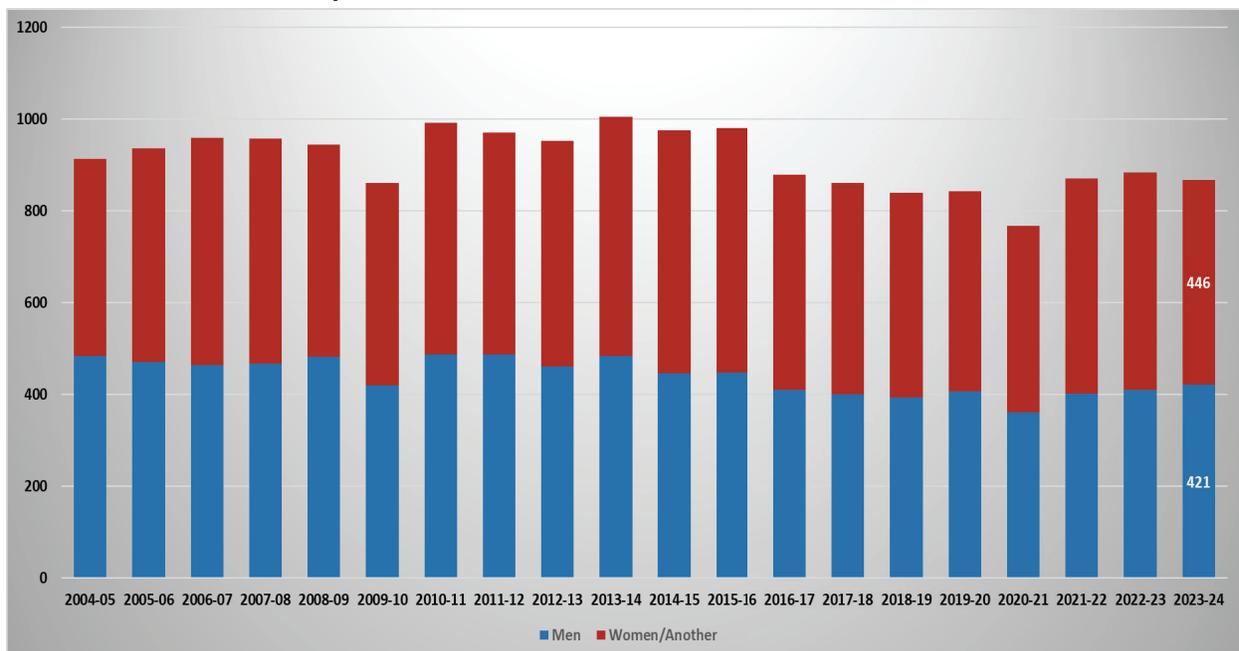
## Section 3: Part-Time Faculty

- Count of individuals employed, by fiscal year, as part-time faculty including:
  - Limited Duties (LD) Appointments through competitive advertising (includes individuals with no other employment relationship with Western as well as Post-Retirement individuals, Extra-Load, and Graduate Students or Post Doctoral trainees who applied to an open LD competition) (please note: years of service slides exclude extra-load faculty members);
  - Standing Assignments and Course Authoring agreements;
  - Post Doctoral and Graduate Student Teaching Assignments hired under Appointments Article, Clause 3. d) of the UWOFA Collective Agreement;
  - Excludes LD Appointments at Trois-Pistoles.
- In fiscal 2023-24, there were **867** faculty teaching in part-time appointments; of these, **496** were UWOFA Part-Time Members (taught  $\geq$  a half-course in each of 2 of the last 3 fiscal years).

## Key Observations from Slides 34 to 39 Part-Time, Non-Clinical Faculty

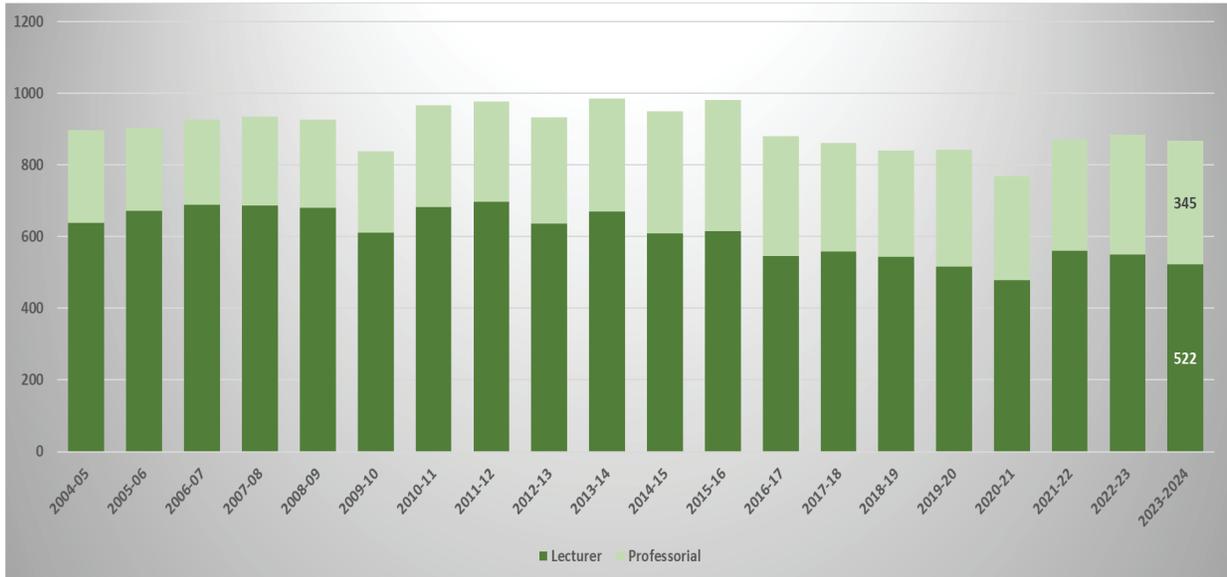
- Of the **867** faculty with a part-time appointment in fiscal 2023-24:
  - **446** (51.4%) were Women/Another Gender Identity
  - **345** (39.8%) were at a Professorial rank
- The number of part-time faculty varied by discipline (in Professional programs, this can reflect the part-time employment at Western of professionals employed elsewhere in the community);
- Most part-time faculty are employed for low teaching loads and short duration.

