MINUTES OF THE MEETING OF SENATE

February 17, 2022

The meeting was held at 1:30 p.m. via Zoom.

SENATORS:

K. Arora
P. Barmby
A. Barnfield
A. Baxter
J. Baxter
E. Boussoulas
D. Brou
S. Burke
C. Burucua
E. Chamberlain
J. Chazi
M. Cleveland
K. Coley
J. Compton
S. Constas
J. Corrigan
J. Cuciurean
S. Datars Bere
M. Davison
G. De Viveiros
R. DeKoter
J. Doerksen
M. Fahmida
L. Frederking
C. Gallant
R. Gros
N. Harney
L. Henderson
R. Heydon
S. Hodgson
V. Jaremek
T. Jenkyn
T. Joy
S. Kadish
S. Karky
G. Kelly
R. Kennedy
M. Kim
D. Kotsopoulos
J. Lacefield
D. Laird
J. Langille
M. Lebo
D. Lee
J. Li
M. Longtin
D. Malloy
M. H. McMurran
M. Milde
L. Miller
J. Minac
K. Mooney
I. Namukasa
A. Nelson
J. Nord
J. O'Hagan
T. Peace
P. Peddle
S. Powell
S. Prichard
H. Pun
D. Purcell
A. Pyati
G. Read
L. Rigg
A. Robin
S. Roland
G. Santos
E. Sapuridis
A. Schuurman
A. Shami
V. Smye
B. Sriharan
C. Steeves
L. Stephenson
L. Stoyles
G. Tigert
J. Watson
K. Yeung
J. Yoo
S. Zivkovic

Observers: C. Bressette, R. Chelladurai, Z. Fakirani, J. Hutter, R. Isard, M. McGlynn, N. Narain, O. Oloya, C. Maco

LAND ACKNOWLEDGEMENT

S. Constas offered a Land Acknowledgement.

S.22-31 MINUTES OF PRIOR MEETING

It was moved by G. Santos, seconded by C. Gallant,

That the minutes of the meeting of January 21, 2022, be approved as circulated.

CARRIED

S.22-32 REPORT OF THE PRESIDENT

The Report of S. Prichard, Acting President, distributed with the agenda, contained information on the following topics: COVID-19 update, gender-based and sexual violence, and leadership updates.

The Acting President additionally commented on the following items:

- Update on President Alan Shepard's medical leave.
- Return of second, third, and fourth-year undergraduate and graduate students to campus is going well; students are happy to be back in person.
- First-year undergraduate students will return to in-person learning on February 28.
- Immediate changes to COVID-19 rules including continuation of rapid testing, no masks required in shared working spaces if seated and physically distanced, instructors permitted to remove masks behind safety barriers, and visitors permitted on campus with proof of vaccination.
- Upcoming changes to COVID-19 rules effective March 1, 2022 including increase to regular capacity for libraries, in person meetings, recreation centre (only available for student use at this time), and most dining areas; reinstatement of parking fees; resumption of intramural and sports clubs (with masks); varsity athletes no longer required to wear masks during competitions.
- Despite the changing rules for COVID-19, Western's vaccine policy and masking policies will remain in place and testing and vaccination centres will remain open by appointment.
- Mandatory gender-based and sexual violence training for all employees regarding support for disclosure was launched; good feedback has been received and many employees have already completed the training.
- Strategic Priorities Fund: 29 additional applications were received in the second round.
- Proposal submissions for 450 Talbot Street were due by February 7; 17 proposals were received. Announcements can be expected by March 15, 2022 and the goal is to begin programming in Fall 2023.
- Western ranked #1 in the country for high-achieving athletes. The requirements for this designation are an average grade of 80% and participation in a varsity sport. Over 50% of Western's varsity athletes reached that milestone.
- Western has earned a gold rating from the Sustainability Tracking, Assessment & Rating System (STARS) for the third consecutive time.

- Western will welcome a new Provost and Vice-President (Academic), Florentine Strzelczyk, on May 1, 2022.

REPORT FROM THE OPERATIONS/AGENDA COMMITTEE

S.22-33 **ITEM 5.1 – Revisions to the Senate Rules of Order (Electronic Voting Procedure)**

E. Chamberlain, Chair of the Operations/Agenda Committee advised that there were revisions made to the Senate Rules of Order relating to electronic voting procedures. She highlighted the following amendments:

- Motions would be considered carried as long as they are supported by a majority of the legal votes cast, as long as the minimum number of votes is equivalent to what would be considered quorum at an in-person Senate meeting
- Elections would be considered valid as long as at least 30 votes have been cast, which reflects historic electronic voting patterns

It was moved by M. Milde, seconded by S. Burke,

That the Senate Rules of Order be revised as shown, effective February 17, 2022.

