

SENATE AGENDA

1:30 p.m., Friday, February 15, 2019
Arts and Humanities Building, Rm 1R40

The Land Acknowledgment will be read at the beginning of the meeting.

1. **Minutes of the Meeting of January 18, 2019**
2. Business Arising from the Minutes
3. Report of the President – **EXHIBIT I** (A. Chakma)
4. Unanimous Consent Agenda – **EXHIBIT II**
5. Reports of Committees:
 - Operations/Agenda – **EXHIBIT III** (M. Milde)
 - Nominating Committee – **EXHIBIT IV** (K. Yeung)
 - University Planning – **EXHIBIT V** (D. Laird)
6. Announcements and Communications – **EXHIBIT VI**
7. Discussion and Question Period
8. New Business
9. Adjournment

Senate meetings are scheduled to begin at 1:30 p.m. and normally will end by 4:30 p.m. unless extended by a majority vote of those present.

SUMMARY OF AGENDA ITEMS: February 15, 2019

APPROVAL OF MINUTES

REPORT OF THE PRESIDENT

UNANIMOUS CONSENT AGENDA

FOR ACTION

OPERATIONS/AGENDA COMMITTEE

FOR ACTION

Appointment of Acting Chancellor & Vice-Chancellor for Western's MD Convocation

FOR INFORMATION

Order of Ceremony – Autumn Convocation 2019

NOMINATING COMMITTEE

FOR ACTION

Senate Committee on University Planning

SENATE COMMITTEE ON UNIVERSITY PLANNING (SCUP)

FOR ACTION

Fall 2019 Entrance Standards for First-Year Undergraduate Admissions
Five-Year Enrolment Projections

FOR INFORMATION

Provost's Update on Planning Process
Report on Faculty Recruitment and Retention

ANNOUNCEMENTS and COMMUNICATIONS

FOR INFORMATION

Academic Administrative Appointments
Report from the Board of Governors on the January 24, 2019 Meeting



MINUTES OF THE MEETING OF SENATE

JANUARY 18, 2019

The meeting was held at 1:30 p.m. in Room 1R40, Arts and Humanities Building.

SENATORS: 81

| | | |
|-------------------|--------------|-------------------|
| R. Andersen | L. Ghattas | K. Miller |
| S. Barghi | A. Grzyb | L. Miller |
| S. Basu | Y. Hassan | S. Mumm |
| G. Belfry | M. Heath | O. Nader |
| L. Beres | L. Henderson | M. Novello |
| A. Borchert | H. Hill | D. Olteanu |
| A. Bowlus | A. Holm | I. Paul |
| D. Brou | A. Hrymak | W. Pearson |
| S. Burke | L. Jiang | P. Peddle |
| J. Capone | P. Jones | T. Percival-Smith |
| A. Chakma | A. Kanji | A. Perro |
| E. Chamberlain | J. Kim | V. Radcliffe |
| A. Chant | K. Kirkwood | A. Ray |
| K. Clark | S. Knabe | M. Robinson |
| K. Cole | R. Konrad | C. Roulston |
| R. Collins | G. Kopp | J. Rylett |
| J. Corrigan | K. Kwan | P. Schmidt |
| V. Dalal | D. Laird | V. Schwean |
| S. Datars Bere | K. Lawless | N. Shuva |
| c. Davis-Chalmers | A. Leguard | Z. Sinel |
| M. Davidson | L. Logan | V. Smye |
| I. DeCoito | J. Malcolm | C. Steeves |
| C. Dick | J. Massiy | P. Thomlinson |
| B. Faubert | J. Matthews | G. Tigert |
| L. Federking | A. Meyer | S. Trosow |
| J. Garland | J. Michalski | J. Wilson |
| R. Garno | M. Milde | K. Yeung |

Observers: C. Alencar, K. Campbell, J. Doerksen, L. Gribbon, M. Pratt, M.B. Rose

Land Acknowledgement

S. Trosow read the Land Acknowledgement.

S.19-01

MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting of December 7, 2018 were approved as circulated.

S.19-02 **REPORT OF THE PRESIDENT** [Exhibit I]

The President's report distributed with the agenda contained information on the following topics:

- Dr. Alan Shepard appointed President-designate;
- Board of Governors approves the freedom of expression policy at its November 29, 2018 meeting;
- Dr. Adrian Owen of Western's Brain & Mind Institute was named an Officer of the Most Excellent Order of the British Empire;
- Re-appointments of Dr. Linda Miller (Vice-Provost, Graduate & Postdoctoral Studies) and Dr. John Doerksen (Vice-Provost, Academic Programs).

Additional items he reported on included:

- Provincial government's announced changes to tuition and ancillary fees. He advised that the University would be required to decrease tuition fees by 10% in the 2019-2020 budgeting cycle, and that the university would be required to maintain the decreased tuition for at least one further year.
- The University will address the funding impact over a two-year period, with part of the reserve fund to be used.
- Selection Committee for the Vice-President (Research) will be struck in the Spring with nominations coming to Senate in May.

S.19-03 **UNANIMOUS CONSENT AGENDA** [Exhibit II]

It was moved by R. Andersen, seconded by A. Chant,

That the items listed in the Unanimous Consent Agenda (Exhibit II) be approved and received for information by Senate by unanimous consent.

CARRIED

REPORT OF THE OPERATIONS/AGENDA COMMITTEE [Exhibit III]

S.19-04 **The Order of Ceremony – Spring Convocation 2019**

The Order of Ceremony – Spring Convocation 2019, detailed in Exhibit III, Appendix 1, was received for information.

REPORT OF THE SENATE NOMINATING COMMITTEE [Exhibit IV]

S.19-05 **Electoral Board for Chancellor**

Kim Clark (SS), Kelly Cole (VP External), Matthew Davison (Sci), Kim Miller (Admin. Staff), John Wilson (Ivey) were acclaimed to the Chancellor Electoral Board.

REPORT OF THE SENATE COMMITTEE ON ACADEMIC POLICY AND AWARDS [Exhibit V]

S.19-06 **Schulich School of Medicine & Dentistry and Faculty of Science: Withdrawal of Specialization Modules in Biochemistry; Medical Biophysics; Microbiology and Immunology; Pharmacology; Physiology:**

S.19-06a Withdrawal of the Specialization in Biochemistry

It was moved by R. Andersen, seconded by A. Chant,

That effective September 1, 2019, admission to the Specialization in Biochemistry be discontinued, and

That students enrolled in the module prior to September 1, 2019 be permitted to continue with the understanding that they must complete the requirements prior to August 31, 2023, and

That effective September 1, 2023, the module be withdrawn, and all registration discontinued.

CARRIED (By Unanimous Consent)

S.19-06b Withdrawal of the Specialization in Medical Biophysics

It was moved by R. Andersen, seconded by A. Chant,

That effective September 1, 2019, admission to the Specialization in Medical Biophysics be discontinued, and the module be withdrawn, and all registration discontinued.

CARRIED (By Unanimous Consent)

S.19-06c Withdrawal of the Specialization in Microbiology and Immunology

It was moved by R. Andersen, seconded by A. Chant,

That effective September 1, 2019, admission to the Specialization in Microbiology and Immunology be discontinued, and

That students enrolled in the module prior to September 1, 2019 be permitted to continue with the understanding that they must complete the requirements prior to August 31, 2023, and

That effective September 1, 2023, the module be withdrawn, and all registration discontinued.

CARRIED (By Unanimous Consent)

S.19-06d Withdrawal of the Specialization in Pharmacology and the Specialization in Physiology

It was moved by R. Andersen, seconded by A. Chant,

That effective September 1, 2019, admission to the Specialization in Pharmacology and to the Specialization in Physiology be discontinued, and

That students enrolled in the modules prior to September 1, 2019 be permitted to continue with the understanding that they must complete the requirements prior to August 31, 2023, and

That effective September 1, 2023, the modules be withdrawn, and all registration discontinued

CARRIED (By Unanimous Consent)

S.19-07 **Faculty of Social Science, DAN Department of Management & Organizational Studies: Revisions to the Admission Requirements of MOS Modules for Students Applying from the Affiliated University Colleges**

It was moved by R. Andersen, seconded by A. Chant,

That effective September 1, 2019, the admission requirements for students applying for admissions from the Affiliated University Colleges be revised as shown in Exhibit V, Appendix 1.

CARRIED (By Unanimous Consent)

S.19-08 **Brescia University College: Revision to the Graduation Requirements of All Undergraduate Modules**

It was moved by R. Andersen, seconded by A. Chant,

That Interdisciplinary Studies (IDS) 1200A/B be a mandatory course for first-year students registered at Brescia University College, effective September 1, 2019.

CARRIED (By Unanimous Consent)

S.19-09 **King's University College: Revisions to the Admission and Progression Requirements of the Honors Specialization in Social Work (BSW) Program**

It was moved by R. Andersen, seconded by A. Chant,

That the admission and progression requirements for the Honors Specialization in Social Work leading to a BSW degree be revised at King's University College effective September 1, 2019 as shown in Exhibit V, Appendix 2.

CARRIED (By Unanimous Consent)

S.19-10 **King's University College: Introduction of a Minor in Social and Political Thought**

It was moved by R. Andersen, seconded by A. Chant,

That effective September 1, 2019, a Minor in Social and Political Thought be introduced at King's University College.

CARRIED (By Unanimous Consent)

S.19-11 **King's University College: Renaming of the Religious Studies Modules**

It was moved by R. Andersen, seconded by A. Chant,

That the Honors Specialization, Major, Specialization and Minor in Religious Studies be renamed as Honors Specialization, Major, Specialization and Minor in Religion and Society effective September 1, 2019.

CARRIED (By Unanimous Consent)

S.19-12 **King's University College: Renaming and Revisions to the Certificate and Diploma in Childhood in the Justice System**

It was moved by R. Andersen, seconded by A. Chant,

That effective September 1, 2019, the Certificate and Diploma in Childhood in the Justice System be renamed as Certificate and Diploma in Childhood and Legal System and revised as shown Exhibit V, Appendix 3.

CARRIED (By Unanimous Consent)

S.19-13 **Renewal of the Articulation Agreement between Western University, King's University College, Huron University College and Fanshawe College Regarding the Transfer of Credit for Students in the Business-Accounting Diploma Program**

It was moved by R. Andersen, seconded by A. Chant,

That the renewal of the Articulation Agreement between Western University, King's University College, Huron University College and Fanshawe College regarding the transfer of credit for students in the Business-Accounting Diploma Program be approved effective January 1, 2019, as shown in Exhibit V, Appendix 4.

CARRIED (By Unanimous Consent)

S.19-14 **Scheduling Fall Reading Week in 2019**

It was moved by R. Andersen, seconded by A. Chant,

That a Fall Reading Week be held in 2019, in conjunction with Thanksgiving.

CARRIED (By Unanimous Consent)

S.19-15 **Revisions to the Policies on "Graduation Diplomas and Certificates" and "Academic Records and Transcripts" – Recording Students' Names**

It was moved by R. Andersen, seconded by A. Chant,

That the Policies on "Graduation Diplomas and Certificates" and "Academic Records and Student Transcripts" be revised effective January 1, 2019 as shown in Exhibit V, Appendix 5.

CARRIED (By Unanimous Consent)

REPORT OF THE SENATE COMMITTEE ON UNIVERSITY PLANNING (SCUP) [Exhibit VI]

S.19-16 **Office of the Ombudsperson Annual Report 2017-2018**

The Office of the Ombudsperson Annual Report 2017-2018, detailed in Exhibit VI, Appendix 1, was received for information.

S.19-17 **Designated Chairs, Professorships and Faculty Fellowships approved on behalf of the Senate in 2018 by the Senate Committee on University Planning**

The Designated Chairs, Professorships and Faculty Fellowships approved on behalf of the Senate in 2018 by the Senate Committee on University Planning, detailed in Exhibit VI, Appendix 2, was received for information.

S.19-18

REPORT OF THE ACADEMIC COLLEAGUE [Exhibit VII]

The Report of the Academic Colleague, detailed in Exhibit VII, was received for information. Topics included in the report were the Fall Economic Statement, OSAP, Sexual Violence Survey and the Freedom of Expression Policy.

A Senator noted concerns relating to students and the advocacy of student interests relating to OSAP and funding, noting that the changes to OSAP could discourage student from attending university for fear of assuming debt.

ADJOURNMENT

The meeting adjourned at 1:58 p.m.

A. Chakma
Chair

K. Kwan
Secretary



President & Vice-Chancellor

REPORT OF THE PRESIDENT

To: Senators
From: Amit Chakma
Date: February 8, 2019
Re: President's Report to Senate

For the February 15, 2019 meeting of Senate, I highlight the following news and developments since my last written report (dated January 10, 2019) for the meeting of Senate on January 18, 2019.

MTCU tuition, OSAP and ancillary fee policy changes: On January 18 the Ministry of Training, Colleges and Universities announced a directive to reduce domestic tuition fee rates by 10 percent in 2019-20, among other related policy changes, which will impact a key revenue stream for all publicly supported postsecondary institutions in Ontario. As Provost Hymak highlighted in a follow-up communication to the campus community, while we cannot control government decisions, we can manage our response to this new challenge through careful planning and prudent actions within our control. Though these policy changes have necessitated some re-thinking of the University's budget planning parameters, Western will remain steadfastly focused on the pursuit of our vision and institutional priorities. Since the January 18 announcement, Deans and other academic and administrative leaders across campus have begun strategizing on how best to preserve resources for our priorities and mitigate the impact that a tuition fee reduction will have on University operations. In the meantime, we will continue to share more information as we learn more from government about how it plans to implement its new policy, including details related to OSAP and students' ability to "opt-out" of certain ancillary fees.

Mayor's Broughdale Task Force: At his January 24 "State of the City Address," newly elected Mayor of London Ed Holder announced that a Broughdale Task Force has been formed to combat the illegal street party that has happened near campus in recent years, an annual event he described as an "increasingly dangerous and disruptive weekend." Mayor Holder—who is a Western alumnus, donor and new member of the University's Board of Governors—named Broughdale among the public safety challenges facing London, and he used the State of the City Address to announce the task force as a means to encourage community partners to work collaboratively in search of a solution. The task force is composed of senior leaders from City administration, London Police Services, London Fire Department, Western's administration, and the University Students' Council. Western will be represented by Lynn Logan, Vice-President (Operations & Finance); Peter White, Executive Director (Government Relations & Strategic Partnerships); Jennie Massey, Associate Vice-President (Student Experience), and; Mitchell Pratt, President, USC.

Western faculty, alumni and staff recognized: Sixteen members of the Western family have been recognized with prestigious national and local accolades in recent weeks. Nine alumni and one faculty member were named among the newest appointees to the Order of Canada, including:

- **Jean André Élie**, MBA'68, for his ongoing contributions to governance in the arts and for his philanthropy in support of numerous causes;
- **Ross Feldman**, Schulich School of Medicine & Dentistry professor emeritus and Robarts Research Institute scientist, for his leadership in the prevention and control of hypertension in Canada;
- **Serge Guoin**, BA'65, MBA'66, for his contributions to the development of television broadcasting, cable television and telecommunications, and for his involvement with charitable organizations;
- **Linda Hasenfratz**, BSc'89, MBA'97, for her efforts to develop economic opportunities in Canada and elsewhere, and for her ongoing community involvement;
- **Robert Lacroix**, LLD'06, named for his contributions to economics and public policy-making as a professor and rector emeritus. This is a promotion within the Order.
- **Raymond Muzyka**, MBA'01, for his revolutionary contributions to the video game industry as a developer and co-founder of an internationally renowned studio;
- **Henri-Paul Rousseau**, PHD'74, for his many contributions to the economy and for his social and community involvement;
- **Richard J. Schmeelk**, LLD'90, for his sustained philanthropy and for his commitment to fostering greater understanding between English- and French-speaking Canadians;
- **Peter D. Simons**, BA'86, for his leadership in business, his advocacy of the Canadian retail industry and his philanthropic endeavours; and
- **Heather Stuart**, BA'79, MA'84, for her commitment to mental health advocacy in Canada.

Another six alumni, faculty and staff were named among this year's recipients of the YMCA's Women of Excellence Award, including:

- **Shantal Feltham**, BA'91, founder, President and CEO of Stiris Research and Stiris Research USA Inc., an award-winning company conducting global clinical trials for biotechnology and biopharmaceutical industries;
- **Dr. Bertha Garcia**, faculty member in the Department of Pathology & Laboratory Medicine;
- **Heather Hiscox**, MA'87, LLD'11, journalist and host/anchor of CBC national morning news;
- **Kathly Longo**, BA'77, founder of London's La Ribambelle, a French First Language Day Care;
- **Christine Stapleton**, Director of Western's Sports and Recreation Services;
- **Serena Tejpar**, BMSc'18, MSc Global Health candidate, and Research Assistant with the Centre for Education Research & Innovation.

Western leadership update: In recent months, there have been three senior administrative appointments in the Operations and Finance portfolio that I would like to formally recognize in my report to Senate. **Eric Mallory** joins Western as Co-Associate Vice-President (Financial Services). A Chartered Professional

Accountant (CPA, CA), he is also a Western graduate holding an HBA, Business Administration and Economics from Ivey. Eric will be a familiar face to many members of our team as he comes to us from KPMG where part of his responsibilities included leading the University's audit in his role as Senior Manager, Audit and Assurance. Concurrently, **Bill Mathers** has been appointed Co-Associate Vice-President (Financial Services). Part of the Western team since 1985, he has taken on progressive leadership roles in the division which resulted in him being appointed Acting AVP earlier this year. Bill holds two Bachelor degrees (Chemistry and Computer Science) and is a Chartered Professional Accountant (CPA, CA). **Chris Alleyne** has been appointed Associate Vice-President (Housing & Ancillary Services). A Western alumnus and recipient of the Western Award of Excellence, Chris has held various leadership positions within the Housing Department over a 15-year span, including Director of Residences, Associate Director of Residence Engagement, and Coordinator of Residence Conduct.

Meanwhile, the work of selection committees remains underway for the Deans of the Ivey Business School, Faculty of Engineering, and the Schulich School of Medicine & Dentistry.

UNANIMOUS CONSENT AGENDA

FOR APPROVAL

Any member who wishes to ask a question, discuss, or oppose an item that is listed below may have it removed from the consent agenda by contacting the Secretary of Senate prior to the meeting or by asking that it be removed before the Chair calls for a mover and seconder for the following motion.

Recommended: That the following items be approved or received for information by the Senate by unanimous consent:

Report of the Senate Operations/Agenda Committee – EXHIBIT III

| | |
|--|-------------|
| 1. Order of Ceremony – Autumn Convocation 2019 | INFORMATION |
|--|-------------|

Announcement and Communications – EXHIBIT V

| | |
|---|-------------|
| 2. Academic Administrative Appointments | INFORMATION |
| 3. Report from the Board of Governors on the January 24, 2019 Meeting | INFORMATION |

The Unanimous Consent Agenda

The Senate's parliamentary authority -- *Sturgis Standard Code of Parliamentary Procedure* -- explains the consent agenda:

Organizations having a large number of routine matters to approve often save time by use of a *consent agenda*, also called a *consent calendar* or *unanimous consent agenda*. This is a portion of the printed agenda listing matters that are expected to be non-controversial and on which there are likely to be no questions.

Before taking the vote, the chair allows time for the members to read the list to determine if it includes any matters on which they may have a question, or which they would like to discuss or oppose. Any member has a right to remove any item from the consent agenda, in which case it is transferred to the regular agenda so that it may be considered and voted on separately. The remaining items are then unanimously approved *en bloc* without discussion, saving the time that would be required for individual votes.

While approval of an omnibus motion saves time at Senate meetings, Senate members will want to review the agenda materials carefully in order that they properly discharge their responsibilities.

How it works:

In consultation with Committee chairs and principal resource persons, the Secretary identifies action and information items that are routine and/or likely non-controversial. In each Committee's report, these items are noted in the list of items at the beginning of the report. Action and information items on the agenda and in committee reports that are not noted on the consent agenda will be presented singly for discussion and voting (when appropriate).

When members receive their Senate agendas, they should review all reports in the usual manner. **If any member wants to ask a question, discuss, or oppose an item that is marked for the consent agenda, he or she can have it be removed from the consent agenda** by contacting the Secretary of the Senate 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 Senate meeting, before the unanimous consent motion is presented for approval, the Chair of the Senate (1) will advise the Senate of items that are to be removed from the list, based on prior requests from Senate members; and (2) will ask if there are any other items that should be removed from the list. The remaining items are then unanimously approved *en bloc* without discussion, saving the time that would be required for individual presentation and voting. Those matters that have been struck from the consent agenda will be handled in the usual way as each Committee's report is presented.

The minutes of the Senate meeting will report matters approved as part of the consent agenda as "carried by unanimous consent". Information items received as part of the consent agenda will be reported as received.

REPORT OF THE OPERATIONS AGENDA COMMITTEE

| Contents | Consent Agenda |
|---|---------------------------|
| Appointment of Acting Chancellor and Vice-Chancellor for Western's MD Convocation (May 17, 2019) | No |
| Order of Ceremony – Autumn Convocation 2019 | Yes |

FOR ACTION

1. **Appointment of Acting Chancellor and Vice-Chancellor for Western's MD Convocation – (May 17, 2019)**

Recommended: That Senate authorize Dr. Andrew Hrymak to serve as Acting Chancellor and Dr. Davey Cheng to serve as Acting Vice-Chancellor at Western's MD Convocation scheduled for May 17, 2019.

Background:

From the UWO Act, sec. 37(3) and (4):

In the absence of the Chancellor ... the Vice-Chancellor shall act as Chancellor at Convocation or shall appoint a member of the Faculty to act in that capacity. In the absence of both the Chancellor and Vice-Chancellor ... the Chancellor's duties shall be performed by a member of the Faculty appointed by the Senate for that purpose.

FOR INFORMATION

2. **Order of Ceremony – Autumn Convocation 2019**

See **Appendix 1**.

ORDER OF CEREMONY – AUTUMN CONVOCATION 2019 (#314)

WEDNESDAY, OCTOBER 23, 2019 – 10:00 A.M.

School of Graduate and Postdoctoral Studies *
King's University College (All Degrees)
Faculty of Health Sciences (Undergraduate Degrees)
Faculty of Law (All Degrees)
Don Wright Faculty of Music (All Degrees)
Faculty of Science (Undergraduate Degrees)
Schulich School of Medicine & Dentistry and Faculty of Science (Undergraduate Degrees)

WEDNESDAY, OCTOBER 23 – 3:00 P.M.

School of Graduate and Postdoctoral Studies *
Faculty of Science (Graduate Degrees)
Faculty of Social Science (Graduate Degrees)
Schulich School of Medicine & Dentistry (Graduate Degrees)

THURSDAY, OCTOBER 24 – 10:00 A.M.

School of Graduate and Postdoctoral Studies *
Faculty of Education (All Degrees)
Faculty of Engineering (All Degrees)

THURSDAY, OCTOBER 24 - 3:00 P.M.