### Number of Individuals with Part-Time Faculty Appointments, Stratified by Gender, Fiscal Years 2004-05 to 2023-24



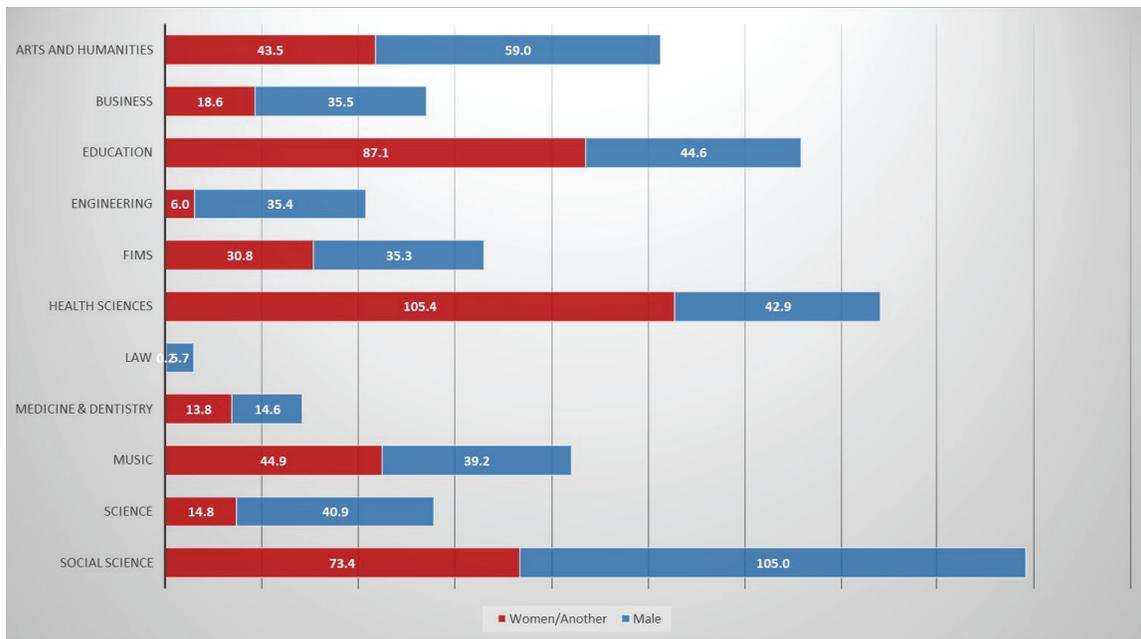
Source: Western Human Resources Information Systems

### Number of Individuals with Part-Time Faculty Appointments Stratified by Rank, Fiscal Years 2004-05 to 2023-2024



Source: Western Human Resources Information Systems

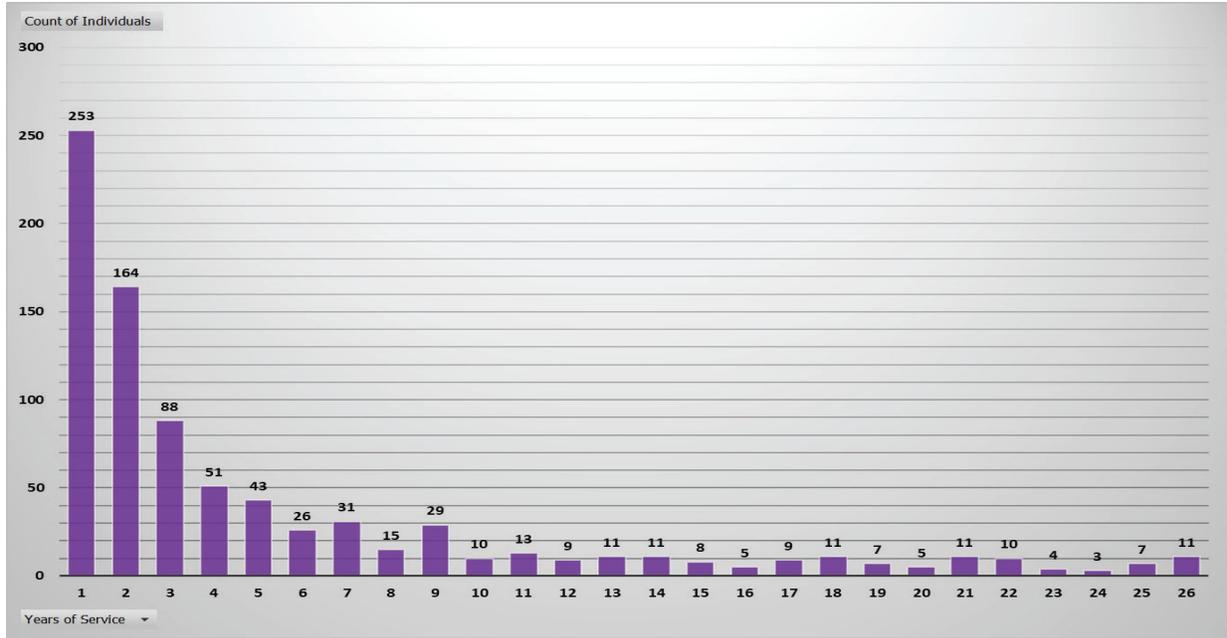
### Degree Credit Courses taught by Part-Time Faculty by Faculty and Gender: 2023-24 (Fiscal Year)



Total FCEs: 897

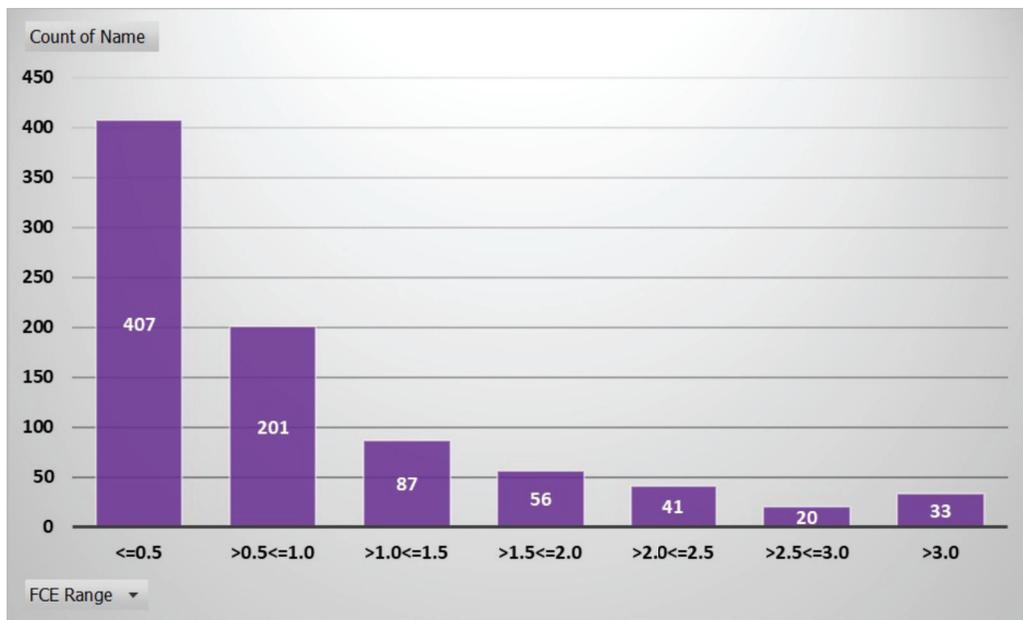
Source: Western Information Systems

### Number of Individuals with Part-Time Faculty Appointments by Years of Service (2023-2024)



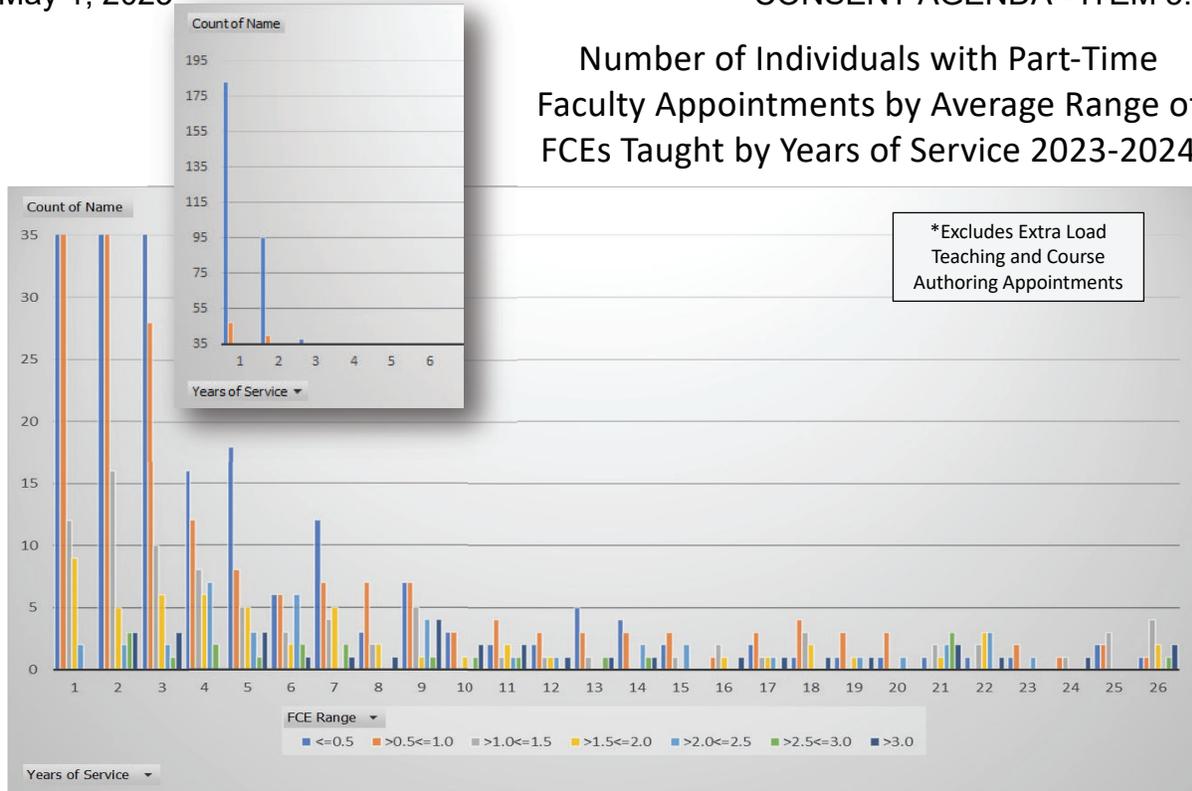
Source: Western Human Resources Information Systems  
 Includes Consecutive Years of Service, allowing for one single year gap  
 Excludes Extra Load Teaching and Course Authoring Appointments