School of Graduate and Postdoctoral Studies *
Faculty of Arts and Humanities (Graduate Degrees)
Health Sciences (Graduate Degrees)
Faculty of Information and Media Studies (All Degrees)

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

School of Graduate and Postdoctoral Studies *
Brescia University College (All Degrees)
Huron University College (All Degrees)
Richard Ivey School of Business (All Degrees)

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

Faculty of Arts and Humanities (Undergraduate Degrees)
Faculty of Social Science (Undergraduate Degrees)

* Students in the School of Graduate and Postdoctoral Studies in graduate programs hosted by individual faculties.

REPORT OF THE NOMINATING COMMITTEE

| Contents | Consent Agenda |
|--|-----------------------|
| Senate Committee on University Planning | No |

FOR ACTION

1. **Senate Committee on University Planning**

Composition:

Includes twelve members elected by Senate:

- Six (6) members of faculty, who are members of Senate at the time elected, only one of whom may be a Dean
- Two (2) graduate students*
- One (1) undergraduate student Senator
- Two (2) administrative staff
- One (1) postdoctoral fellow

*the President of the Society of Graduate Students shall qualify as a student for this purpose.

Current Senate-Elected Members:

Terms continuing to June 30, 2019:

C. Alleyne (Admin Staff), John Cuciurean (Music), J. Garland (S) (Dean/HS), G. Kopp(S) (Engg), M. Robinson (S) (Grad), B. Rubin (Sci), S. Trosow (S) (FIMS), E. Walsh (Grad), D. Olteanu (S), Vacancy

Terms continuing to June 30, 2020:

A. Bowlus (S) (SS), S. Hayne Beatty (Admin Staff), D. Laird (S) (Schulich)

Required: One postdoctoral fellow to complete the term of N. Kuntz (Post-Doc) who has resigned.

Nominee: Kate Parham

FOR INFORMATION

Future Business of the Senate Nominating Committee

Upcoming Nominating Committee agenda items are posted on the Senate website at:
<http://www.uwo.ca/univsec/pdf/senate/newnoms.pdf#>

REPORT OF THE SENATE COMMITTEE ON UNIVERSITY PLANNING (SCUP)

| Contents | Consent Agenda |
|---|---------------------------|
| Fall 2019 Entrance Standards for First-Year Undergraduate Admissions | No |
| Five-Year Enrolment Projections | No |
| Provost's Update on Planning Process | No |
| Report on Faculty Recruitment and Retention | No |

FOR APPROVAL

1. **Fall 2019 Entrance Standards for First-Year Undergraduate Admissions**

Recommended: That Senate approve the targets and processes for first-year, first-entry undergraduate enrolment for the Constituent University and Affiliated University Colleges as outlined in **Appendix 1**.

Background:
See Appendix 1.

2. **Five-Year Enrolment Projections**

Recommended: That the five-year enrolment projections/plans presented in **Appendix 2** be used for University budget planning purposes.

Background:
See Appendix 2.

FOR INFORMATION

3. **Provost's Update on Planning Process**

A. Hrymak, Provost and Vice-President (Academic) will provide an oral report at the meeting.

4. **Report on Faculty Recruitment and Retention**

The Report on Faculty Recruitment and Retention is provided in **Appendix 3**. A presentation will be made by the Vice-Provost (Academic Planning, Policy, and Faculty).

Western University

SCUP's Subcommittee on Enrolment Planning and Policy (SUEPP)

Fall 2019 Entrance Standards for First-Year Undergraduate Admissions

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 spot in Ontario in 2014. Our approach to first-year admissions – approved by Senate in November 2010 – included the following high-level priorities:

1. Our objective should be to continue to 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 large 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 increasing 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.
5. We should continue to monitor the size of our overall first-year class – in order to ensure that the undergraduate population does not reach a level that cannot be accommodated within our current physical infrastructure.

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 – by 2014-15.

Current Strategic Plan Priorities

Our current Strategic Plan – *Achieving Excellence on the World Stage* – includes the following enrolment-planning related objectives:

- a. Attract the brightest students as demonstrated through the highest entering grade average.
- b. Achieve the highest student retention and graduation rates among Canada's leading research-intensive universities.
- c. Increase international undergraduate enrolment to at least 15% and domestic out-of-province student enrolment to at least 10% of the undergraduate student body.
- d. Increase graduate student enrolment to at least 20% of the total student body.

B. Update on the Fall 2018 Entering Class and Entrance Standards

Constituent University

1. The Constituent University's full-time first-year enrolment was 5,378. Of this, 855 (or 15.9%) were international students.
2. The common minimum entrance requirement was a mid-year offer grade of 83.5% (for Arts & Humanities and FIMS). For all other programs the mid-year offer grades were higher – ranging from 84.0% to 92.0%. At offer time, the condition for the final grade was as follows -- minimum 83.5% for Arts & Humanities and FIMS; 84.0% for Engineering, BHSc program, Kinesiology, Science, Social Science and MOS; and 85.0% for Nursing.
3. For information, full-time graduate enrolment was 5,911, which equates to just over 19% of total full-time enrolment.

Affiliated University Colleges

4. Full-time first-year enrolment at the Colleges were as follows:
 - Brescia 320
 - Huron 415
 - King's 834
5. The final grade requirement at each of the Colleges was 78% (i.e. compared to the 83.5% at the Constituent University) – and, at this level, the Colleges met the commitment made back in 2010. Western's Provost and the Principals of the Affiliated University Colleges continue to review the gap in entrance standards – in the context of student performance and outcomes measures.

C. Fall 2019 Admissions Plans

Constituent University

1. The admissions strategy of the recent years will continue for the fall 2019 admissions cycle – and it is expected that our mid-year offer grade (for all programs) will be no less than 83.5%, with a final grade requirement of at least 83.5%.
2. Based on the current applications data, we are estimating a first-year class in the range of 5,250 – which includes 680 international students.

Affiliated University Colleges

3. The final grade requirement at each of the Colleges will be no less than 78.5%.
4. 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. The proportion of students with final grades below the minimum requirement (i.e. 78.5%) shall not exceed 5% of the entering class.
5. Where applicable, the Colleges will be bound to the minimum entrance standards established by the Constituent University for limited-enrolment programs – including B.H.Sc. and Kinesiology.
6. The planned first-year class sizes are as follows:
 - Brescia 337
 - Huron 450
 - King's 845

Five-Year Enrolment Projections

SUMMARY OF ENROLMENT FORECAST

| | Actual | | | | | Forecast | | | | | |
|----|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | |
| 1 | Constituent University | | | | | | | | | | |
| 2 | Full-Time Undergraduates | | | | | | | | | | |
| 3 | Arts & Humanities | 1,121 | 1,027 | 979 | 985 | 938 | 905 | 935 | 959 | 966 | 969 |
| 4 | Business (HBA) | 1,100 | 1,093 | 1,120 | 1,109 | 1,085 | 1,130 | 1,130 | 1,130 | 1,130 | 1,130 |
| 5 | Dentistry | 262 | 265 | 265 | 263 | 262 | 264 | 264 | 264 | 264 | 264 |
| 6 | Education | 657 | 286 | 653 | 747 | 716 | 668 | 668 | 668 | 668 | 668 |
| 7 | Engineering | 1,546 | 1,761 | 1,951 | 1,981 | 2,032 | 2,060 | 2,117 | 2,243 | 2,261 | 2,262 |
| 8 | Health Sciences | | | | | | | | | | |
| 9 | BHSc Program | 1,163 | 1,179 | 1,199 | 1,189 | 1,227 | 1,233 | 1,281 | 1,278 | 1,277 | 1,294 |
| 10 | Kinesiology | 1,240 | 1,204 | 1,247 | 1,231 | 1,215 | 1,212 | 1,183 | 1,152 | 1,153 | 1,155 |
| 11 | Nursing | 835 | 868 | 903 | 960 | 969 | 969 | 966 | 957 | 957 | 957 |
| 13 | Sub-Total | 3,238 | 3,251 | 3,349 | 3,380 | 3,411 | 3,414 | 3,430 | 3,388 | 3,387 | 3,406 |
| 14 | Law | 486 | 474 | 482 | 478 | 480 | 468 | 468 | 468 | 468 | 468 |
| 15 | Media, Information, & Tech | 924 | 983 | 966 | 898 | 916 | 862 | 865 | 848 | 848 | 854 |
| 16 | Medicine | | | | | | | | | | |
| 17 | MD Program | 683 | 684 | 682 | 699 | 685 | 684 | 684 | 684 | 684 | 684 |
| 18 | BMedSci Program | 892 | 881 | 928 | 1,021 | 1,000 | 1,000 | 970 | 970 | 970 | 970 |
| 19 | Music | 457 | 432 | 417 | 412 | 414 | 437 | 457 | 466 | 469 | 469 |
| 20 | Science | 4,606 | 4,679 | 4,826 | 4,948 | 5,143 | 5,190 | 5,256 | 5,282 | 5,281 | 5,296 |
| 21 | Social Science | 6,601 | 6,482 | 6,520 | 6,501 | 6,497 | 6,424 | 6,457 | 6,532 | 6,601 | 6,672 |
| 22 | Total Full-Time Undergraduates | 22,573 | 22,298 | 23,138 | 23,422 | 23,579 | 23,505 | 23,700 | 23,902 | 23,997 | 24,112 |
| 23 | Concurrent Programs | 200 | 255 | 233 | 231 | 247 | 250 | 250 | 250 | 250 | 250 |
| 24 | Medical Residents | 913 | 923 | 942 | 934 | 956 | 955 | 955 | 955 | 955 | 955 |
| 25 | Full-Time Graduates | | | | | | | | | | |
| 26 | Masters | 3,146 | 3,276 | 3,431 | 3,750 | 3,734 | 3,869 | 3,971 | 4,009 | 4,044 | 4,084 |
| 27 | Ph.D. | 2,075 | 2,088 | 2,083 | 2,185 | 2,177 | 2,197 | 2,232 | 2,265 | 2,300 | 2,325 |
| 28 | Total Full-Time Graduates | 5,221 | 5,364 | 5,514 | 5,935 | 5,911 | 6,066 | 6,203 | 6,274 | 6,344 | 6,409 |
| 29 | Total Full-Time Enrolment | 28,907 | 28,840 | 29,827 | 30,522 | 30,693 | 30,776 | 31,108 | 31,381 | 31,546 | 31,726 |
| 30 | Part-Time FTEs | | | | | | | | | | |
| 31 | Undergraduate <1> | 2,123 | 2,226 | 2,084 | 2,012 | 2,074 | 2,100 | 2,100 | 2,100 | 2,100 | 2,100 |
| 32 | Education (AQs) <1> | 607 | 595 | 499 | 401 | 440 | 440 | 440 | 440 | 440 | 440 |
| 33 | Masters | 99 | 79 | 89 | 95 | 114 | 120 | 120 | 120 | 120 | 120 |
| 34 | Ph.D. | 29 | 32 | 29 | 29 | 32 | 32 | 32 | 32 | 32 | 32 |
| 35 | Total Part-Time FTEs | 2,858 | 2,932 | 2,701 | 2,537 | 2,660 | 2,692 | 2,692 | 2,692 | 2,692 | 2,692 |
| 36 | Total Constituent FTEs | 31,765 | 31,772 | 32,528 | 33,059 | 33,353 | 33,468 | 33,800 | 34,073 | 34,238 | 34,418 |
| 37 | Affiliated University Colleges <2> | | | | | | | | | | |
| 38 | Full-Time Undergraduates | | | | | | | | | | |
| 39 | Brescia | 1,269 | 1,327 | 1,329 | 1,306 | 1,392 | 1,405 | 1,440 | 1,485 | 1,532 | 1,535 |
| 40 | Huron | 1,144 | 1,062 | 979 | 882 | 1,038 | 1,075 | 1,136 | 1,184 | 1,203 | 1,211 |
| 41 | King's | 3,063 | 3,004 | 3,070 | 3,034 | 3,162 | 3,196 | 3,229 | 3,262 | 3,295 | 3,327 |
| 42 | Total Full-Time Undergraduates | 5,476 | 5,393 | 5,378 | 5,222 | 5,592 | 5,676 | 5,805 | 5,931 | 6,030 | 6,073 |
| 43 | Part-Time Undergraduate FTEs <1> | | | | | | | | | | |
| 44 | Brescia | 86 | 80 | 69 | 84 | 79 | 80 | 80 | 80 | 80 | 80 |
| 45 | Huron | 65 | 58 | 42 | 65 | 62 | 58 | 58 | 58 | 58 | 58 |
| 46 | King's | 277 | 260 | 232 | 234 | 229 | 231 | 231 | 231 | 231 | 231 |
| 47 | Total Part-Time FTEs | 428 | 398 | 343 | 383 | 370 | 369 | 369 | 369 | 369 | 369 |
| 48 | Graduate FTEs | | | | | | | | | | |
| 49 | Brescia | 28 | 33 | 35 | 35 | 38 | 44 | 47 | 48 | 46 | 46 |
| 50 | Huron | 11 | 9 | 9 | 7 | 5 | 6 | 7 | 9 | 10 | 10 |
| 51 | King's | 33 | 29 | 41 | 48 | 50 | 60 | 60 | 60 | 60 | 60 |
| 52 | Total Graduate FTEs | 72 | 71 | 85 | 90 | 93 | 110 | 114 | 117 | 116 | 116 |
| 53 | Total Affiliate FTEs | 5,976 | 5,862 | 5,806 | 5,695 | 6,055 | 6,155 | 6,288 | 6,417 | 6,515 | 6,558 |
| 54 | Total UWO FTEs | 37,741 | 37,634 | 38,334 | 38,754 | 39,408 | 39,623 | 40,088 | 40,490 | 40,753 | 40,976 |

SUMMARY OF ENROLMENT FORECAST

| | | Actual | | | | | Forecast | | | | |
|----|---------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------|
| | | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 |
| | Rows 55 to 86 Included above | | | | | | | | | | |
| 55 | International Students | | | | | | | | | | |
| 56 | Constituent Full-Time | | | | | | | | | | |
| 57 | Undergraduates | 1,895 | 1,990 | 2,217 | 2,342 | 2,692 | 2,835 | 2,932 | 3,091 | 3,102 | |
| 58 | Medical Residents | 134 | 136 | 134 | 123 | 142 | 140 | 140 | 140 | 140 | |
| 59 | Masters (excluding Ivey) | 495 | 576 | 596 | 715 | 717 | 735 | 765 | 775 | 800 | |
| 60 | MBA (Regular), Ivey MSc | 39 | 56 | 68 | 75 | 63 | 94 | 112 | 112 | 112 | |
| 61 | Executive MBA | 35 | 24 | 2 | 1 | 4 | 0 | 0 | 0 | 0 | |
| 62 | Ph.D. | 547 | 562 | 562 | 581 | 607 | 618 | 625 | 630 | 635 | |
| 63 | Affiliates | | | | | | | | | | |
| 64 | Undergraduates | 577 | 661 | 718 | 732 | 991 | 1,094 | 1,184 | 1,257 | 1,307 | |
| 65 | Masters | 0 | 0 | 2 | 0 | 0 | 1 | 2 | 2 | 2 | |
| 66 | Year 1 Only | | | | | | | | | | |
| 67 | Constituent | | | | | | | | | | |
| 68 | Arts & Humanities | 267 | 217 | 240 | 229 | 233 | 240 | 240 | 240 | 240 | |
| 69 | Engineering | 511 | 637 | 598 | 571 | 588 | 610 | 610 | 610 | 610 | |
| 70 | Health Sciences | | | | | | | | | | |
| 71 | BHSc Program | 347 | 336 | 320 | 335 | 393 | 340 | 350 | 360 | 375 | |
| 72 | Kinesiology | 386 | 335 | 350 | 318 | 304 | 320 | 320 | 320 | 320 | |
| 73 | Nursing | 131 | 143 | 162 | 144 | 142 | 145 | 145 | 145 | 145 | |
| 74 | Media, Information, & Tech | 336 | 350 | 304 | 245 | 263 | 250 | 250 | 260 | 260 | |
| 75 | MOS Program | 857 | 794 | 861 | 769 | 819 | 800 | 820 | 835 | 850 | |
| 76 | Music | 99 | 100 | 102 | 112 | 121 | 120 | 120 | 120 | 120 | |
| 77 | Science | 1,474 | 1,445 | 1,599 | 1,551 | 1,680 | 1,625 | 1,635 | 1,650 | 1,650 | |
| 78 | Social Science | 803 | 796 | 817 | 815 | 835 | 800 | 810 | 820 | 850 | |
| 79 | Total Year 1 - Constituent | 5,211 | 5,153 | 5,353 | 5,089 | 5,378 | 5,250 | 5,300 | 5,360 | 5,420 | |
| 80 | Affiliated University Colleges | | | | | | | | | | |
| 81 | Brescia | 315 | 350 | 321 | 313 | 320 | 337 | 365 | 382 | 394 | |
| 82 | Huron | 274 | 290 | 253 | 250 | 415 | 450 | 463 | 463 | 463 | |
| 83 | King's | 740 | 774 | 777 | 788 | 834 | 845 | 853 | 861 | 869 | |
| 84 | Total Year 1 - Affiliates | 1,329 | 1,414 | 1,351 | 1,351 | 1,569 | 1,632 | 1,681 | 1,706 | 1,726 | |
| 85 | Total UWO Year 1 | 6,540 | 6,567 | 6,704 | 6,440 | 6,947 | 6,882 | 6,981 | 7,066 | 7,146 | |
| 86 | Masters | | | | | | | | | | |
| 87 | All Programs (excluding MBAs) | 2,781 | 2,877 | 3,004 | 3,280 | 3,319 | 3,419 | 3,487 | 3,525 | 3,560 | |
| 88 | Ivey (excl EMBA) | 161 | 208 | 255 | 265 | 241 | 275 | 310 | 310 | 310 | |
| 89 | Executive MBA | 204 | 191 | 172 | 205 | 174 | 175 | 174 | 174 | 174 | |

For Information

| | | | | | | | | | | | |
|----|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 90 | Year 1 Constituent International Students | 527 | 508 | 618 | 638 | 855 | 680 | 730 | 790 | 850 | 850 |
|----|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|

<1> 2018-19 part-time undergraduate FTEs are estimated.



Western
UNIVERSITY • CANADA

Annual Report to SCUP on Faculty Recruitment and Retention

**Office of the Vice Provost (Academic
Planning, Policy and Faculty)**

February 2019

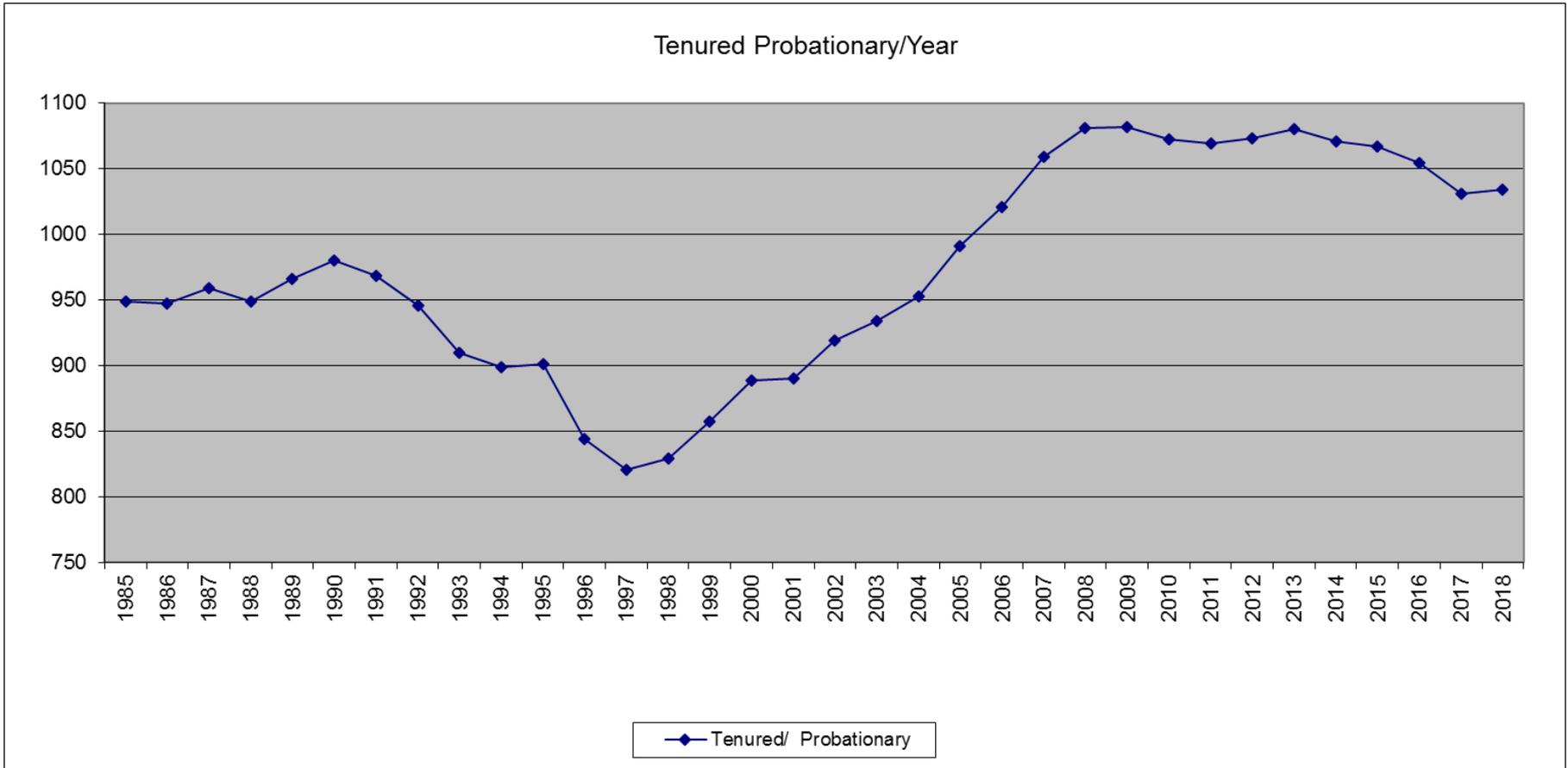
Contents:

- Probationary and Tenured Faculty
 - Appointments
 - Resignations
 - Retirements
- Limited-Term Faculty
- Part-Time Faculty
- Full-Time Clinical Faculty

Probationary and Tenured Faculty

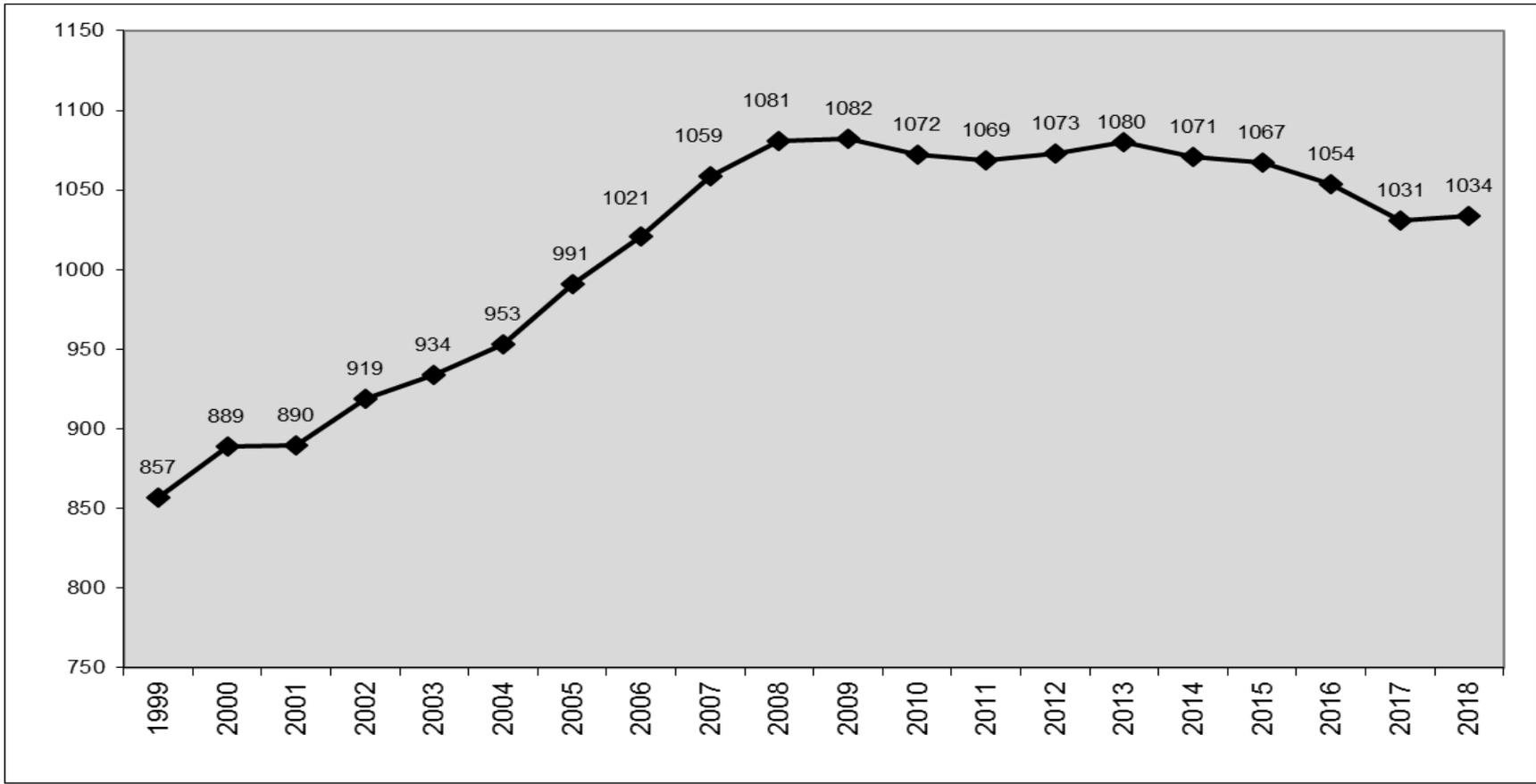
- October 1 Count
- Includes all Full-Time Probationary (Tenured-track) and Tenured Faculty
- Includes those in senior administrative roles who are exempt from the UWOFA Collective Agreement provisions

Probationary and Tenured Faculty at Western 1985 - 2018



Source: Western Corporate Information 1985 – 1999
UCASS Data 1999 – 2009
U15 Data 2009 – 2017
Human Resources Information System - 2018

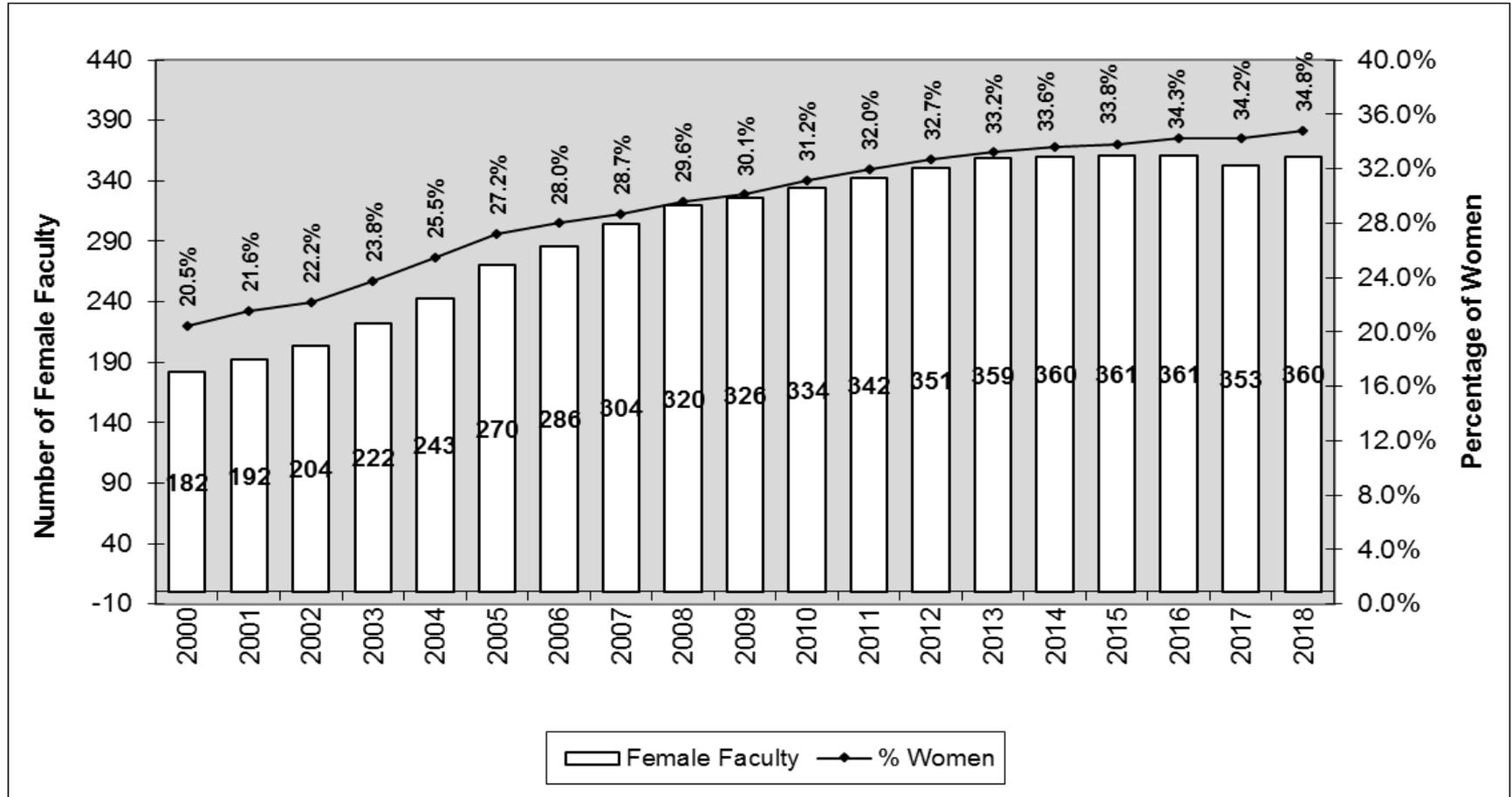
Probationary and Tenured Faculty at Western, 1999 to 2018



Source: UCASS Data for 1999 – 2009;
U15 Data for 2009 – 2017, and Western HR Information System for 2018
The 2007 data and beyond includes Roberts Scientists who became Probationary and Tenured on July 1, 2007.

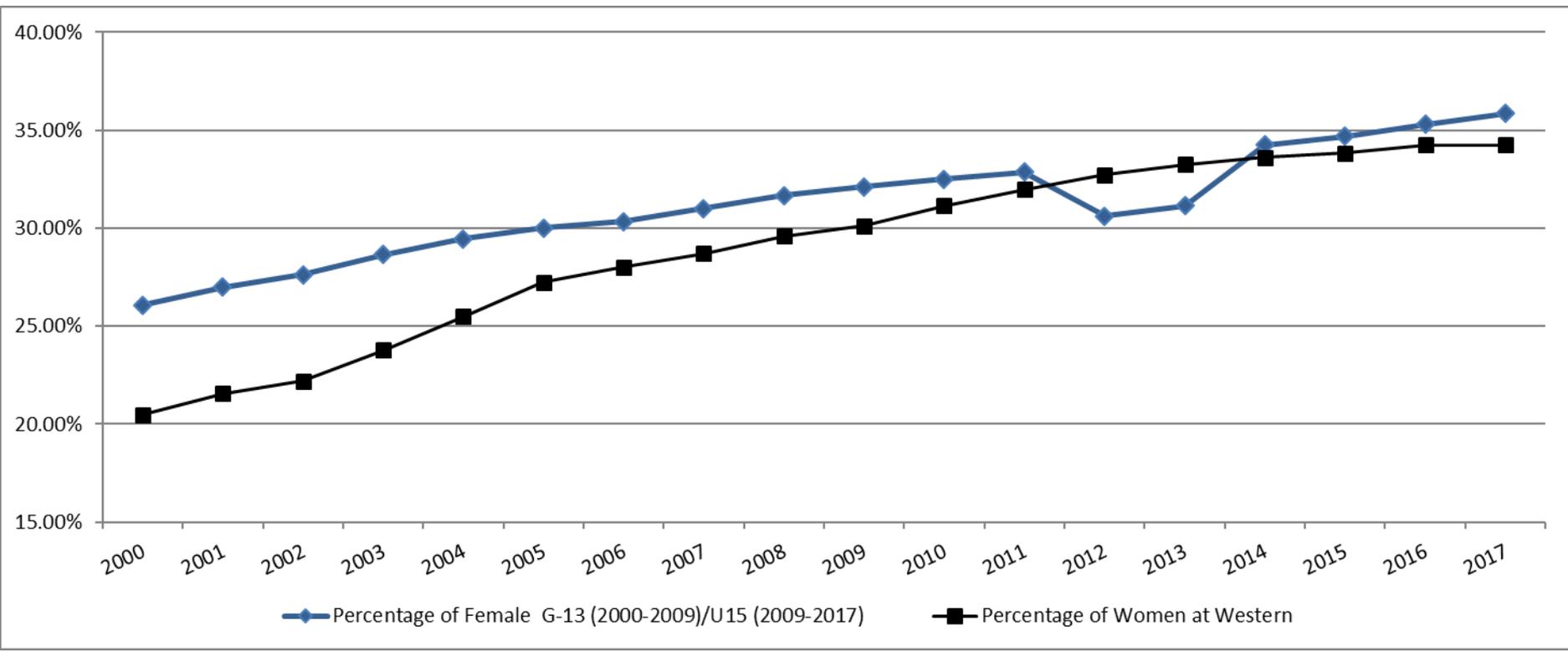


Probationary and Tenured Female Faculty at Western, 1999 to 2018



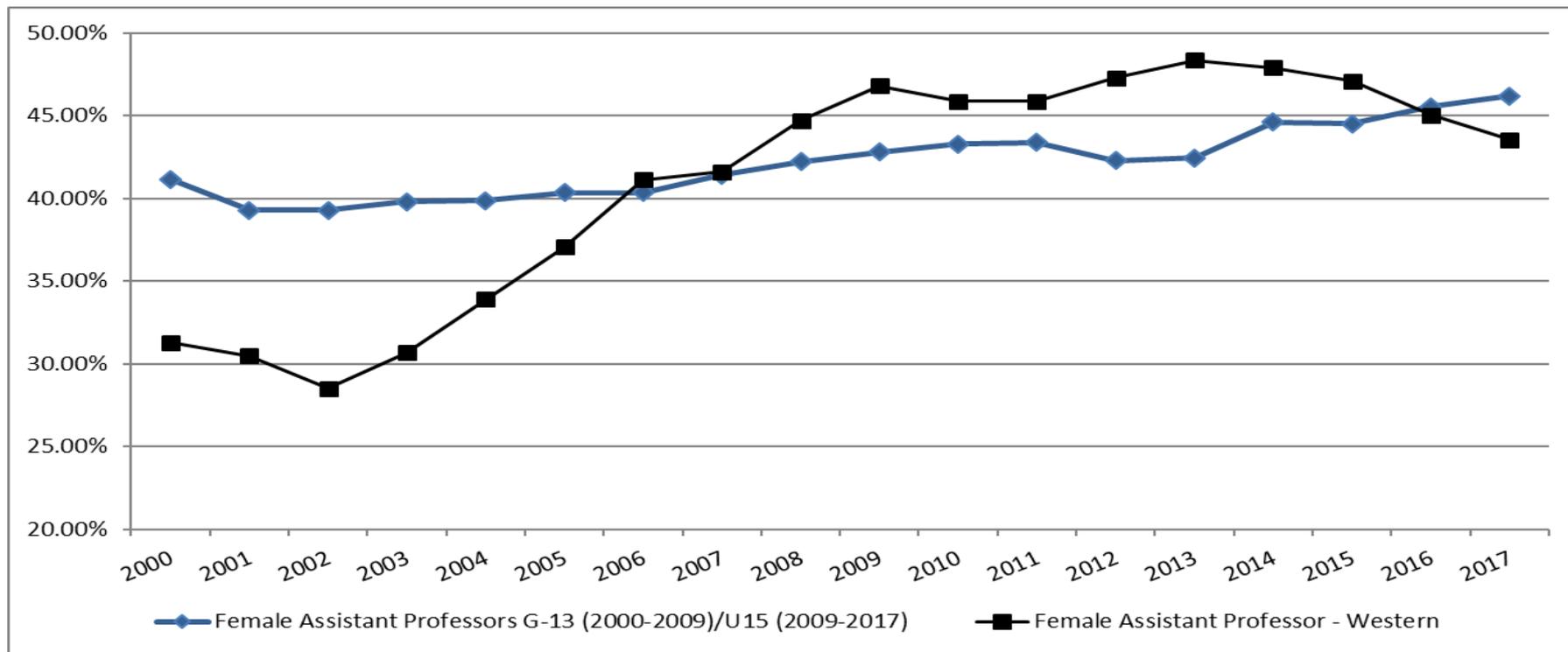
Source: UCASS Data for 1999 – 2009;
U15 Data for 2009 – 2017, and Western HR Information System for 2018

Women as a Percentage of Tenured/Probationary Faculty: G-13 (2000-2009)/U15 (2009-2017) excluding Western vs. Western



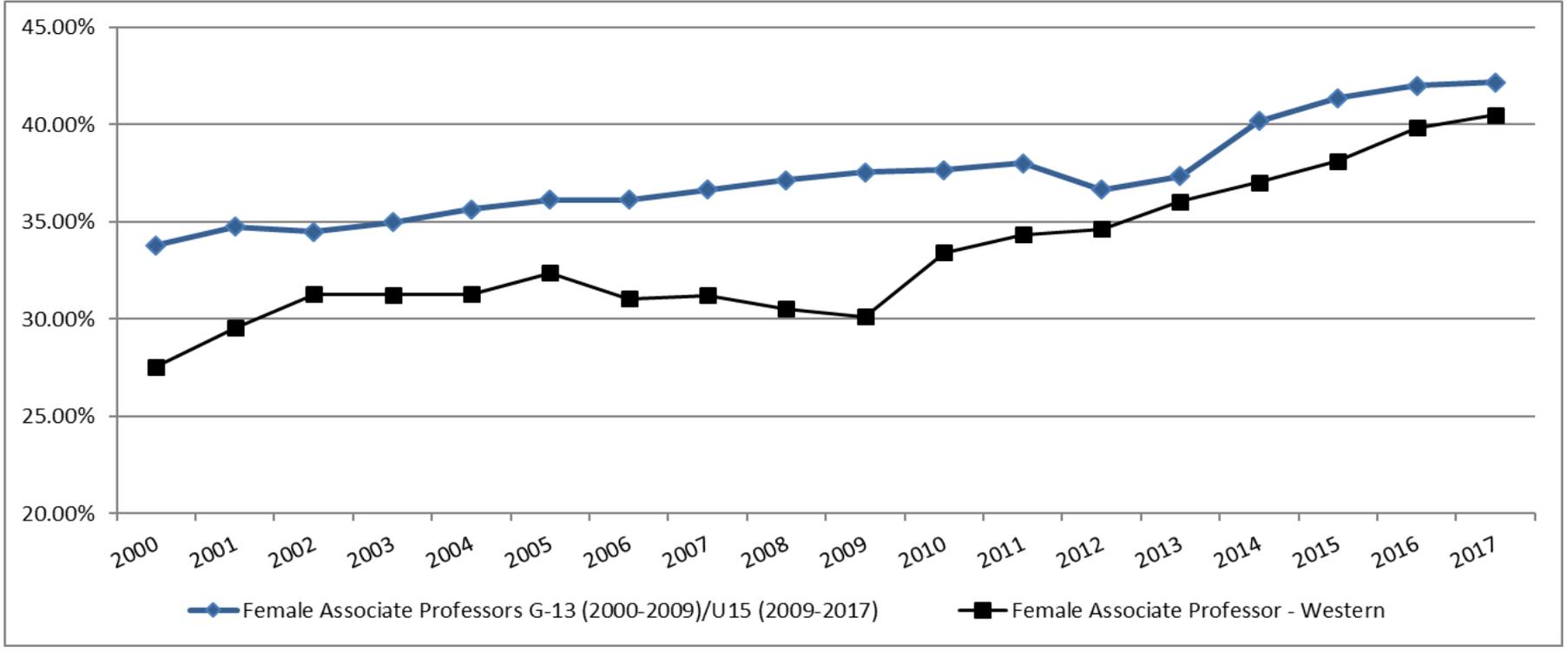
Source: UCASS Data 2000-2009, U15 Data 2009-2017
(Data unavailable for: Laval and Montreal for 2012-2013, Montreal for 2013-2016, and Saskatchewan, 2015. Montreal data includes Ecole Polytechnique & Ecole des Hautes Etudes Commerciales)

Women as a Percentage of Tenured/Probationary Faculty, Assistant Professor Rank: G-13 (2000-2009)/U15 (2009-2017) excluding Western vs. Western



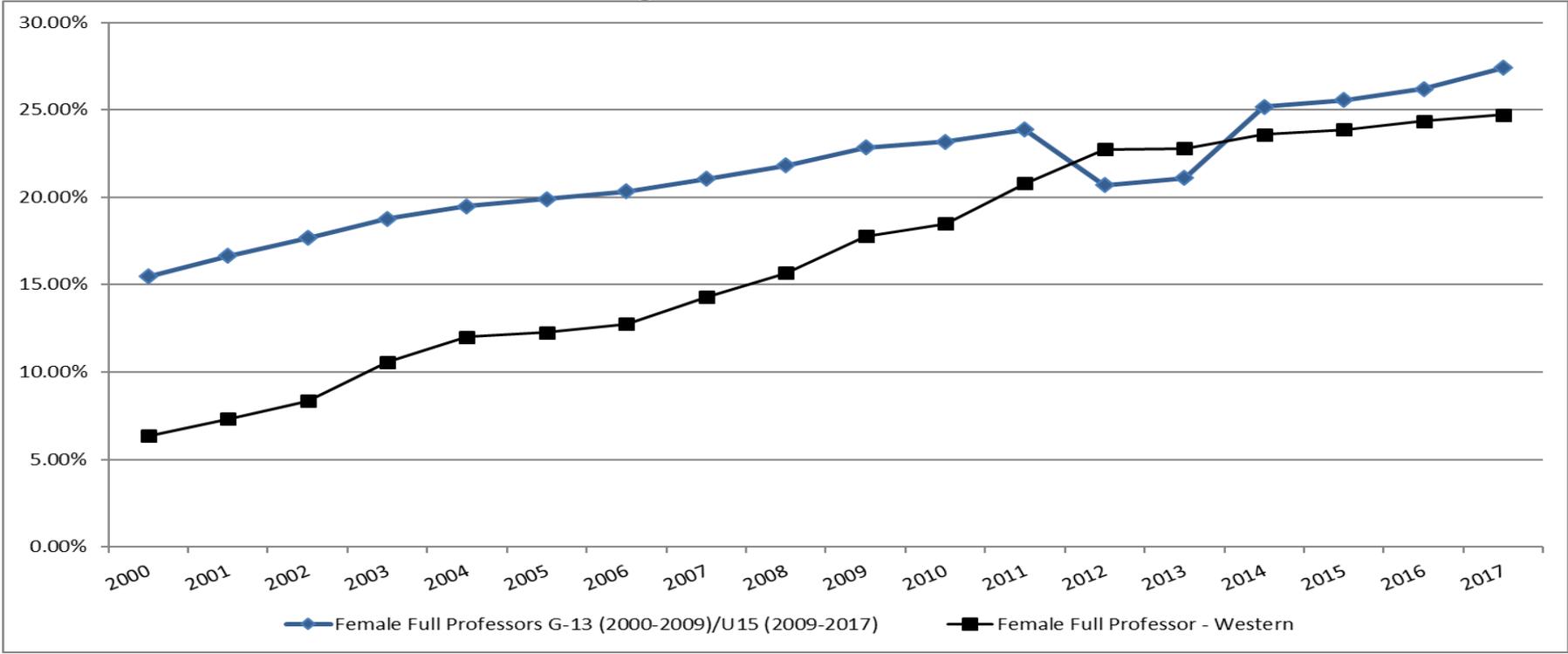
Source: UCASS Data 2000-2009, U15 Data 2009-2017
(Data unavailable for: Laval and Montreal for 2012-2013, Montreal for 2013-2016, and Saskatchewan, 2015. Montreal data includes Ecole Polytechnique & Ecole des Hautes Etudes Commerciales)

Women as a Percentage of Tenured/Probationary Faculty, Associate Professor Rank: G-13 (2000-2009)/U15 (2009-2017) excluding Western vs. Western



Source: UCASS Data 2000-2009, U15 Data 2009-2017
(Data unavailable for: Laval and Montreal for 2012-2013, Montreal for 2013-2016, and Saskatchewan, 2015. Montreal data includes Ecole Polytechnique & Ecole des Hautes Etudes Commerciales)