### Number of Individuals with Part-Time Faculty Appointments by Range of Full Course Equivalents (FCE), 2023-24



Source: Western Human Resources Information Systems  
 Excludes Extra Load Teaching and Course Authoring Appointments

### Number of Individuals with Part-Time Faculty Appointments by Average Range of FCEs Taught by Years of Service 2023-2024



Source: Western Human Resources Information Systems

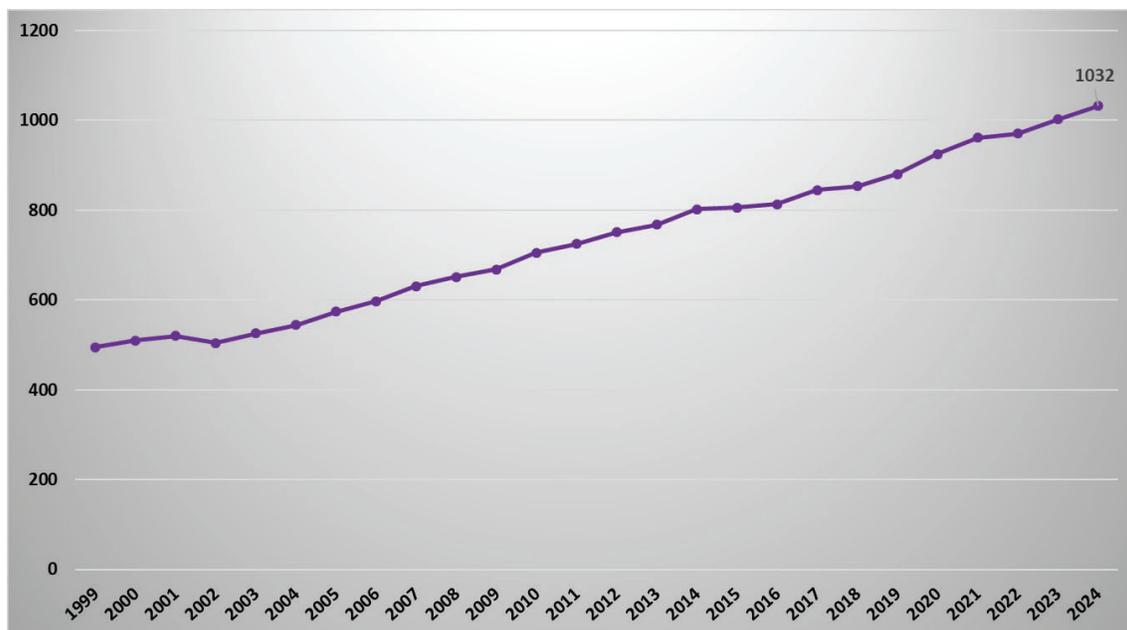
## Section 4: Full-Time Clinical Faculty

- Data are counts as of October 1, 2024;
- Includes Physicians in Schulich hired under the “Conditions of Appointment for Physicians” under the following appointment types:
  - Continuing Clinical Appointment;
  - Clinical Limited Term Appointment (some of these will go on to become Continuing Clinical Appointments since “Continuing Track” hires are initially Clinical LT).

## Key Observations from Slides 42 to 46: Full-Time Clinical Faculty

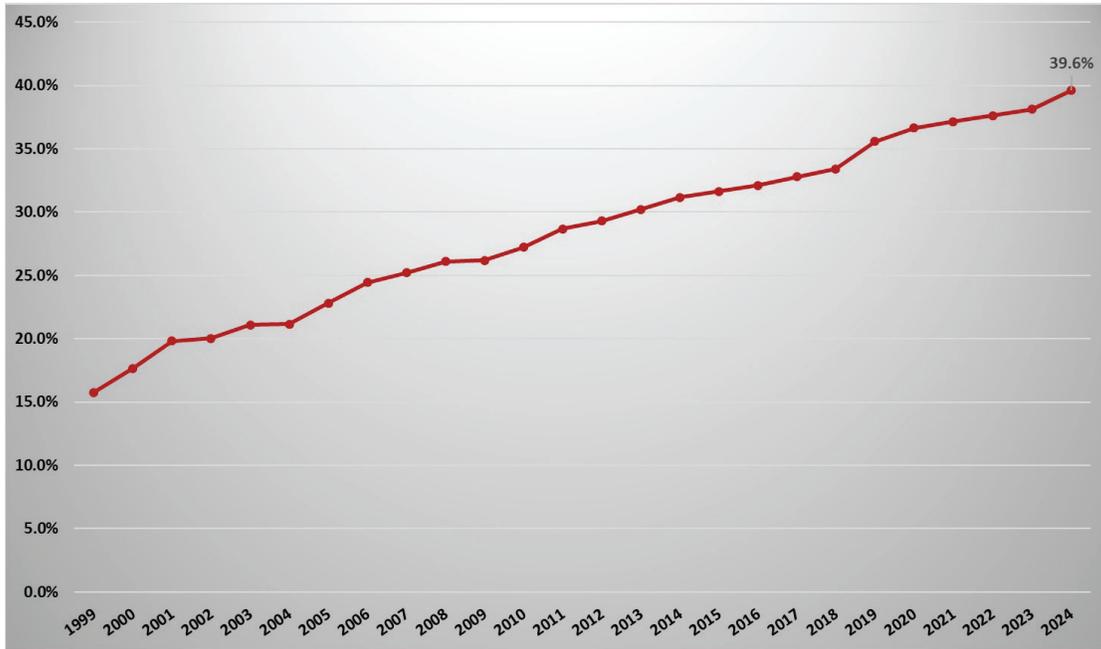
- The number of Clinical full-time faculty has been steadily increasing and is currently 1032;
- The percentage of women overall, inclusive of all career stages, has increased slightly and is currently 39.6%;
- The representation of women among those hired in 2023-2024 has increased over the previous year and is currently 51.8%;
- Annual resignation rates fluctuate due to small numbers.