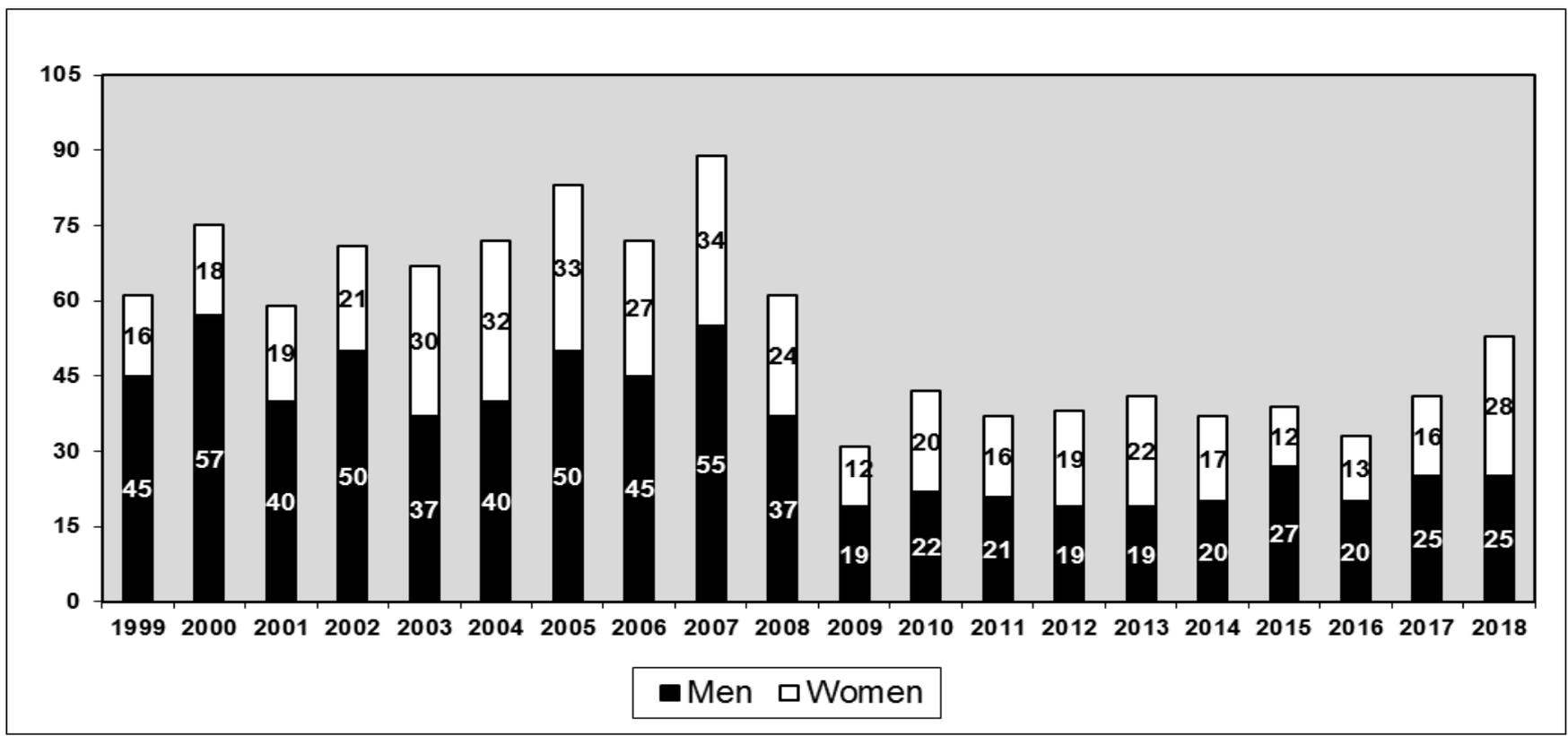
Women as a Percentage of Tenured/Probationary Faculty, Full Professor Rank: G-13 (2000-2009)/U15 (2009-2017) excluding Western vs. Western



Source: UCASS Data 2000-2009, U15 Data 2009-2017
(Data unavailable for: Laval and Montreal for 2012-2013, Montreal for 2013-2016, and Saskatchewan, 2015. Montreal data includes Ecole Polytechnique & Ecole des Hautes Etudes Commerciales)

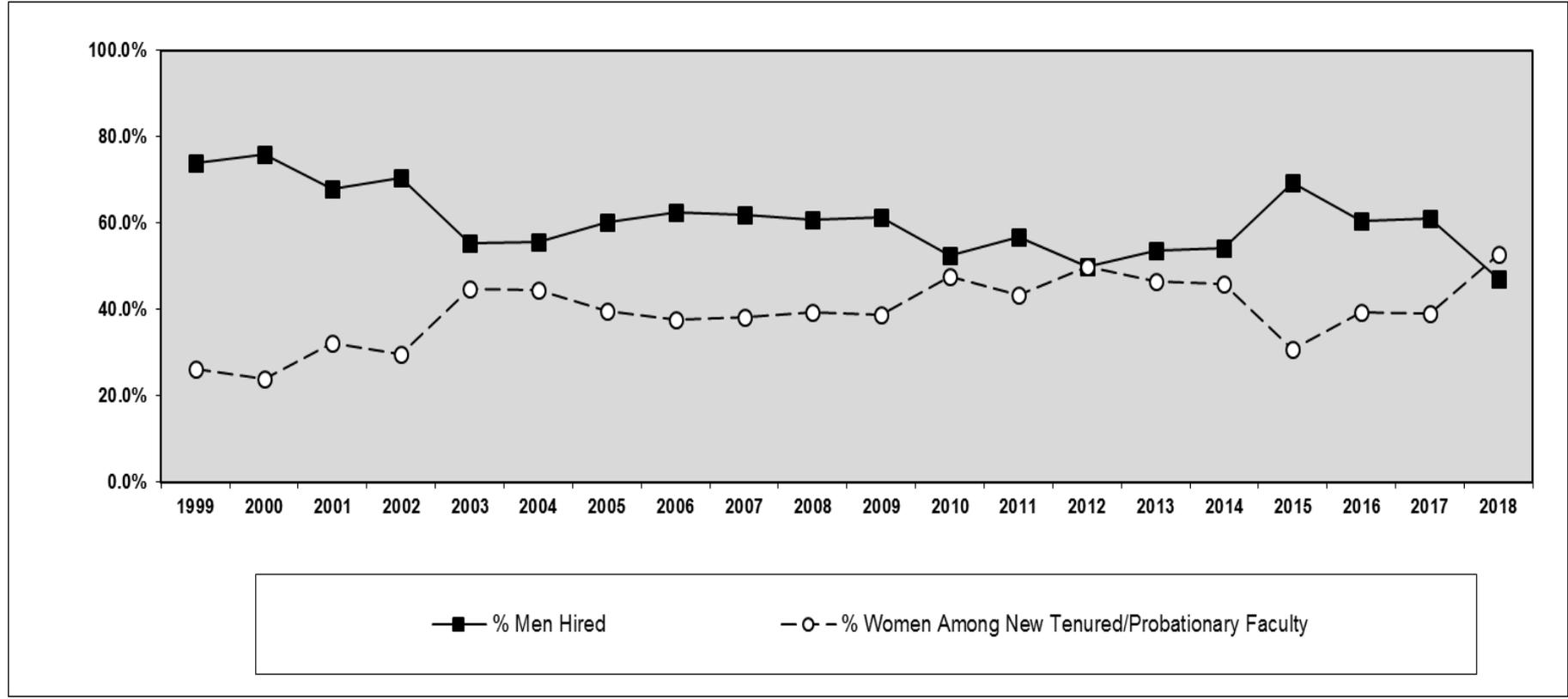
New Tenured & Probationary Faculty

at Western by Gender (including those at Western previously in a Limited Term position): 1999 – 2018 Cohorts



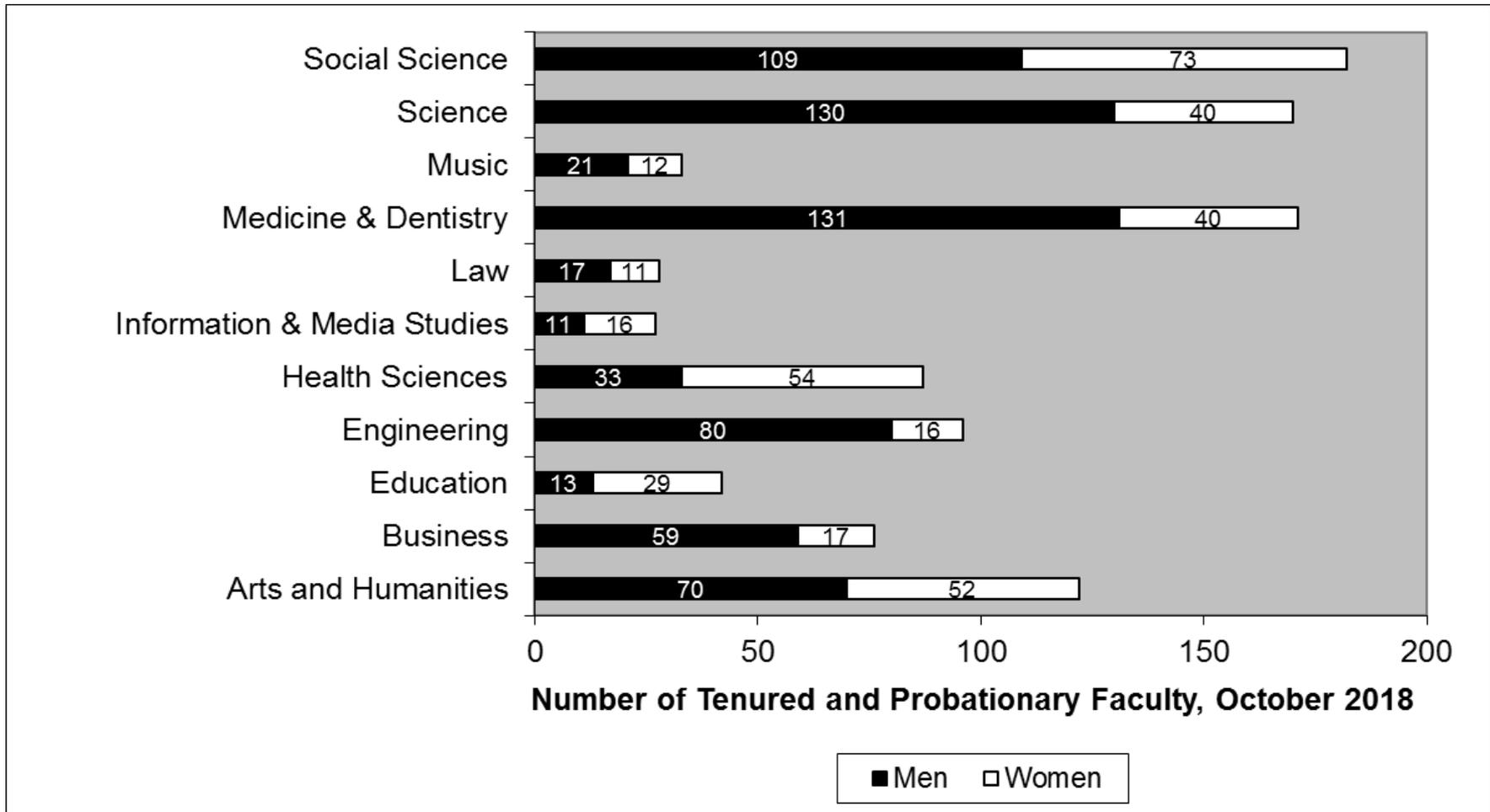
Source: UCASS Data for 1999 – 2010;
Western Human Resources Information Systems 2011 - 2017 (October)
Data excludes faculty joining from Robarts.

Percentage of New Tenured and Probationary Faculty at Western by Gender (including those at Western previously in a Limited Term position): 1999 – 2018



Source: UCASS Data for 1999 – 2010
Western Human Resources Information Systems 2011 - 2018 (October)
Data excludes faculty joining from Robarts

Probationary and Tenured Faculty, by Faculty and Gender, October, 2018



Source: Western Human Resources Information Systems for 2018 (October)

Percentage of Tenured/Probationary Women Faculty, by Faculty, 2008 to 2018

| | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 |
|-----------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Arts and Humanities | 42.31% | 44.19% | 45.45% | 47.06% | 44.60% | 45.00% | 45.65% | 45.52% | 45.31% | 42.62% |
| Business | 21.67% | 26.09% | 24.00% | 25.33% | 26.92% | 25.97% | 22.22% | 19.74% | 18.57% | 22.37% |
| Education | 47.62% | 48.72% | 50.00% | 52.94% | 54.55% | 54.29% | 57.14% | 61.90% | 65.85% | 69.05% |
| Engineering | 11.63% | 11.63% | 11.49% | 11.36% | 12.36% | 12.50% | 11.63% | 12.64% | 15.96% | 16.67% |
| Health Sciences | 58.43% | 58.70% | 59.57% | 59.78% | 60.22% | 60.87% | 62.22% | 63.33% | 60.47% | 62.07% |
| Information & Media Studies | 59.46% | 58.33% | 57.14% | 58.82% | 58.82% | 57.58% | 59.38% | 57.14% | 57.14% | 59.26% |
| Law | 23.33% | 22.58% | 24.14% | 27.59% | 32.26% | 31.03% | 34.48% | 35.71% | 37.50% | 39.29% |
| Medicine & Dentistry | 19.65% | 20.12% | 20.37% | 21.34% | 22.56% | 22.94% | 23.84% | 24.00% | 23.84% | 23.40% |
| Music | 32.43% | 33.33% | 36.11% | 35.14% | 32.43% | 33.33% | 34.21% | 37.14% | 37.14% | 36.36% |
| Science | 19.15% | 20.65% | 21.98% | 22.78% | 23.89% | 23.73% | 24.72% | 24.43% | 23.70% | 23.53% |
| Social Science | 31.25% | 32.16% | 33.50% | 32.50% | 33.33% | 36.13% | 35.64% | 36.61% | 37.78% | 40.11% |

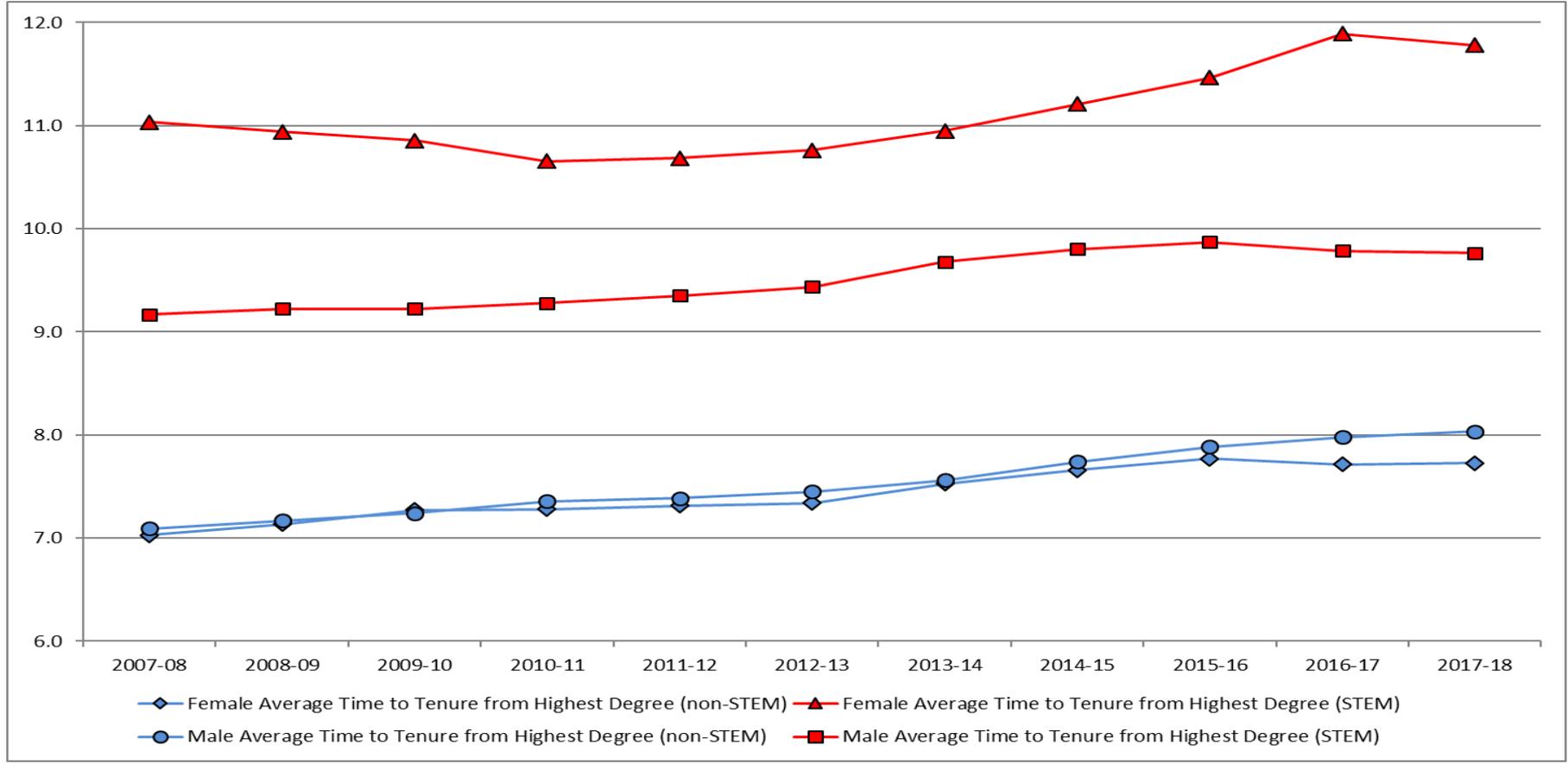
Western Human Resources Information System 2008 - 2018 (October).

Percentage of Tenured/Probationary Women Faculty, Assistant Professor Rank by Faculty, 2008 to 2018

| | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 |
|-----------------------------|--------|--------|--------|---------|---------|---------|---------|--------|--------|--------|
| Arts and Humanities | 55.56% | 52.63% | 55.88% | 69.70% | 58.06% | 50.00% | 54.17% | 47.37% | 53.33% | 40.00% |
| Business | 40.00% | 39.13% | 27.59% | 27.59% | 32.26% | 29.03% | 30.30% | 26.92% | 20.00% | 30.43% |
| Education | 80.00% | 75.00% | 77.78% | 71.43% | 60.00% | 57.14% | 50.00% | 66.67% | 66.67% | 81.82% |
| Engineering | 22.22% | 18.75% | 21.43% | 18.18% | 23.08% | 18.18% | 14.29% | 12.50% | 35.71% | 29.41% |
| Health Sciences | 71.43% | 61.54% | 65.38% | 65.22% | 68.42% | 72.22% | 80.00% | 90.91% | 84.62% | 82.35% |
| Information & Media Studies | 84.62% | 80.00% | 77.78% | 75.00% | 100.00% | 100.00% | 100.00% | -- | -- | -- |
| Law | 62.50% | 71.43% | 80.00% | 100.00% | 100.00% | 100.00% | 75.00% | 57.14% | 60.00% | 50.00% |
| Medicine & Dentistry | 29.55% | 30.00% | 27.27% | 32.26% | 34.62% | 35.71% | 36.67% | 38.71% | 37.50% | 37.93% |
| Music | 40.00% | 40.00% | 30.00% | 28.57% | 40.00% | 50.00% | 50.00% | 40.00% | 33.33% | 50.00% |
| Science | 34.09% | 38.89% | 38.46% | 35.00% | 43.75% | 50.00% | 50.00% | 50.00% | 41.67% | 45.45% |
| Social Science | 44.00% | 48.72% | 52.94% | 48.28% | 57.14% | 66.67% | 57.89% | 47.83% | 37.50% | 43.75% |

Western Human Resources Information System 2008 - 2018 (October).

Time to Tenure from Highest Degree (STEM and non-STEM Disciplines)



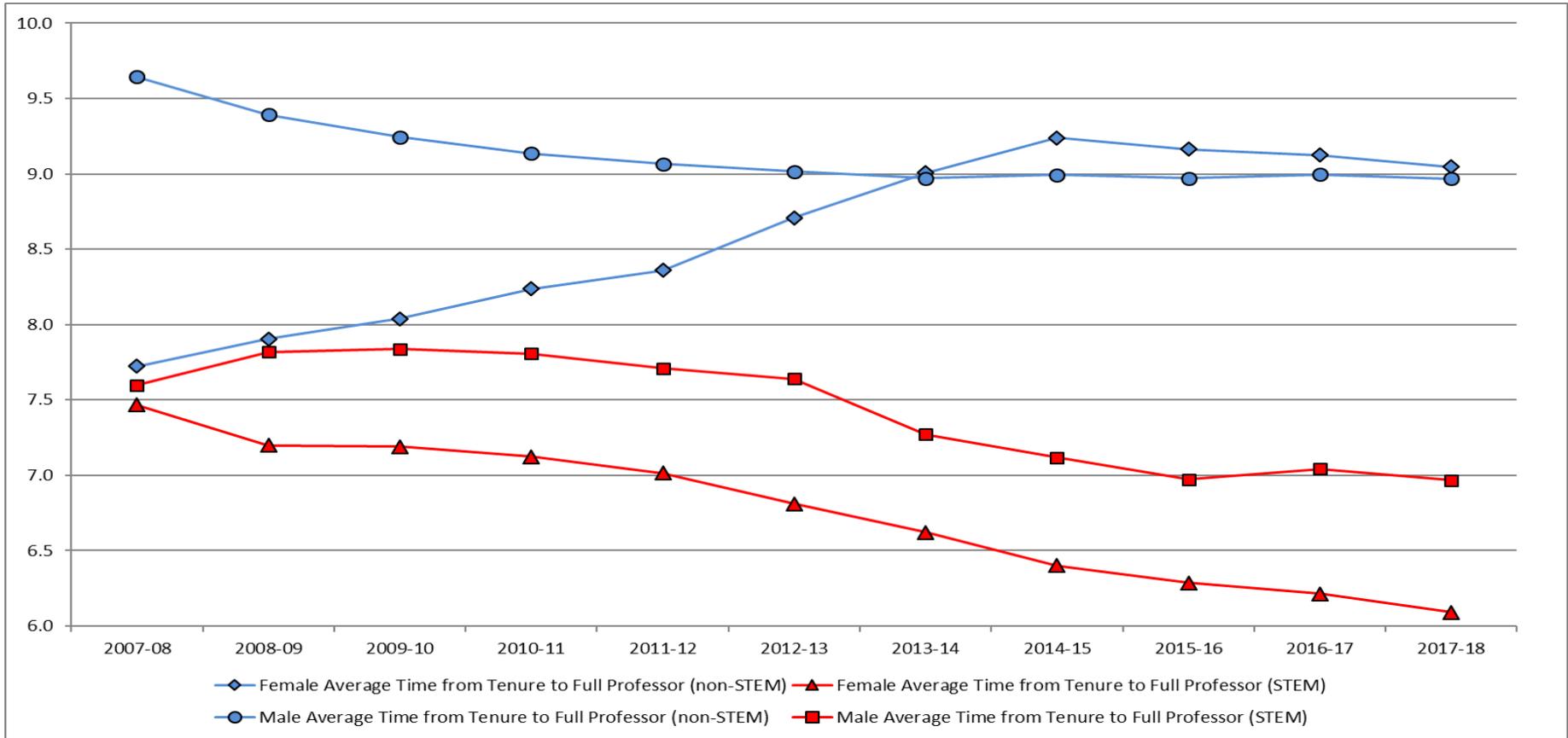
For the purpose of this analysis:

- “STEM” = Faculty of Engineering, Science, Medicine & Dentistry
 - Only those with > 3 years from RF to Tenure are included
 - Three year rolling average

Source: Western HR Information System



Time to Full Professor from Tenure (STEM and non-STEM Disciplines)

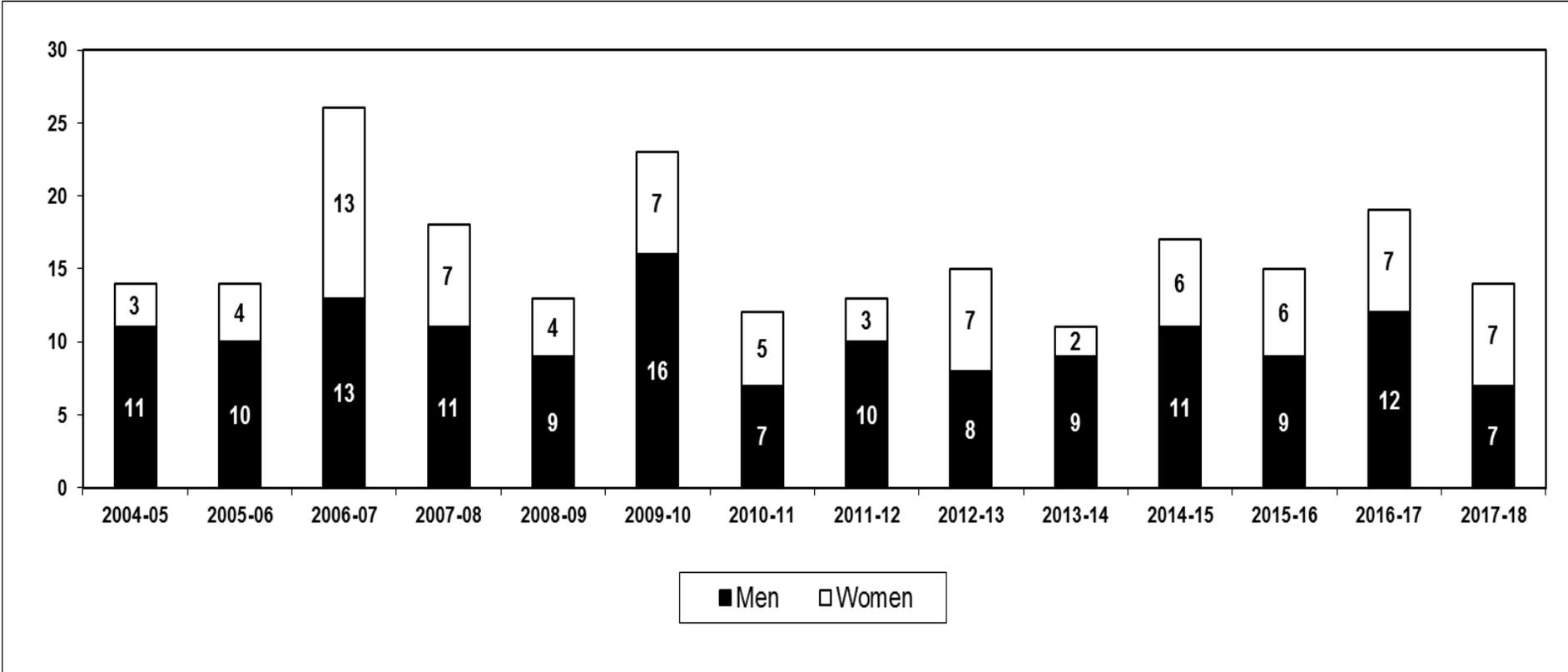


For the purpose of this analysis:

- “STEM” = Faculty of Engineering, Science, Medicine & Dentistry
- Only those with > 3 years from RF to Tenure are included
- Three year rolling average

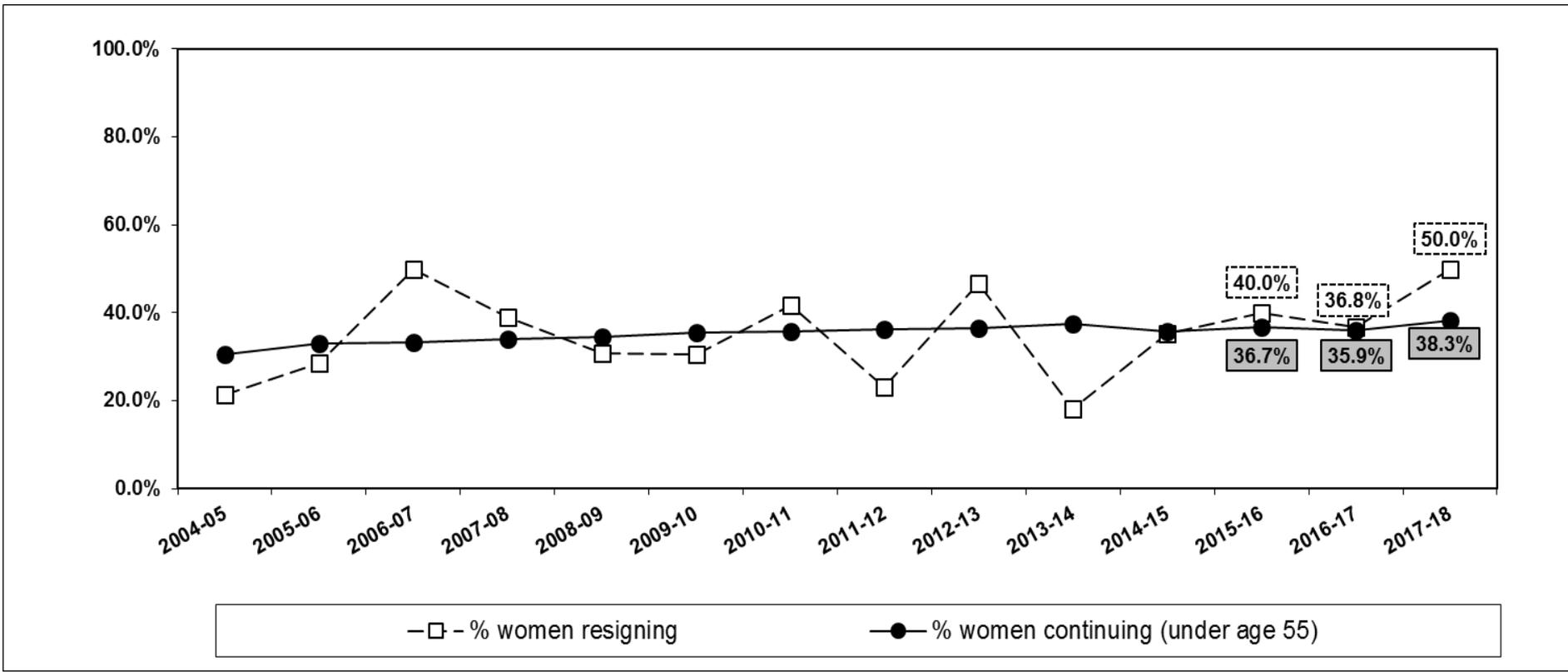
Source: Western HR Information System

Probationary & Tenured Faculty Resignations by Gender: 2004-05 to 2017-18



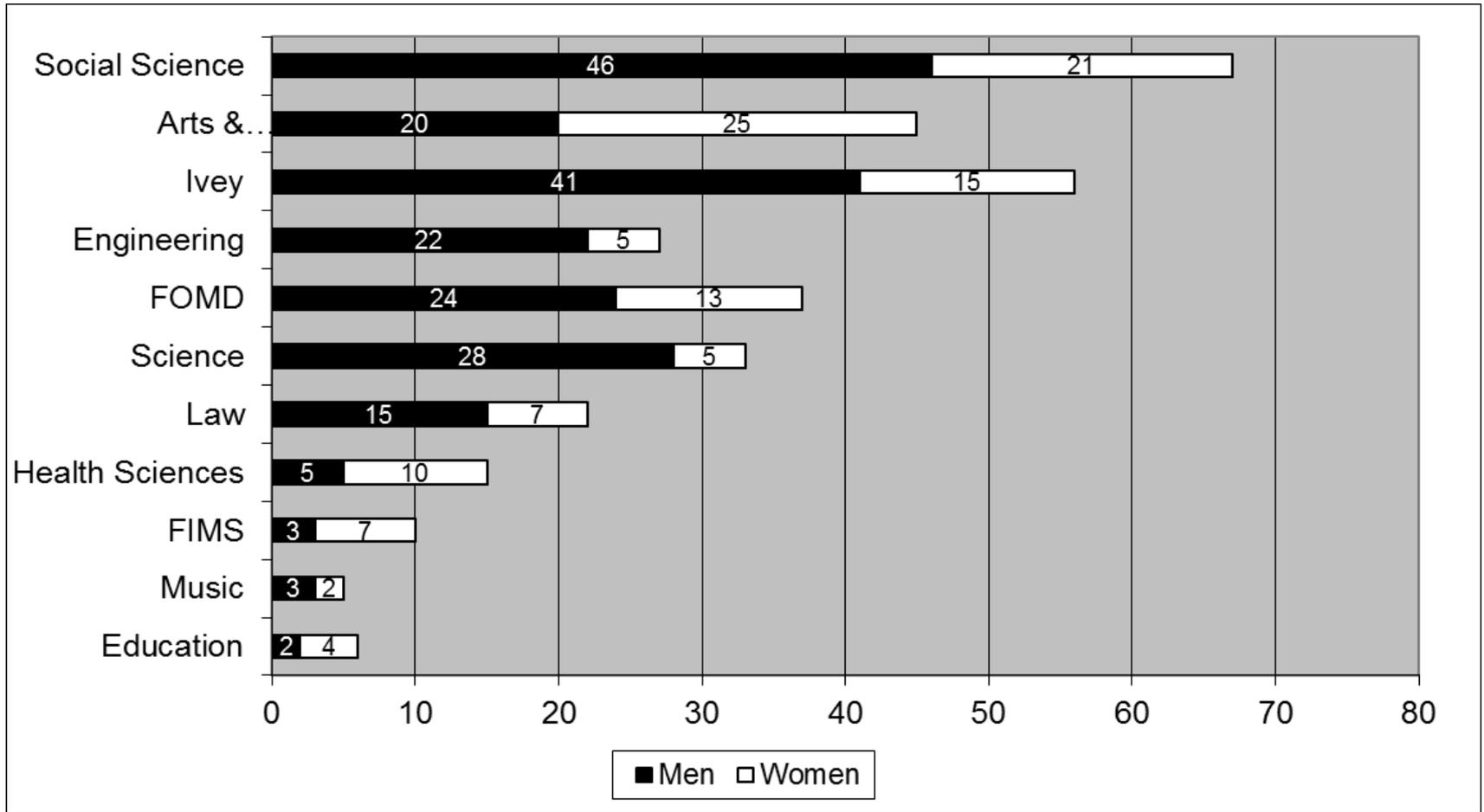
Source: Western Information Systems as of December 2018
Includes only faculty under age 55 at the time of resignation.

Women as a Percentage of Probationary & Tenured Faculty Resignations and Women as a Percentage of Continuing Population: 2004-05 to 2017-2018



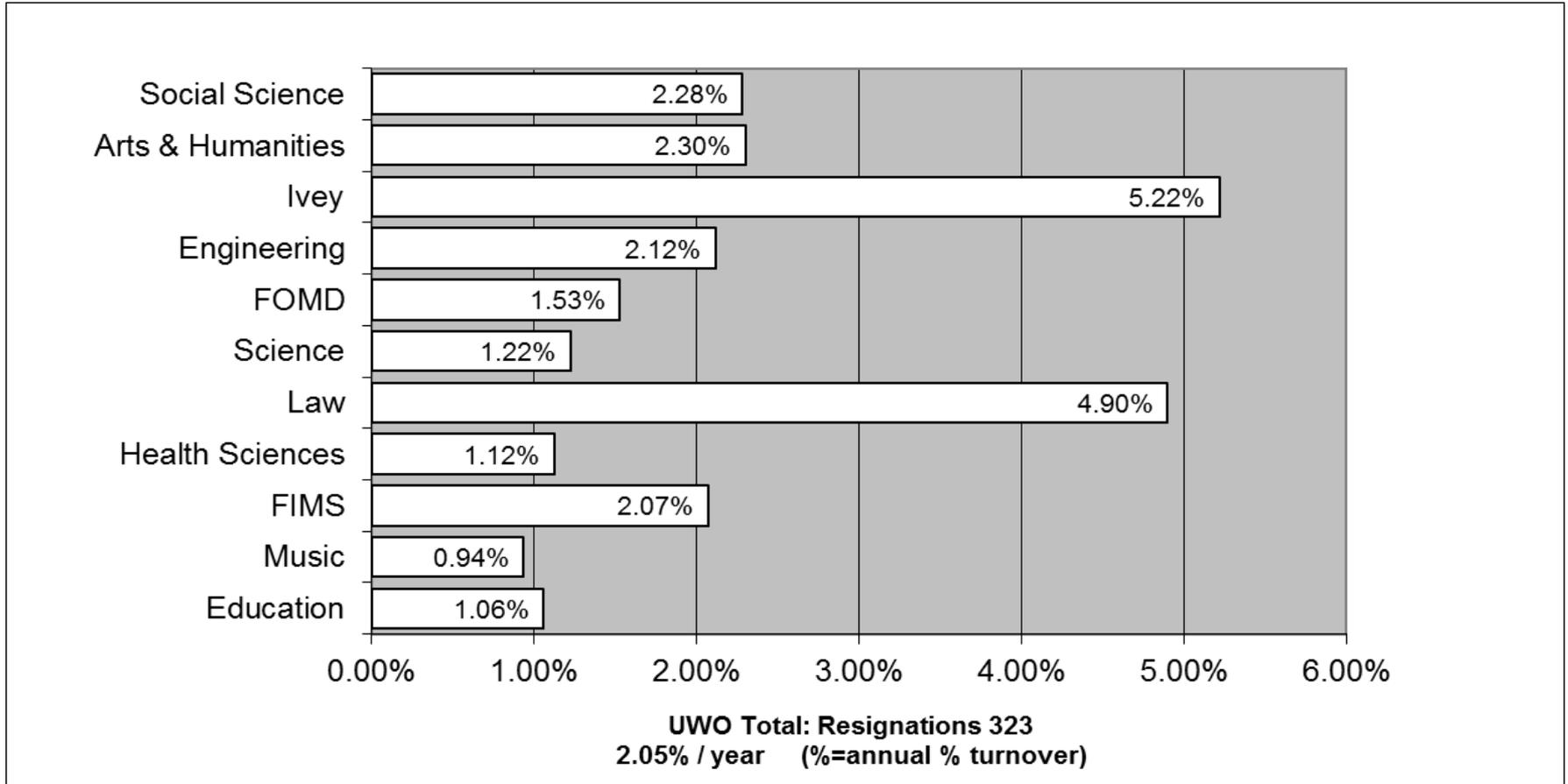
Source: Western Information Systems

Total Probationary & Tenured Resignations by Faculty: 2004-05 to 2017-18

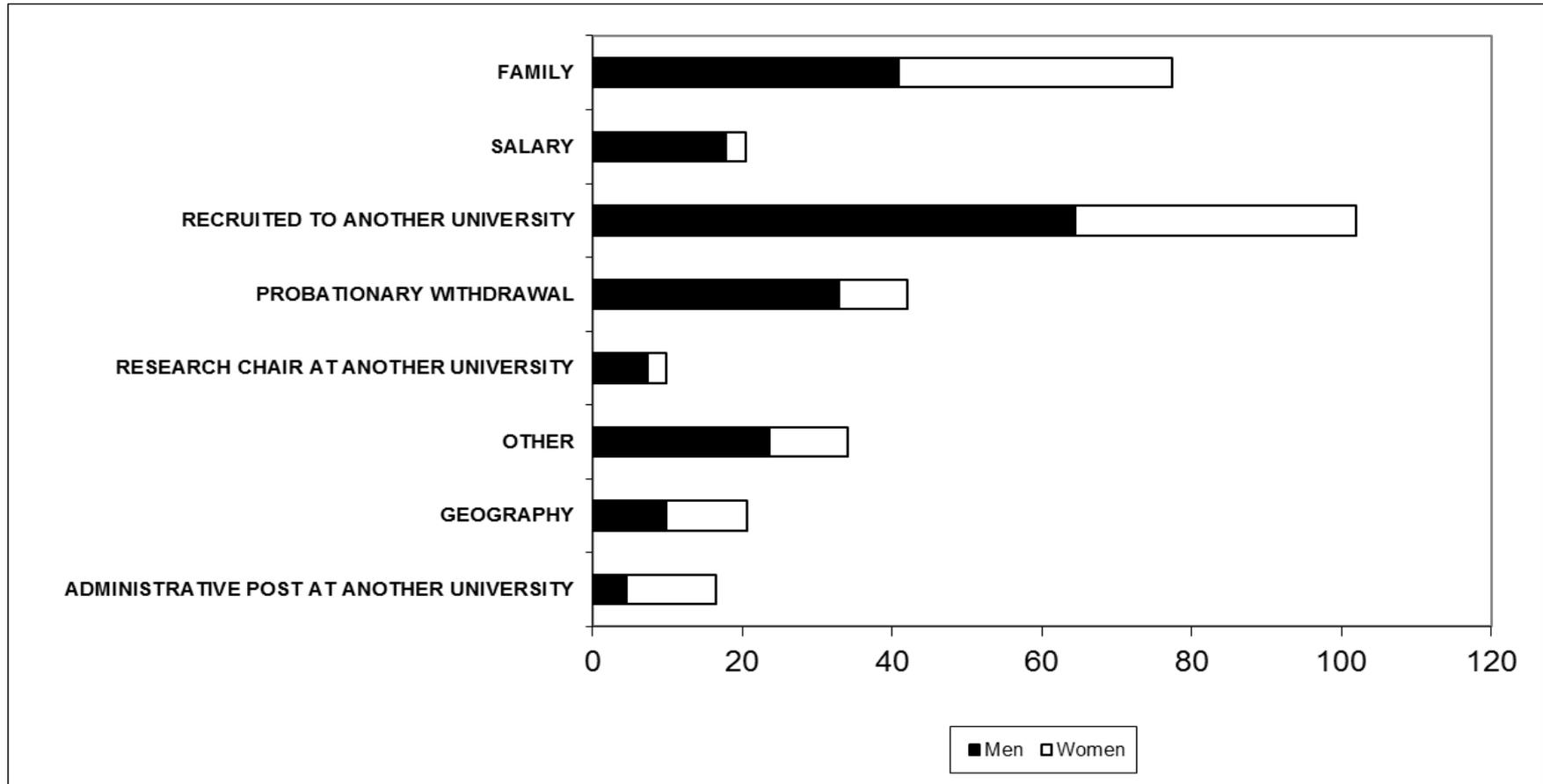


Source: Western's Human Resources Information Systems.
Percentages based on Tenured/Probationary faculty as of December 2018.

Total Probationary & Tenured Resignations % by Faculty: 2004-05 to 2017-18



Probationary and Tenured Faculty Reasons for Leaving: 2004-05 to 2017-18



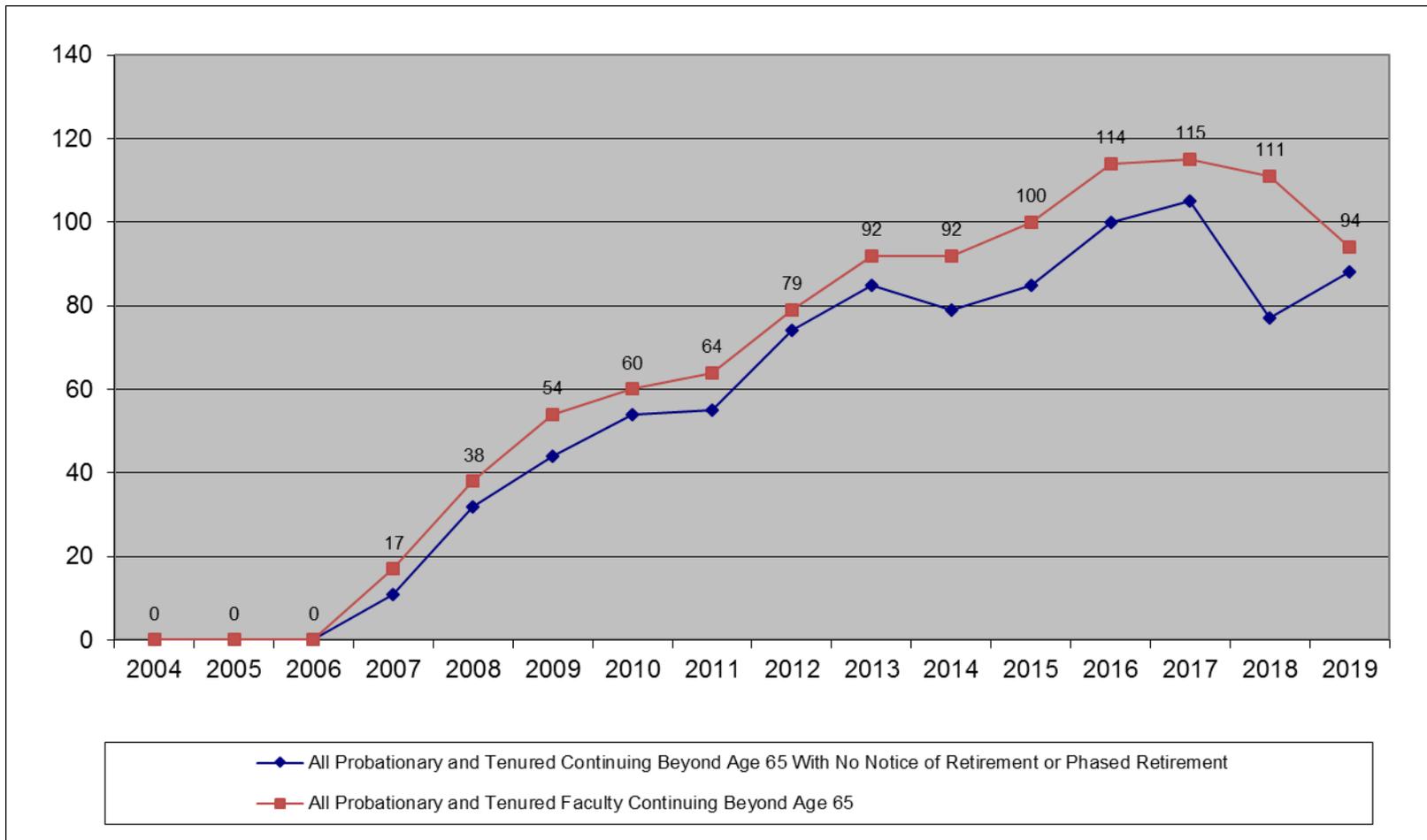
Source: Exit interviews conducted with the Faculty Member or Chair/Dean of the Department/Faculty and letters received from Faculty Member