### Full Time Clinical Faculty (Physicians in Schulich) at Western, 1999 – 2024



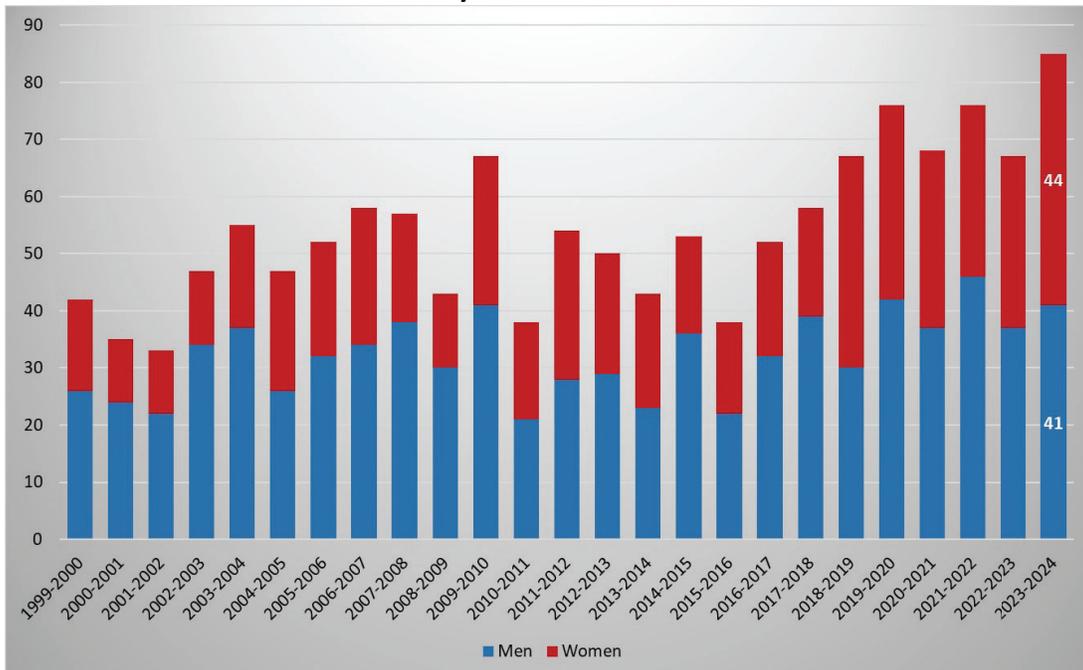
Source: Western Human Resources Information Systems (October)

## Women as a Percentage of Full-Time Clinical Faculty at Western, 1999 – 2024



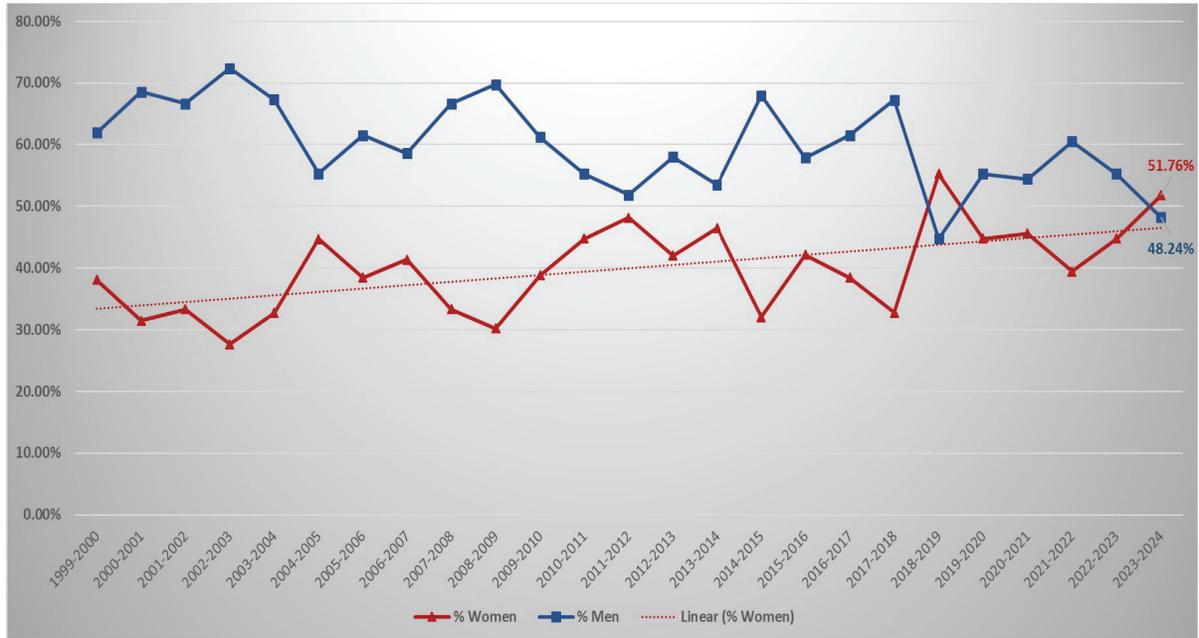
Source: Western Human Resources Information Systems (October)