Probationary and Tenured Faculty at Western: Cohorts Aged 60 or Greater

| Age | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 |
|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 60 | 33 | 36 | 23 | 37 | 25 | 23 | 28 | 38 | 27 | 25 | 17 | 29 | 31 | 34 | 26 |
| 61 | 34 | 30 | 34 | 23 | 33 | 25 | 22 | 29 | 38 | 27 | 23 | 15 | 28 | 29 | 34 |
| 62 | 32 | 33 | 30 | 34 | 22 | 32 | 24 | 21 | 28 | 37 | 25 | 21 | 13 | 27 | 28 |
| 63 | 22 | 31 | 32 | 25 | 31 | 21 | 30 | 23 | 21 | 28 | 37 | 24 | 20 | 13 | 27 |
| 64 | 20 | 21 | 29 | 32 | 23 | 30 | 19 | 30 | 23 | 21 | 27 | 36 | 23 | 19 | 14 |
| 65 | 8 | 6 | 9 | 24 | 26 | 22 | 24 | 13 | 28 | 21 | 18 | 25 | 31 | 23 | 18 |
| 66 | 0 | 0 | 0 | 7 | 20 | 21 | 19 | 19 | 11 | 27 | 20 | 16 | 23 | 29 | 18 |
| 67 | 0 | 0 | 0 | 0 | 4 | 18 | 15 | 14 | 17 | 8 | 24 | 17 | 13 | 18 | 21 |
| 68 | 0 | 0 | 0 | 0 | 0 | 3 | 10 | 13 | 11 | 16 | 7 | 20 | 14 | 10 | 15 |
| 69 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 8 | 11 | 10 | 9 | 6 | 14 | 12 | 6 |
| 70 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 8 | 9 | 7 | 8 | 4 | 11 | 12 |
| 71 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 6 | 7 | 6 | 8 | 2 | 9 |
| 72 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 5 | 7 | 4 | 7 | 2 |
| 73 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 5 | 7 | 4 | 7 |
| 74 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 4 | 6 | 3 |
| 75 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 5 |
| 76 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Total | 149 | 157 | 157 | 182 | 184 | 195 | 194 | 211 | 226 | 237 | 228 | 237 | 238 | 246 | 247 |

Source: UCASS 2004 – 2010
UWO Data 2011 – 2018

Probationary and Tenured Faculty at Western: Continuing Beyond Age 65

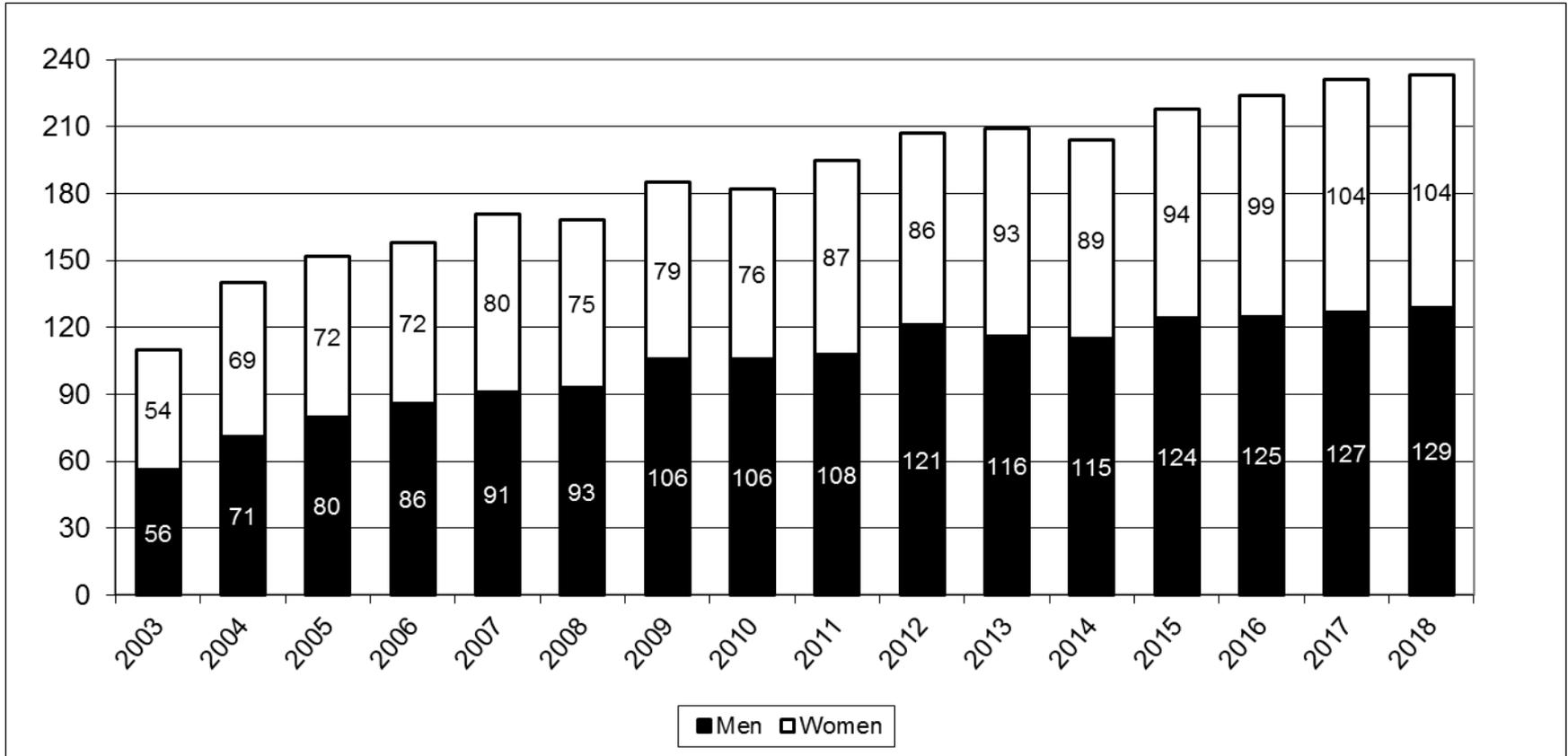


Source: Western Human Resources Information System

Limited Term Appointments

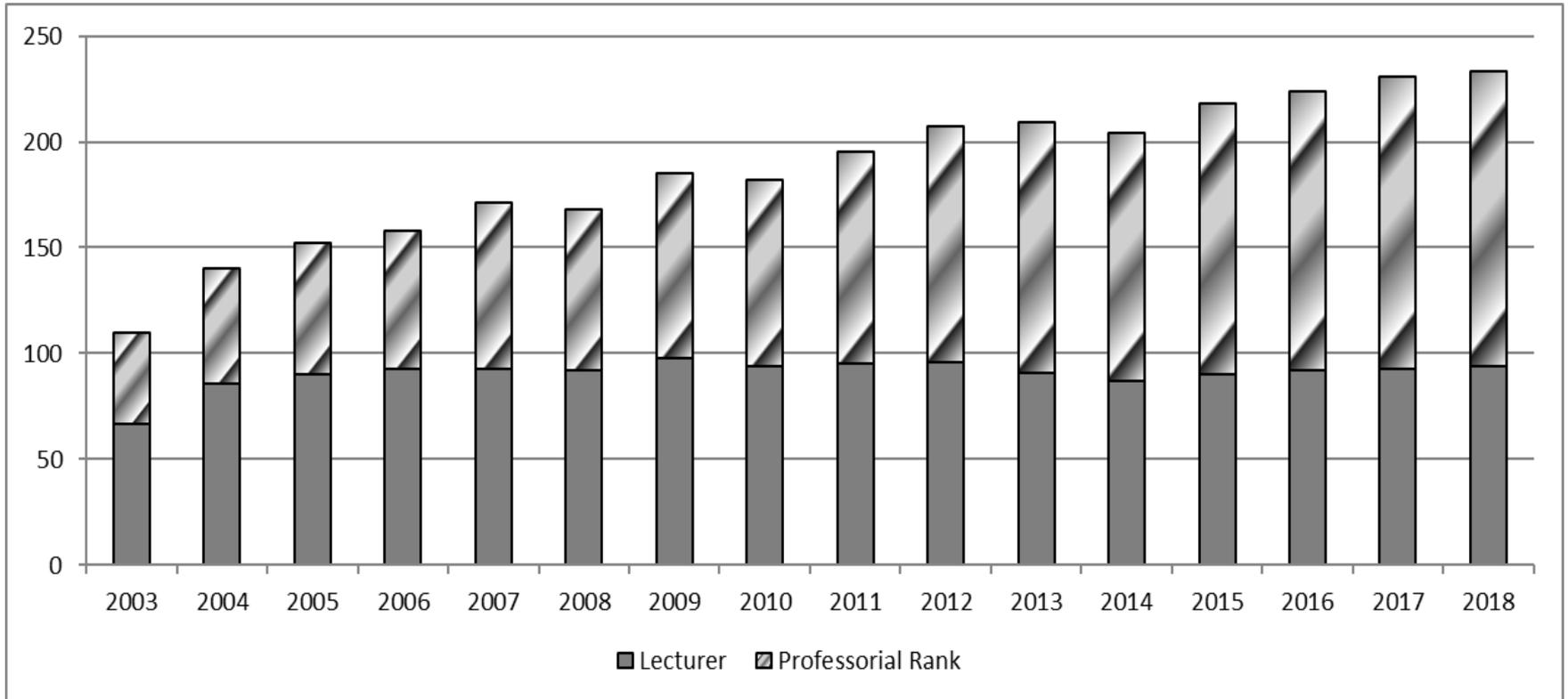
- October 1 count
- Includes fixed-term Limited Term Faculty, full-time contract faculty with no-end date and Permanent Limited Term Faculty

Limited Term Appointments: 1999 to 2018



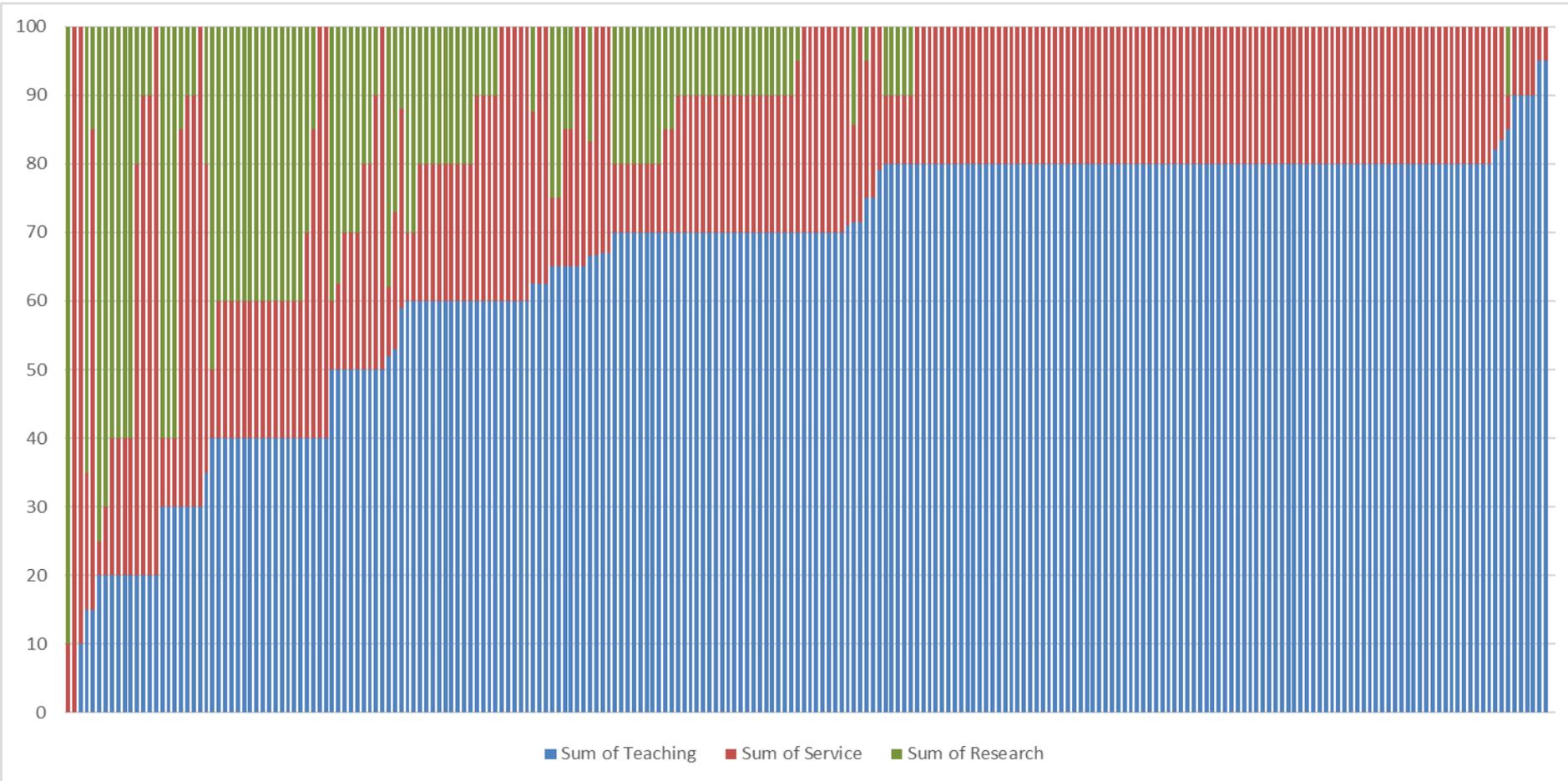
Source: Western's Human Resources Information Systems 2008 – 2018 (October)

Number of Individuals with Limited Term Appointments by Rank as of October, 2003 - 2018



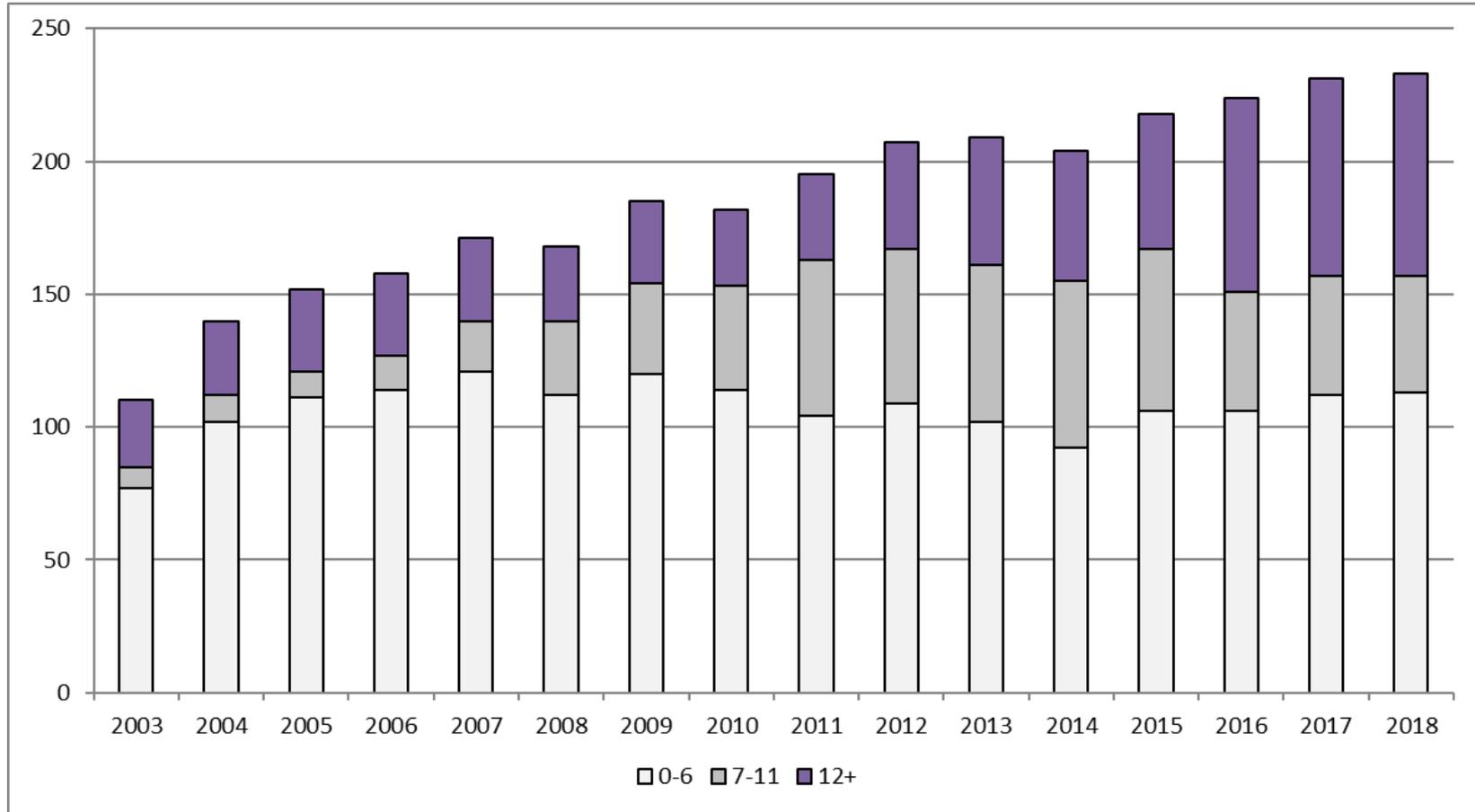
Source: Western's Human Resources Information Systems 2003 - 2018 (October)

All Active Limited Term Appointments by Workload Percentages 2016 - 2018



Source: Western's Human Resources Information Systems 2017-18 (October)

Number of Limited Term Appointments by Years of Service 2003 - 2018

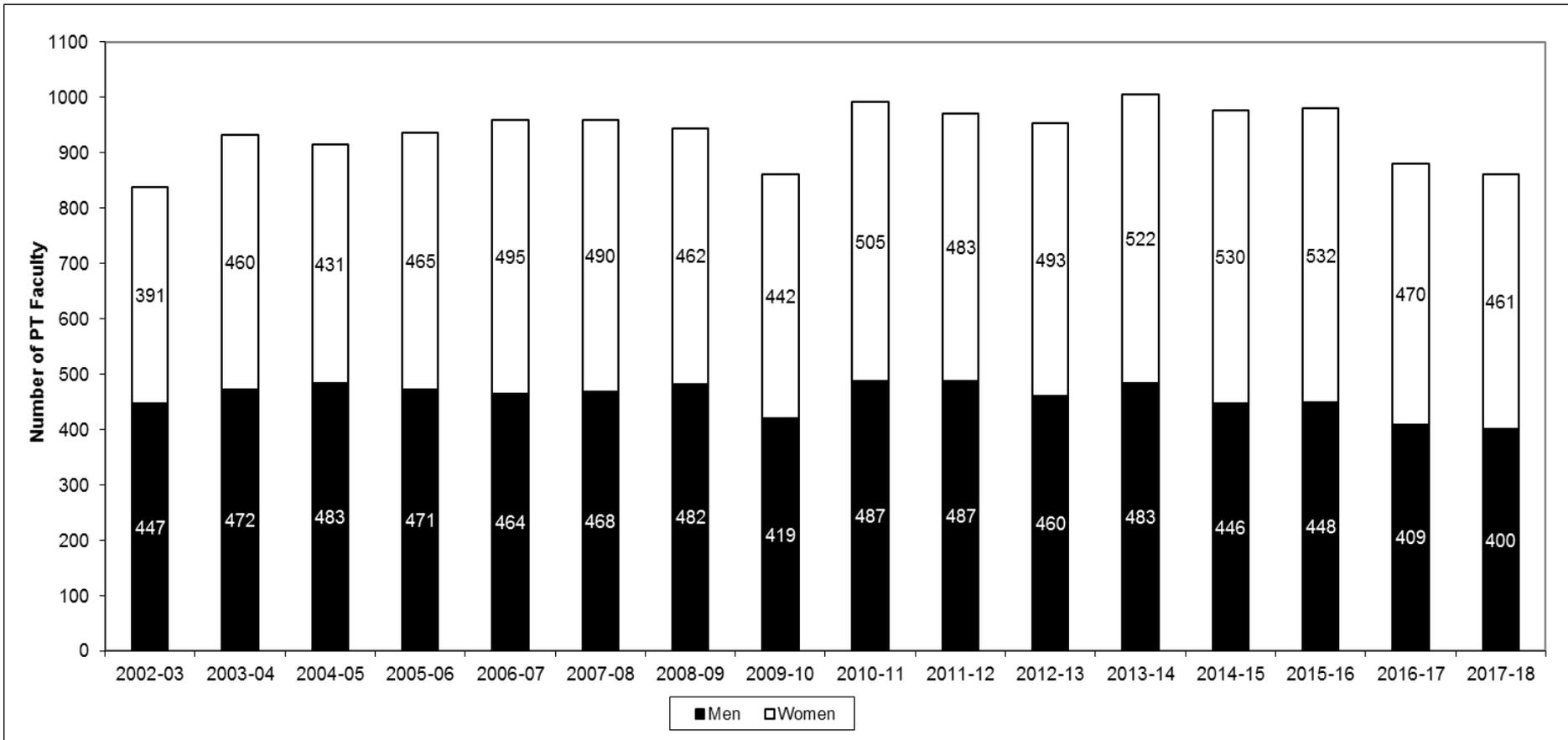


Source: Western's Human Resources Information Systems 2003 - 2018 (October)