## Newly Hired Clinical Full Time Faculty (Physicians in Schulich) at Western by Gender: 1999 – 2024



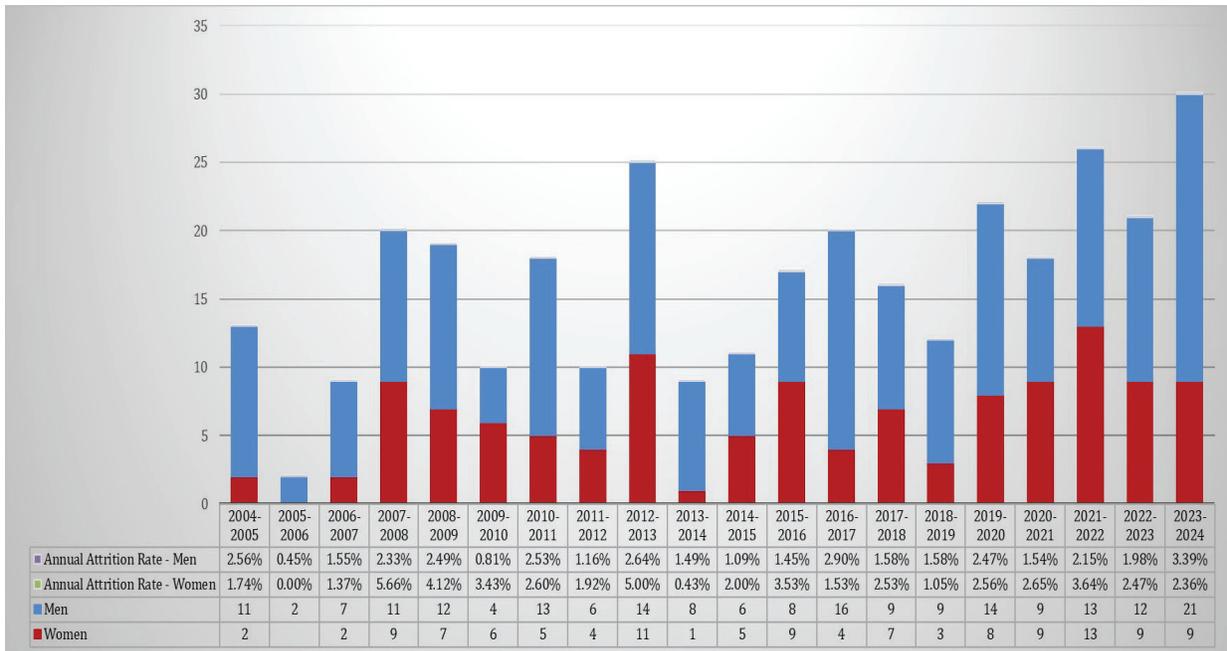
Source: Western Human Resources Information Systems

### Percentage of New Full Time Clinical Faculty at Western by Gender: 1999-2024



Source: Western Human Resources Information Systems

### Full-Time Clinical Faculty Resignations by Gender 2004-05 through 2023-24



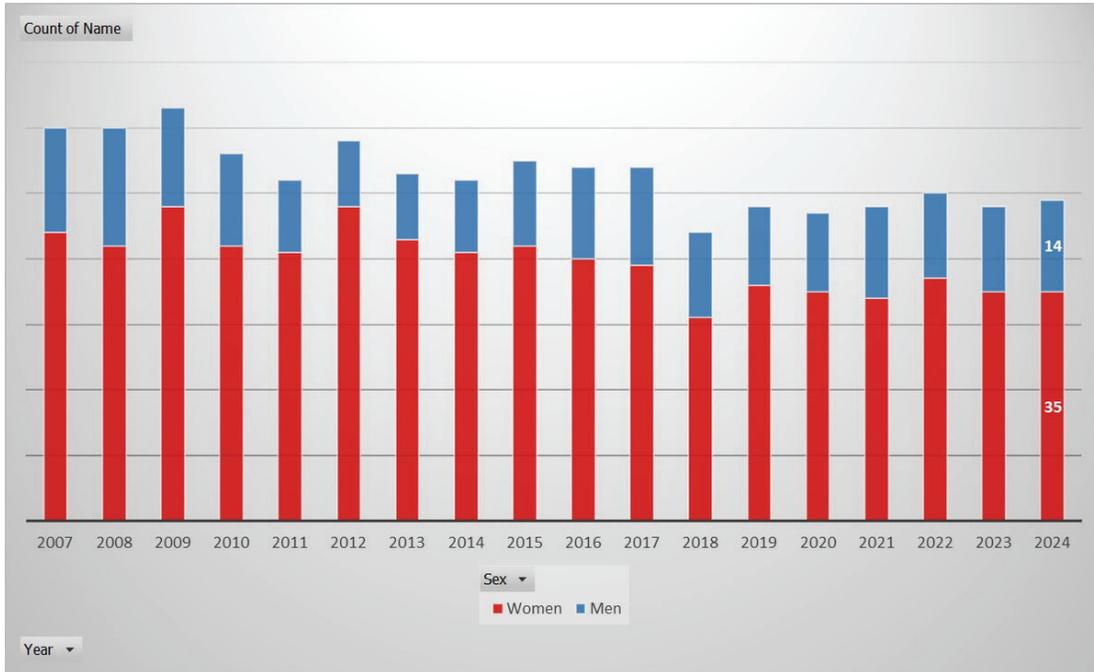
## Section 5: Librarians and Archivists

- Data are counts as of October 1, 2024;
- Includes Librarians and Archivists hired under the “UWOFA-LA” Collective Agreement under the following appointment types:
  - Continuing Librarian / Archivist Appointment;
  - Probationary Librarian / Archivist Appointment;
  - Term Librarian / Archivist Appointment;

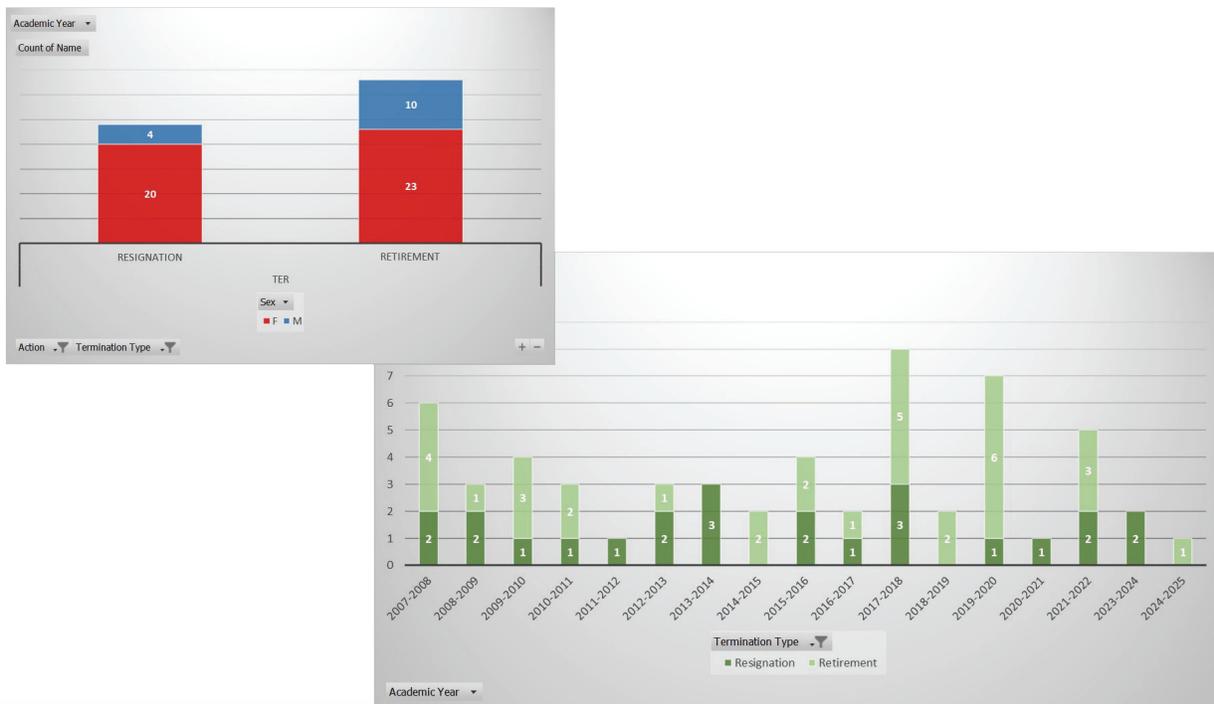
## Key Observations from Slides 49 - 51: Librarians and Archivists

- The number of Librarians and Archivists had declined in 2017-2018 but stabilized in 2019 - 2024;
- The percentage of women overall is currently at 72.55%;
- The percentage of women resigning from 2007-2024 is at 83.33%;
- The number of Librarians and Archivists at the Senior Rank has decreased since 2007, while those at the Associate Rank have shown little change for the past several years until the latest Collective Agreement which introduced an *Appendix B: Promotion of Members with Continuing Appointment at Assistant Rank*

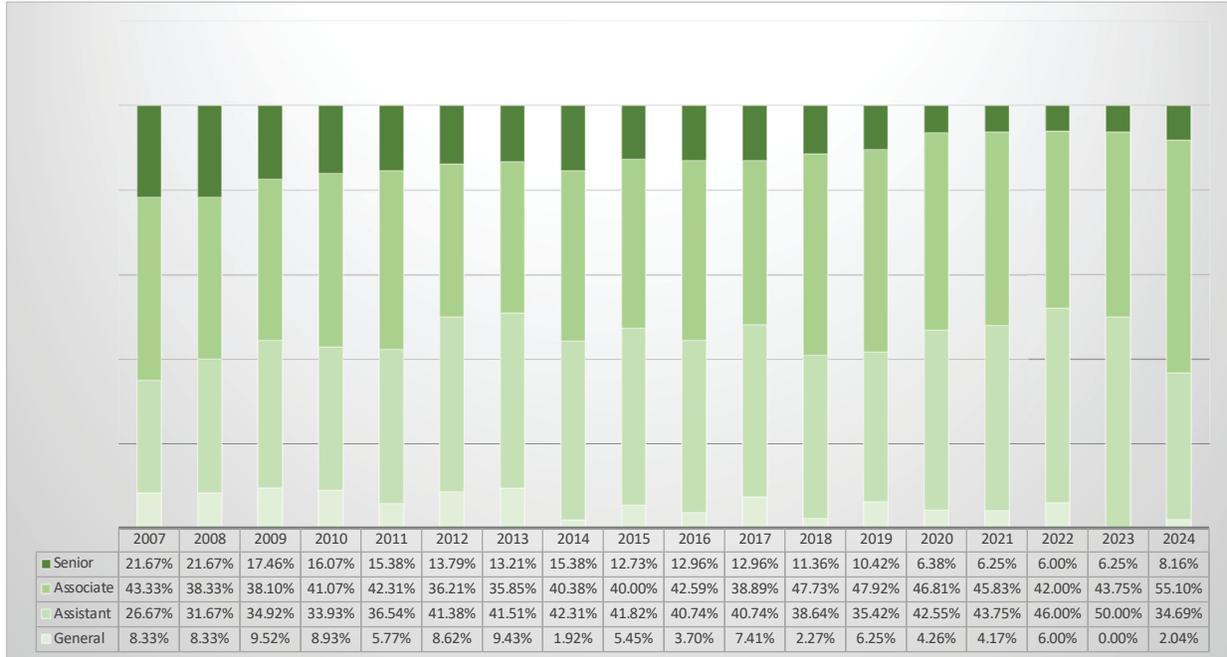
Full-Time Librarians and Archivists  
 2007 – 2024 (October 1 Count)