Part-Time Faculty

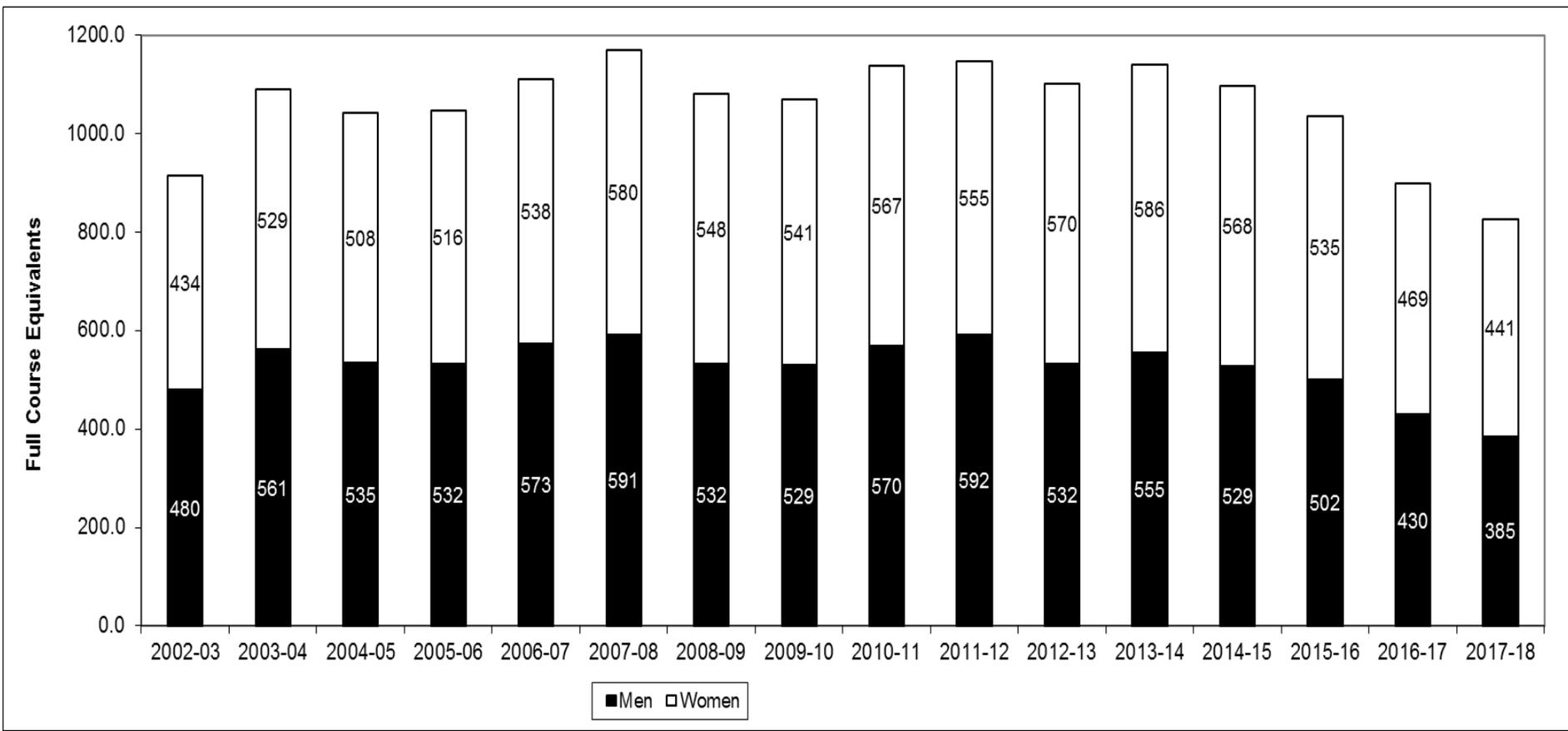
- Count by fiscal year
- Includes:
 - Limited Duties Appointments
 - Includes Regular, Graduate Student, Post Retirement, Extra-Load Limited Duties and Limited Duties Course Authoring
 - Excludes Limited Duties Appointments at Trois Pistoles
 - Standing Assignments
 - Post Doctoral and Graduate Student Teaching Assignments

Number of Individuals with Part-Time Faculty Appointments 2002-03 to 2017-18 (by Fiscal Year)



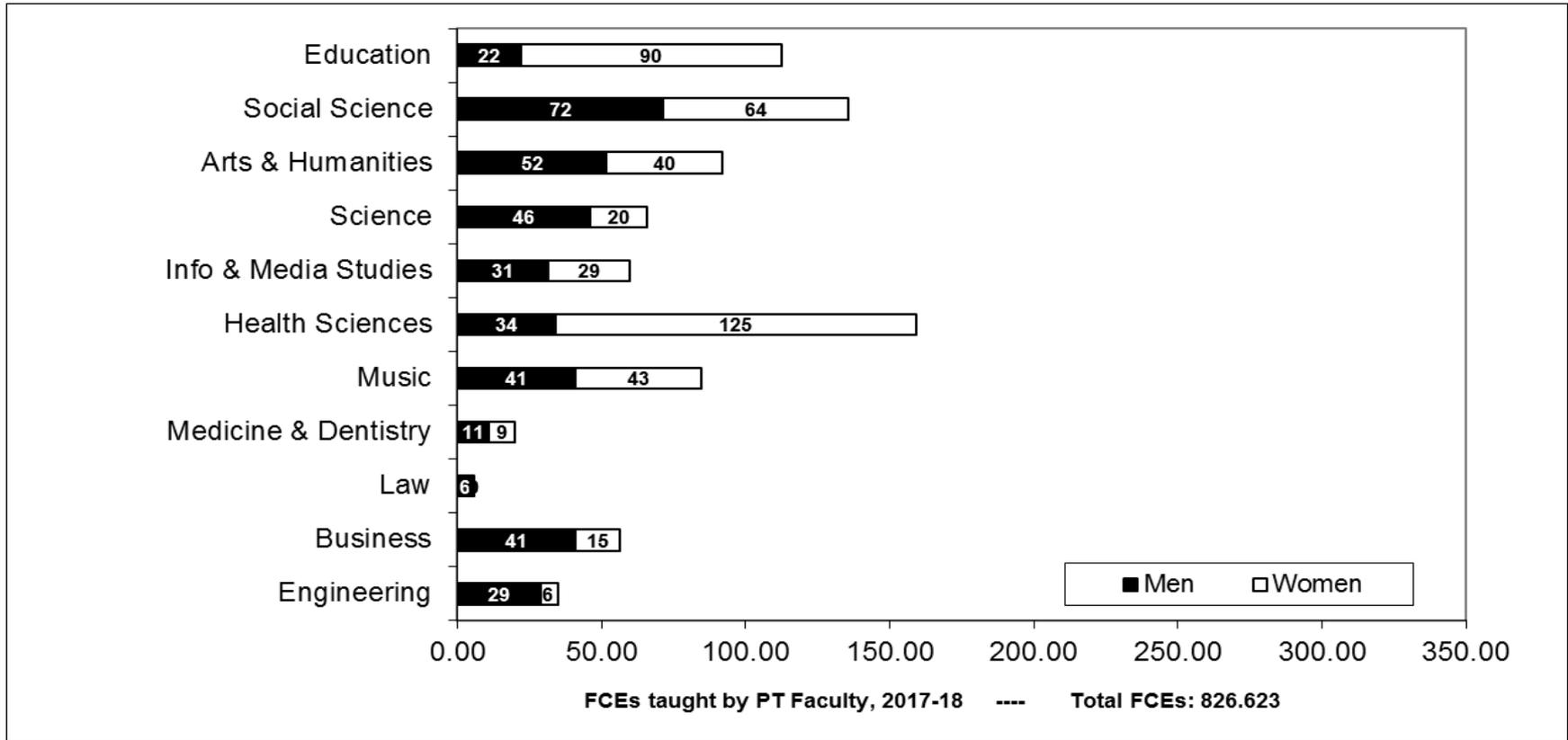
Source: Western Human Resources Information Systems

Number of Full Course equivalents taught by Part-Time Faculty 2002-03 to 2017-18 (by Fiscal Year)



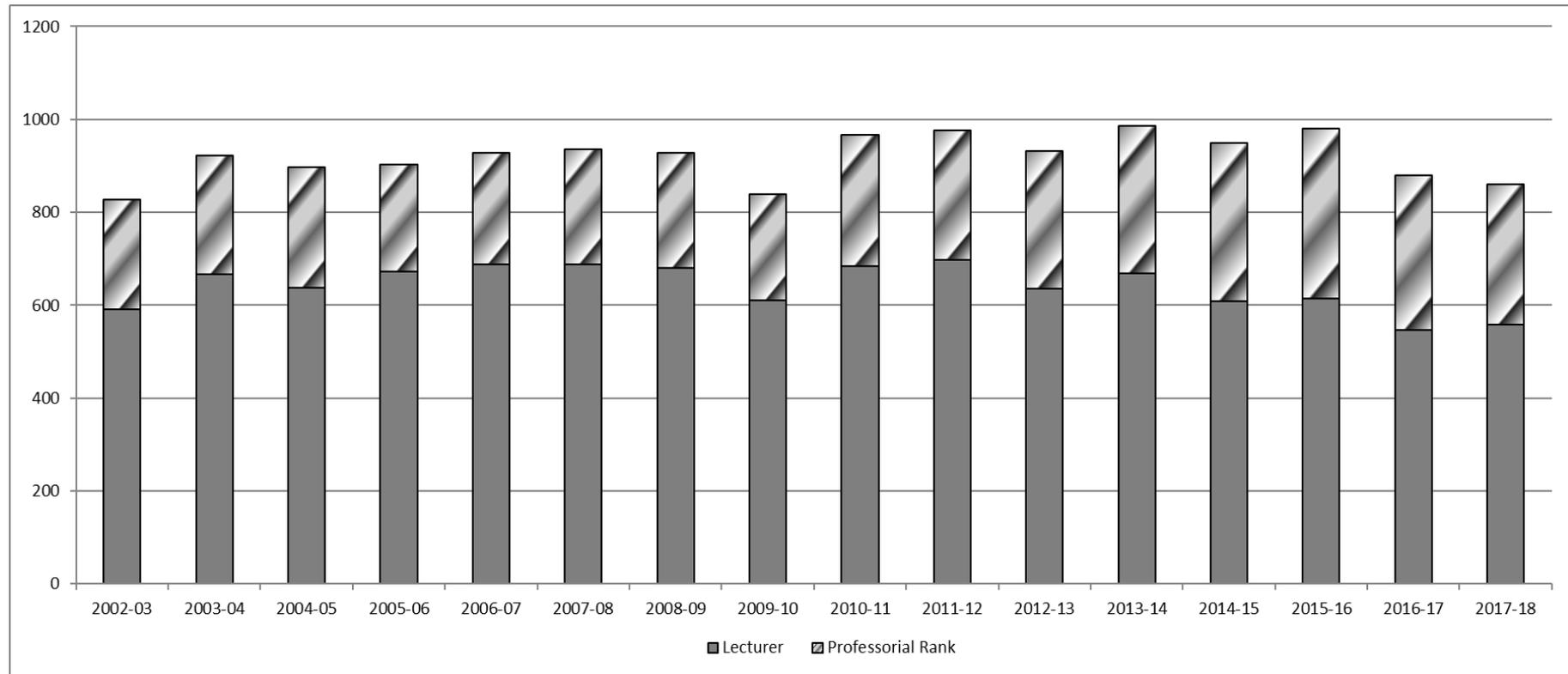
Source: Western Human Resources Information Systems

Degree Credit Courses taught by Part-Time Faculty by Faculty and Gender: 2017-18 (Fiscal Year)



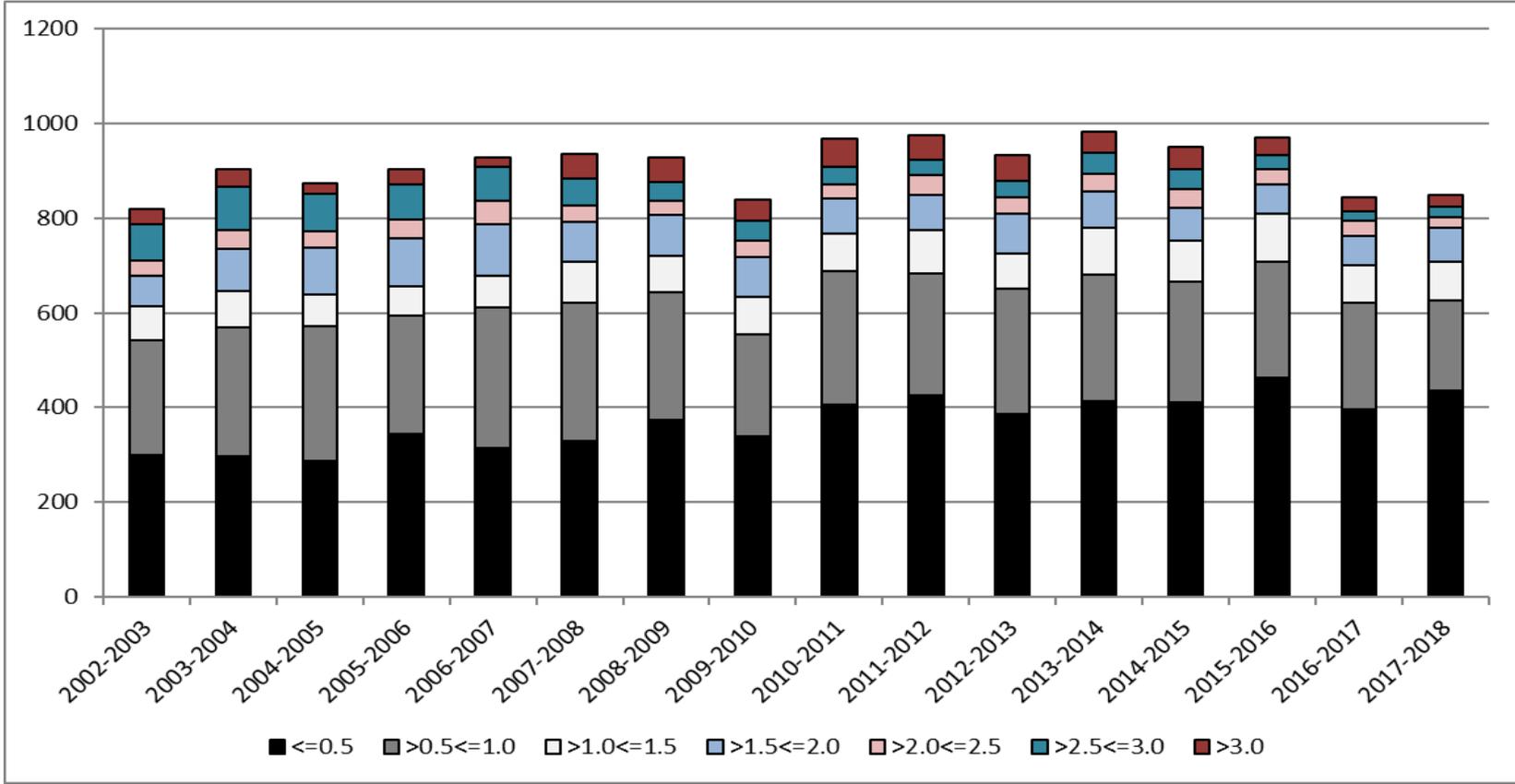
Source: Western Information Systems

Number of Individuals with Part-Time Faculty Appointments by Rank 2002-03 to 2017-18 (by Fiscal Year)



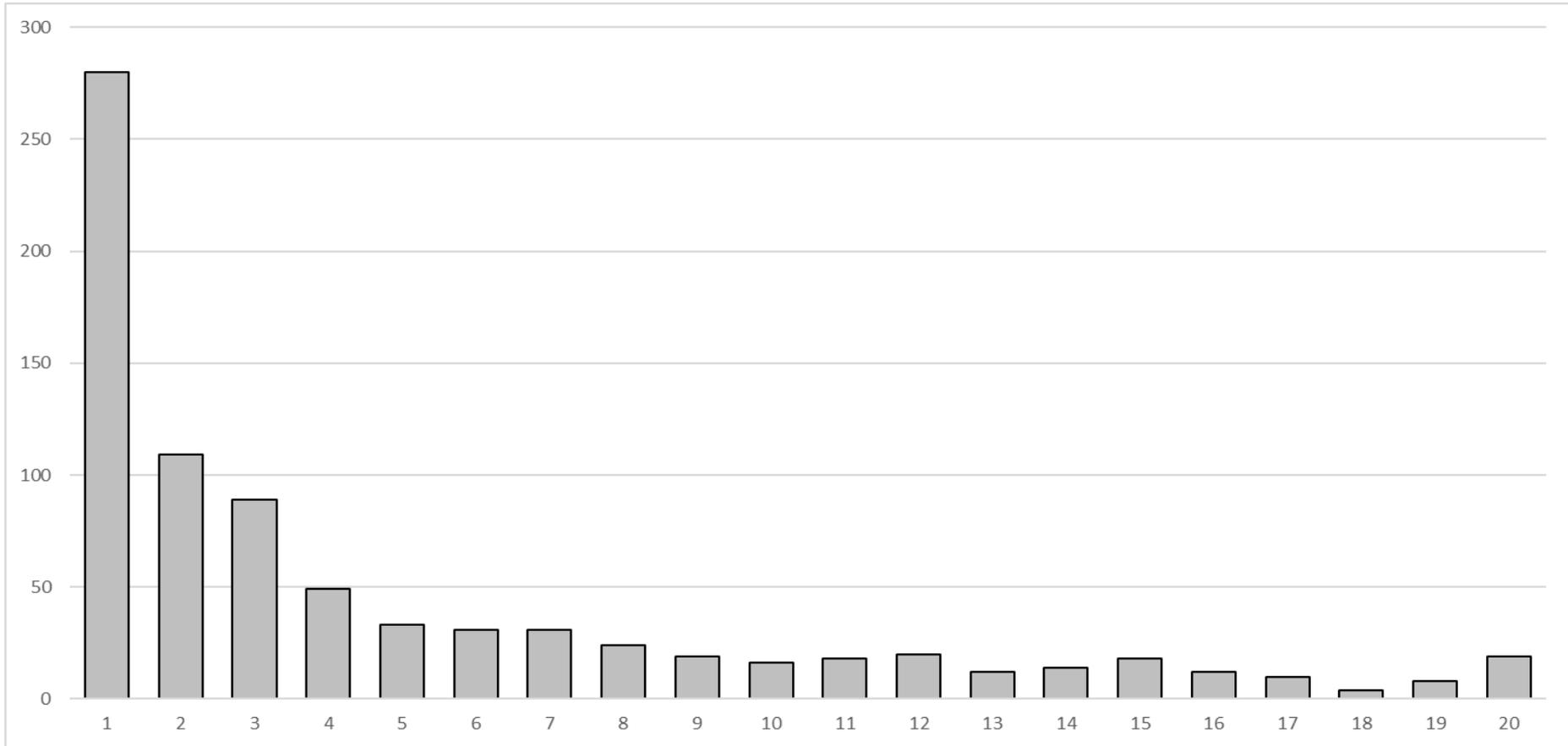
Source: Western Human Resources Information Systems

Number of Individuals with Part-Time Faculty Appointments by Range of Full Course Equivalents (FCE) Taught 2002-03 to 2017-18 (by Fiscal Year)



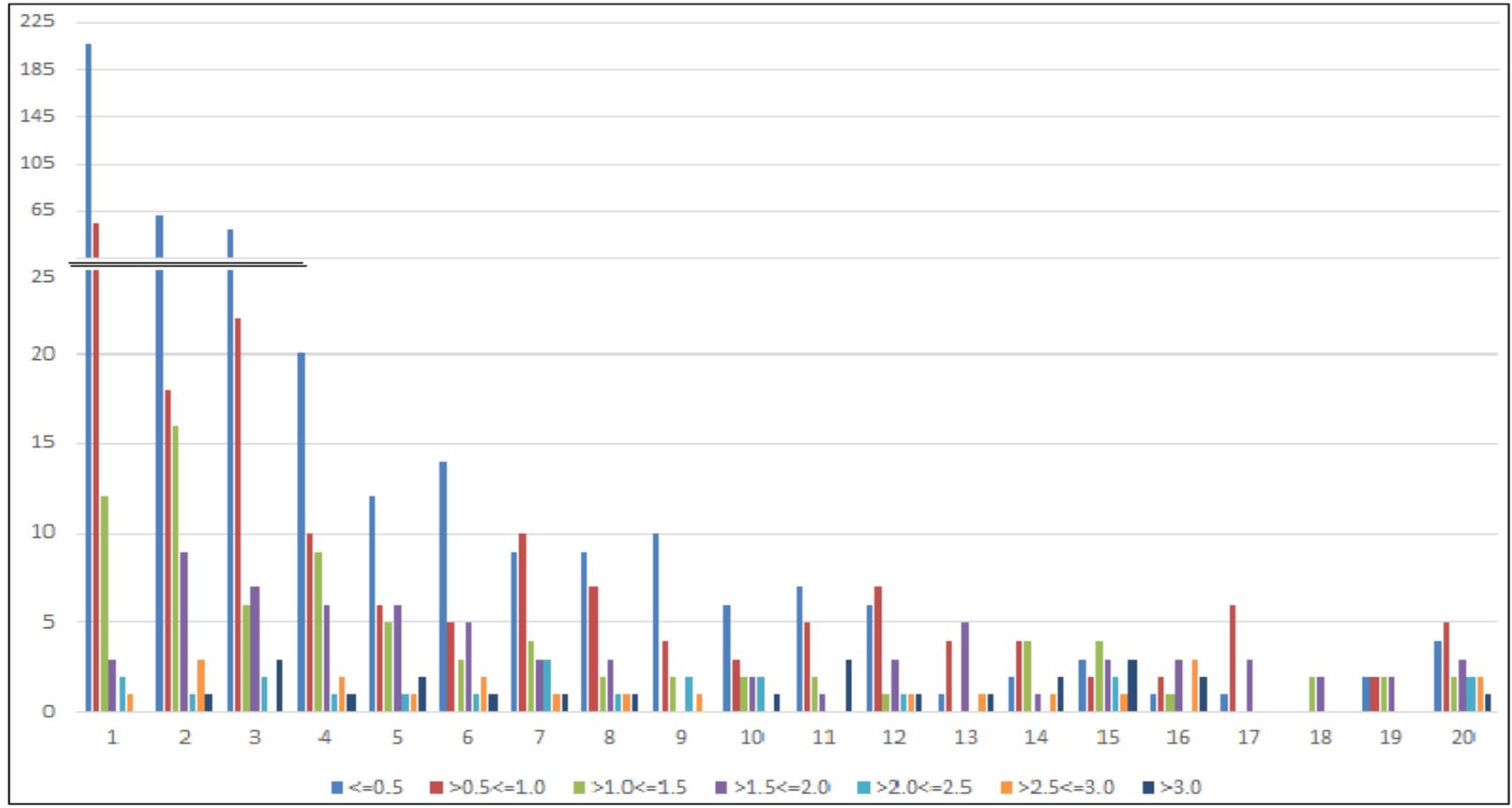
Source: Western Human Resources Information Systems
Excludes Extra Load Teaching and Course Authoring Appointments

Number of Individuals with Part-Time Faculty Appointments by Years of Service 2017-2018



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 Average Range of FCEs Taught by Years of Service 2017-2018