Full-Time Resignations and Retirements by Gender  
 2007-08 through 2024-2025 (interim)



Full-Time Librarian and Archivist Ranks  
 2007 through 2024



## For further information

- After presentation at SCUP, this report can be found at:  
[http://uwo.ca/facultyrelations/academic\\_planning](http://uwo.ca/facultyrelations/academic_planning)  
**Reports: Recruitment and Retention Report 2025**
- The report on Promotion and Tenure of UWOFA faculty, librarians and archivists, which is presented at the end of each promotion cycle, can be found at:  
[https://www.uwo.ca/facultyrelations/pdf/vice\\_provost/promotion-tenure-report-2024.pdf](https://www.uwo.ca/facultyrelations/pdf/vice_provost/promotion-tenure-report-2024.pdf)
- For additional information on academic staff, Institutional Planning and Budgeting’s website contains additional data:  
<https://www.ipb.uwo.ca/>

***(Note: definitions, inclusion criteria and the dates at which data are collected will influence counts. Therefore, counts may differ slightly among reports prepared from different data sources and for different purposes.)***

**ITEM 5.4(g) – Report of the Senate Committee on University Teaching Awards (SUTA): Recipients of Western’s Excellence in Teaching Awards for 2024-25**

**ACTION:**     APPROVAL         INFORMATION         DISCUSSION

**EXECUTIVE SUMMARY:**

The recipients of Western’s Excellence in Teaching Awards are selected by the Senate Committee on University Teaching Awards (SUTA). The recipients of Western’s Excellence in Teaching Awards for 2024-25 were announced to Senate on April 25, 2025 as follows:

**The Angela Armitt Award for Excellence in Teaching by Part-Time Faculty**

Jacob Evoy, Faculty of Arts and Humanities, Department of Gender, Sexuality, and Women’s Studies

**The Edward G. Pleva Award for Excellence in Teaching**

Sandra Smeltzer, Faculty of Information and Media Studies

Aara Lauren Suksi, Faculty of Arts and Humanities, Department of Classical Studies

Anita Woods, Schulich School of Medicine & Dentistry, Department of Physiology and Pharmacology

**The Marilyn Robinson Award for Excellence in Teaching**

Claire Houston, Faculty of Law

Ashley McKeown, Faculty of Health Sciences, Arthur Labatt Family School of Nursing

**Western Award for Innovations in Technology-Enhanced Teaching**

Kyle Maclean, Ivey Business School

**The Vice-Provost (Academic Programs) Award for Excellence in Collaborative Teaching**

Mark Ramsay and Tracy Wong, Faculty of Music

**ITEM 5.4(h) – Advice re: 2025-26 University Operating and Capital Budgets**

**ACTION:**     APPROVAL     INFORMATION     DISCUSSION

**EXECUTIVE SUMMARY:**

Senate, at its meeting on April 25, 2025, reviewed the 2025-26 University Operating and Capital Budgets and offered its advice to the Board by recommending approval of those budgets.

The Operating and Capital Budgets and setting of tuition fees are in the purview of the Board of Governors. The Senate may provide advice to the Board under the authority of Section 30(f) of the UWO Act:

The Senate may pass resolutions and make recommendations to the Board with respect to any matter connected with the administration of the University and the promotion of its affairs, but this clause shall not be construed to subtract from the powers and duties conferred on the Board elsewhere in the UWO Act.

**ATTACHMENT(S):**

None.

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**ITEM 5.4(i) – Advice re: MAPP 1.1 – Use of University Facilities**

**ACTION:**     APPROVAL     INFORMATION     DISCUSSION

**EXECUTIVE SUMMARY:**

Approval of MAPP 1.1 – Use of University Facilities is in the purview of the Board of Governors. The Senate may provide advice to the Board under the authority of Section 30(f) of the UWO Act:

The Senate may pass resolutions and make recommendations to the Board with respect to any matter connected with the administration of the University and the promotion of its affairs, but this clause shall not be construed to subtract from the powers and duties conferred on the Board elsewhere in the UWO Act.

Senate, at its meeting on April 25, 2025, reviewed the proposed MAPP 1.1 – Use of University Facilities policy and offered its advice to the Board by recommending the following amendments to the policy:

- Add the word “unreasonably” to the definition of Prohibited Conduct, section (v) to read: “Conduct that threatens or **unreasonably** disrupts the Ordinary Functioning of the University.”
- Add the word “unreasonably” to section 9.00 to read: “Excessive noise in or on University Facilities that **unreasonably** disrupts the Ordinary Functioning of the University or a Special Event...”
- Remove the word “bedding” from the definition of Camping.
- Add a clarifying statement that students/campus community members are subject to security costs for a Demonstration only when they request extra security.

The following revision was proposed in relation to the procedures and is being considered by the policy holder for their inclusion in the procedure:

- Add in timelines for decision-making and appeal processes.

**ATTACHMENT(S):**

None.

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**ITEM 6.0 - Items Removed from the Consent Agenda**

**ACTION:**     APPROVAL       INFORMATION       DISCUSSION

**EXECUTIVE SUMMARY:**

This is a placeholder for any items removed from consent.

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