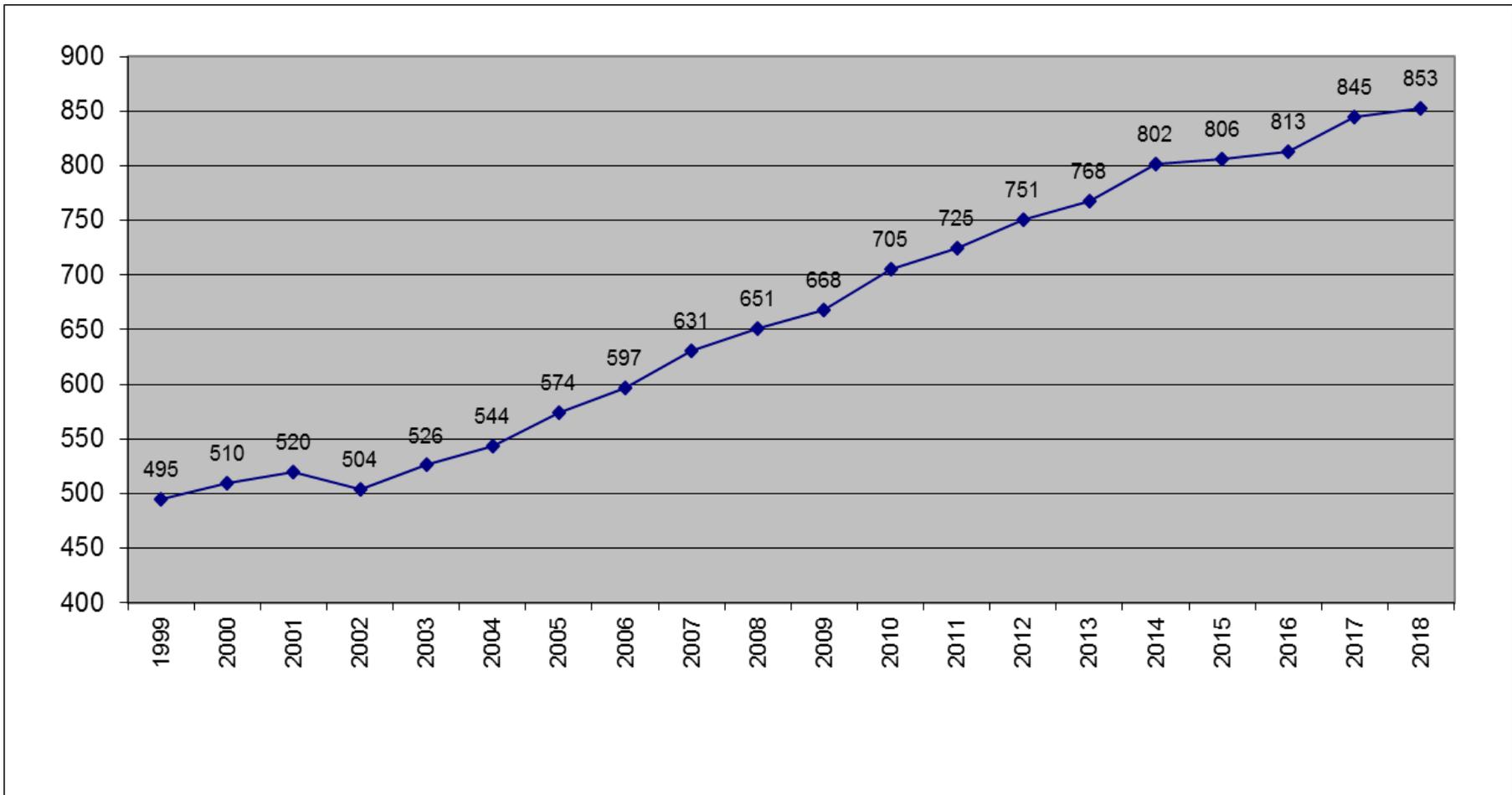


Source: Western Human Resources Information Systems
Excludes Extra Load Teaching and Course Authoring Appointments

Clinical Full-Time Faculty

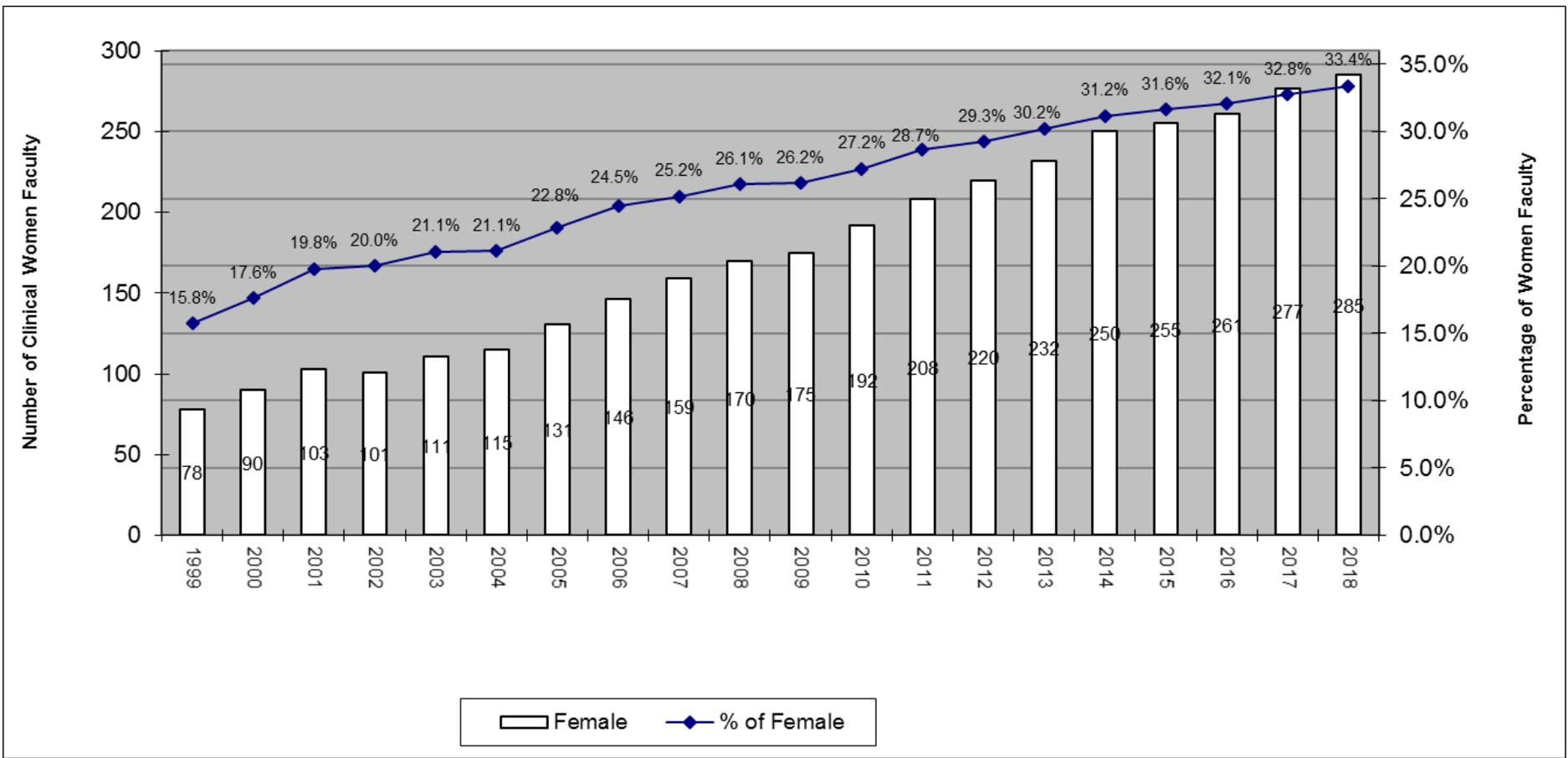
- October 1 Count
- Includes Physicians in Schulich under a:
 - Continuing Clinical Appointment OR
 - Clinical Limited Term Appointment

Full Time Clinical Faculty (Physicians in Schulich) at Western, 1999 – 2018



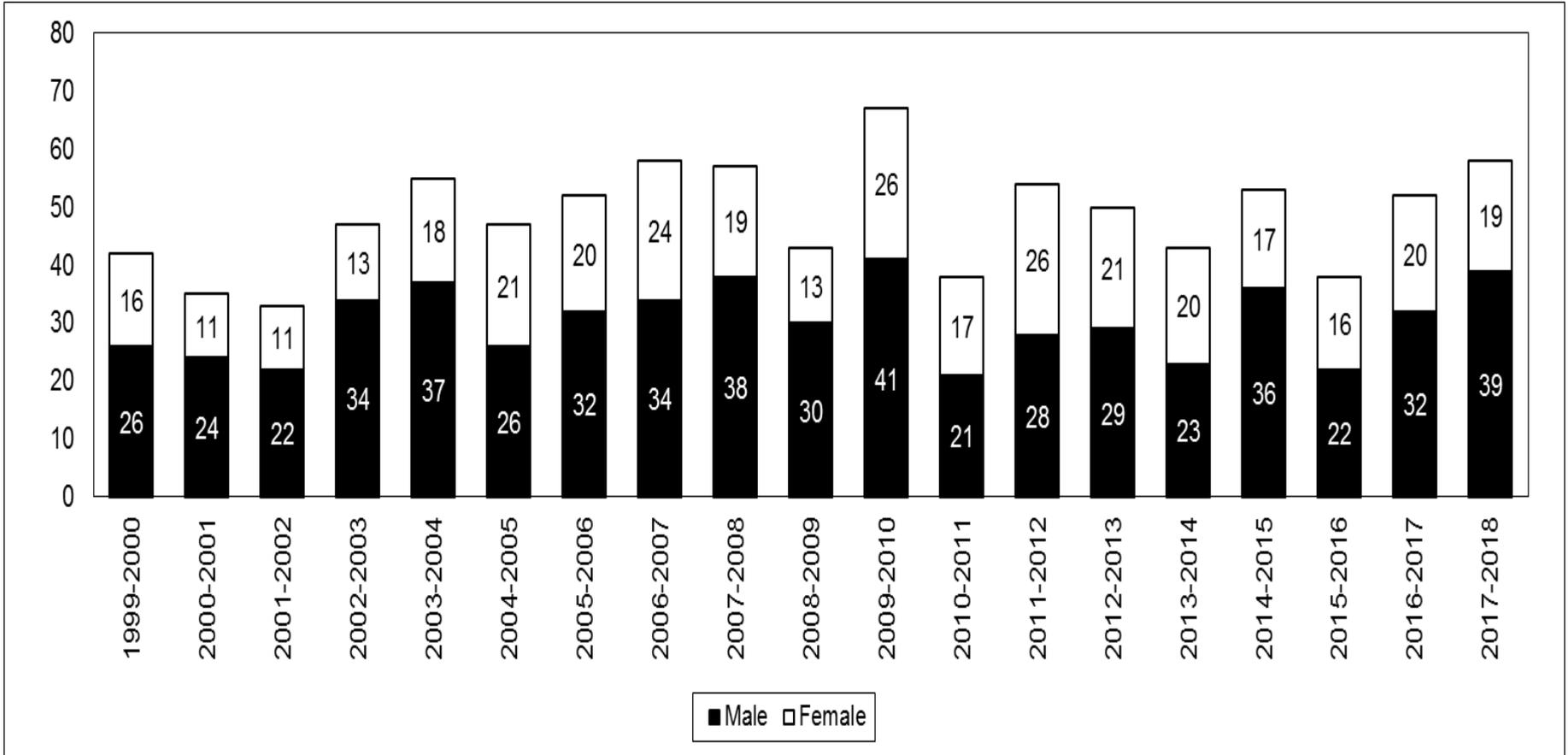
Source: Western Human Resources Information Systems

Full-Time Female Clinical Faculty at Western, 1999 – 2018



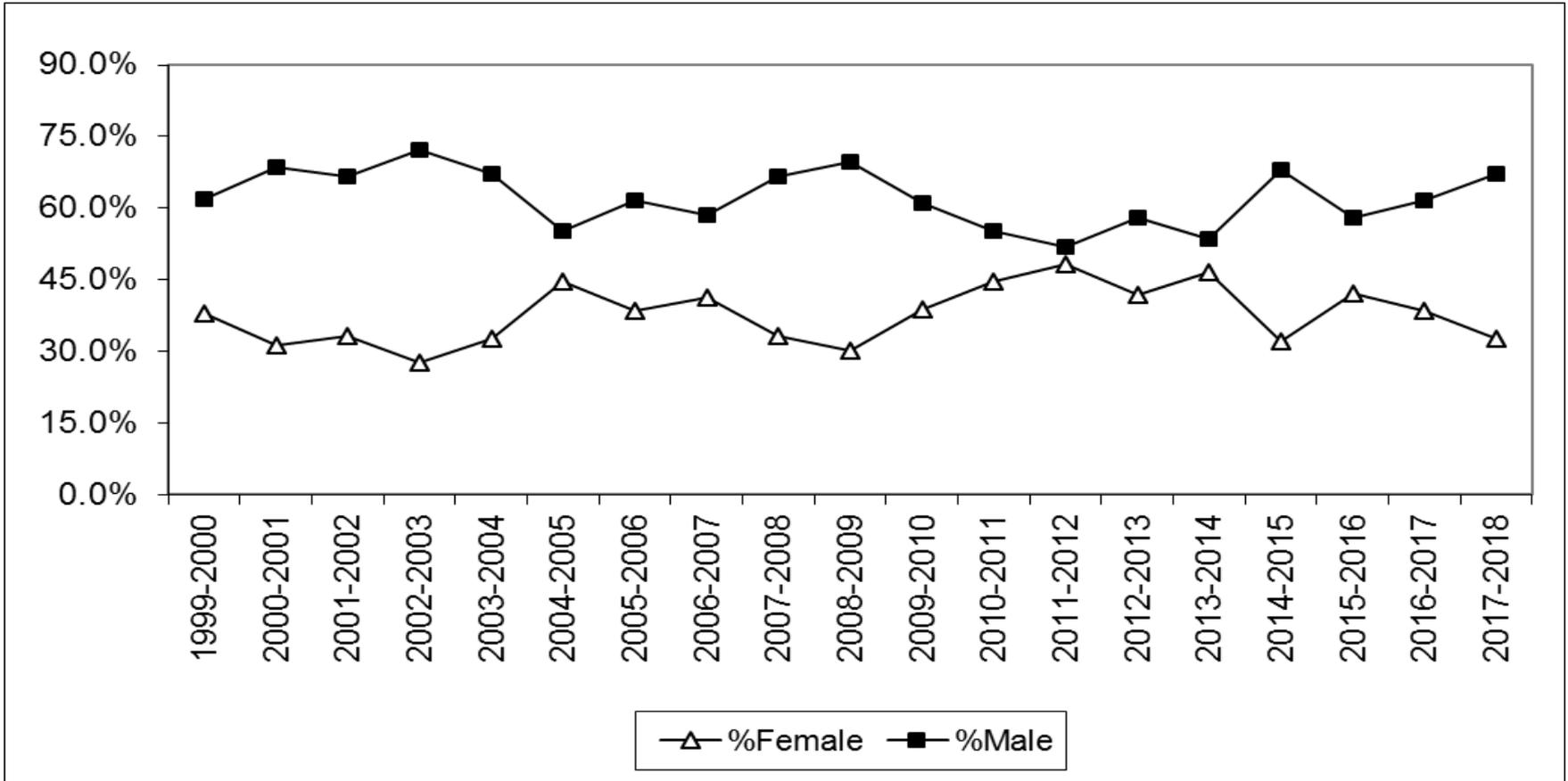
Source: Western Human Resources Information Systems

New Clinical Full Time Faculty (Physicians in Schulich) at Western by Gender: 2000 – 2018



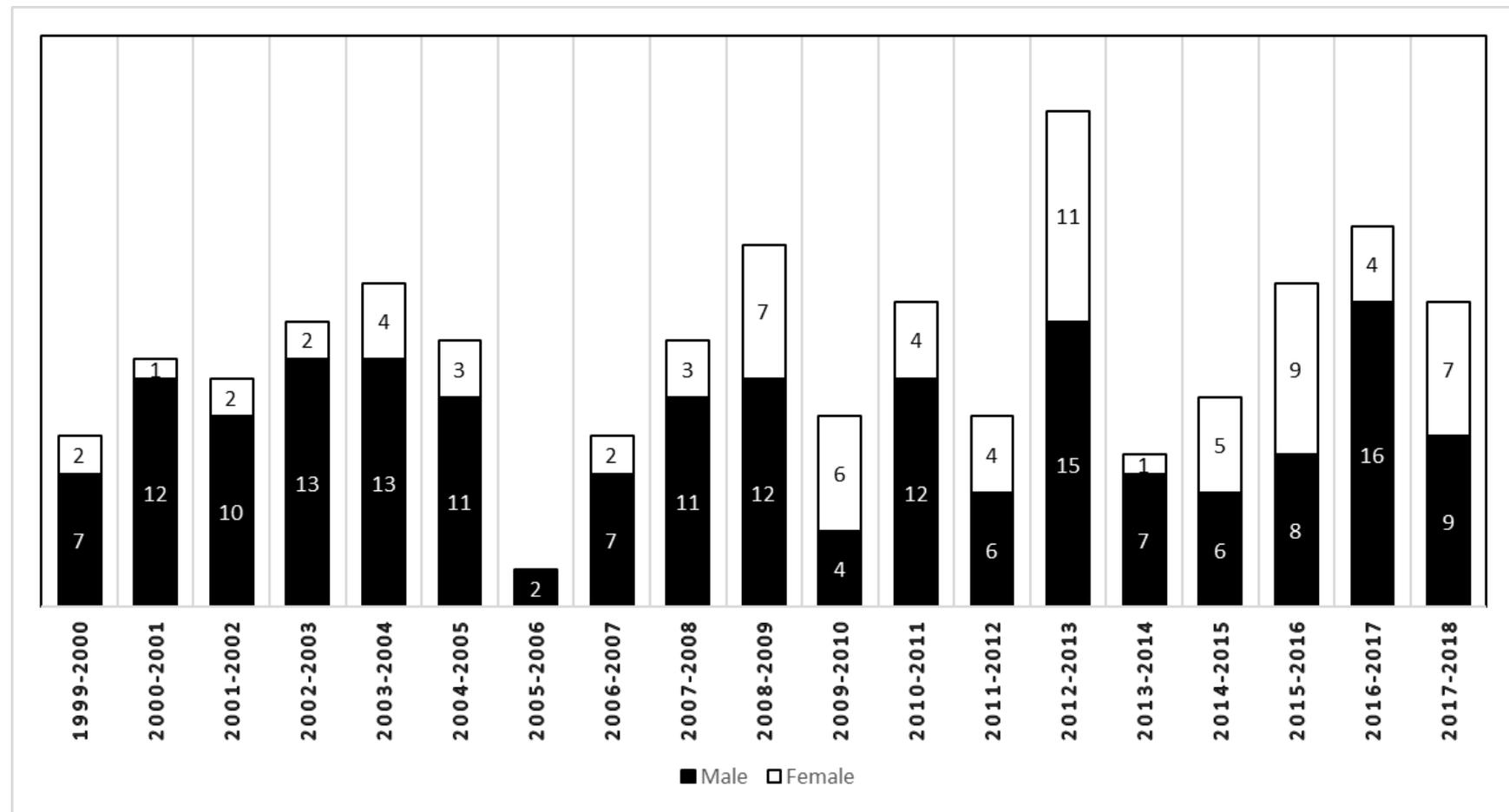
Source: Western Human Resources Information Systems

Percentage of New Full Time Clinical Faculty at Western by Gender: 1999-00 – 2017-18



Source: Western Human Resources Information Systems

Full Time Clinical Faculty Resignations by Gender, 1999-00 – 2017-2018



Source: Western Human Resources Information System

Further Reference:

- This faculty recruitment and retention report can be found at:
http://uwo.ca/facultyrelations/academic_planning/Recruitment_Retention_Report_2019.pdf
- A report on the distribution of teaching among FT/PT faculty can be found at:
https://www.uwo.ca/facultyrelations/academic_planning/teaching-data-2018.pdf
- For additional information, the Institutional Planning and Budgeting (IPB) website contains data and facts updated annually and can be found at
<https://www.ipb.uwo.ca/>

(Please note: The dates for which data are reported will influence counts. Therefore, data contained in this report and at the IPB site may differ slightly.)

ANNOUNCEMENTS

| Contents | Consent Agenda |
|--|----------------|
| <p>Academic Administrative Appointments</p> | <p>Yes</p> |
| <p>Report from the Board of Governors on the January 24, 2019 Meeting</p> | <p>Yes</p> |

FOR INFORMATION

1. **Academic Administrative Appointments**

Faculty Relations advised of the following academic administrative post(s) approved on behalf of the Board of Governors during the month of December 2018.

| Name | Department/School | Faculty | Admin Post | Effective Date | End Date |
|-----------------|-------------------|-----------------|--|------------------|------------------|
| Karen Danylchuk | Health Sciences | Health Sciences | Associate Dean (Undergraduate) | July 1-2019 | June 30-2021 |
| Sheri-Lynn Kane | Schulich | Schulich | Acting Associate Dean (Grad, Post doc) | November 03-2018 | December 04-2018 |
| John Yoo | Paediatrics | Schulich | Department Chair | October 10-2018 | December 31-2018 |
| James Calvin | Medicine | Schulich | Department Chair | November 1-2018 | October 31-2023 |

2. **Report from the Board of Governors**

Attached as **Appendix 1** is the report from the Board of Governors on the January 2019 meeting.

REPORT TO SENATE FROM THE BOARD OF GOVERNORS

FOR INFORMATION

Report from the Board of Governors on the January 24, 2019 Meeting

The Board of Governors met on January 24, 2019. Attached is a full list of items received for approval or information from the Board's standing committees and from Senate. Documentation for these items can be found at: <https://www.uwo.ca/univsec/pdf/board/minutes/2019/a19jan24bg.pdf>

The reports and proposals received were standard items of business.

SUMMARY OF AGENDA ITEMS – JANUARY 24, 2019 - OPEN SESSION

| | |
|--|-------------|
| Adoption of Agenda | ACTION |
| Report of the President | INFORMATION |
| Unanimous Consent Agenda – Appendix I | ACTION |
| Minutes of the Meeting of November 29, 2018 – Open Session | ACTION |

Report of the Property & Finance Committee – Appendix II

| | |
|--|-------------|
| Quarterly Ratio Report on Non-Endowed Funds | INFORMATION |
| Report on Trademark Licensees Doing Business with the Book Store at Western January 2019 | INFORMATION |
| 2018-2019 Operating Budget Update as of October 31, 2018 | INFORMATION |
| Report of the Investment Committee | INFORMATION |
| Student Fee-Funded Units, Ancillaries, Academic Support Units, and Associated Companies Financial Update | INFORMATION |

Senior Policy & Operations Committee – Appendix III

| | |
|-------------------|--------|
| Board Appointment | ACTION |
|-------------------|--------|

Report of the Audit Committee – Appendix IV

| | |
|--|-------------|
| Western Office of the Ombudsperson Annual Report 2017-18 | INFORMATION |
|--|-------------|

Fund Raising and Donor Relations – Appendix V

| | |
|--|-------------|
| Fund Raising Activity Quarterly Report to October 31, 2018 | INFORMATION |
|--|-------------|

Items Referred by Senate – Appendix VI

| | |
|----------------------------------|-------------|
| Report of the Academic Colleague | INFORMATION |
| Questions from Members | |