CARRIED

S.22-34 **ITEM 5.2 – Amendment to the Appointment Procedures for Senior Academic and Administrative Officers of the University – Vice-Provost (Students)**

E. Chamberlain advised that there had been amendments to the Selection Committee made by the Board of Governors. The item was brought back to Senate for information.

REPORT OF THE NOMINATING COMMITTEE

S.22-35 **ITEM 6.1 – Membership – University Research Board (URB)**

Michael Paris was acclaimed to the University Research Board for a term to June 30, 2022.

S.22-36 **ITEM 6.2 – Membership – Senate Review Board Academic (SRBA)**

Abdallah Shami was acclaimed to the Senate Review Board Academic for a term to June 30, 2022.

S22-37 **ITEM 6.3 – Membership – Selection Committee for the Vice-Provost (Students)**

Chris Lengyell and Stephanie Hayne Beatty were acclaimed to the Selection Committee for the Vice-Provost (Students) as members of the University community.

Susan Knabe was acclaimed as a member of Faculty who is an Associate Dean (Academic).

One additional nomination was received for the remaining two Faculty vacancies. An election was held following the Senate meeting and Jacquelyn Burkell and Lorraine Davies were elected.

S22-38 **ITEM 6.4 – Membership – Selection Committee for the Vice-Provost and Associate Vice-President (International)**

Nick Harney was acclaimed to the Selection Committee for the Vice-Provost and Associate Vice-President (International) as a member of Faculty who is a Dean.

Sandra Zivkovic was acclaimed as a Student Senator.

Two additional nominations were received for the remaining two Faculty vacancies. An election was held following the Senate meeting and Jane Toswell and Sophie Roland were elected.

REPORT OF THE SENATE COMMITTEE ON ACADEMIC POLICY AND AWARDS

S22-39 **ITEM 7.1 – Faculty of Engineering: Introduction of an Artificial Intelligence Systems Engineering Program and a New Subject Area in "Artificial Intelligence Systems Engineering"**

It was moved by J. Lacefield, seconded by A. Shami,

> That effective September 1, 2022, an Artificial Intelligence Systems Engineering program be introduced by the Faculty of Engineering as shown in Item 7.1, subject to Quality Council approval, and that a new subject area in "Artificial Intelligence Systems Engineering" be introduced by the Faculty of Engineering and included in Category C for Breadth Requirements for Graduation.

CARRIED

REPORT OF THE SENATE COMMITTEE ON UNIVERSITY PLANNING

S22-40 **ITEM 8.1 – Subcommittee on Enrolment Planning and Policy (SUEPP) Report**

It was moved by D. Laird, seconded by G. Tigert,

> That Senate approve the plans and processes for Fall 2022 First-Year Undergraduate Admissions for the University and Affiliated University Colleges and the use of the 2022-23 enrolment projections, both as shown in Item 8.1 for University budget planning purposes.

CARRIED

S22-41 **ITEM 8.2 – Update on Budget and Planning Process**

J. Doerksen, Acting Provost & Vice-President (Academic) and R. Chelladurai, Associate Vice-President (Budgeting, Planning, and Information Technology) provided an update on the budget planning process and associated guidelines. The presentation, attached to the minutes as Appendix "A", highlighted the following information:

- Planning process
- Revenue parameters and assumptions
- Full-time enrolment at Western and growth planning
- Priorities for the upcoming planning cycles
- Faculty budget recommendations

A Senator mentioned that prior to the pandemic, there had been a discussion regarding outsourcing international recruitment. J. Doerksen advised that the previous strategy discussed would not be proceeding at this time, but that a search for a Deputy Registrar (Recruitment) is underway and they will assist with international recruitment.

S.22-42 **UNANIMOUS CONSENT AGENDA**

It was moved by G. Santos, seconded by S. Burke,

> That the items listed in the Consent Agenda, be approved or received for information by the Senate by unanimous consent.

CARRIED

S.22-43 **CONSENT AGENDA ITEMS**

REPORT FROM THE OPERATIONS/AGENDA COMMITTEE

S.22-44 **Information Items Reported by the Operations/Agenda Committee on Unanimous Consent**

- ITEM 11.1(a) – Final Report from Convocation Board
- ITEM 11.1(b) – Order of Convocation – Spring 2022
- ITEM 11.1(c) – Senate Membership – Vacancies Filled by Appointment

REPORT FROM THE SENATE COMMITTEE ON ACADEMIC POLICY AND AWARDS

S.22-45 **ITEM 11.2(a) – Schulich School of Medicine & Dentistry: Revisions to the Admission Requirements of the DDS Program (CASPer Application Deadline, Application to Second Year)**

It was moved by G. Santos, seconded by S. Burke,

That effective July 1, 2022, for the 2022-23 application cycle the admission requirements of the DDS program be revised as shown in Item 11.2(a).

CARRIED BY UNANIMOUS CONSENT

S.22-46 **ITEM 11.2(b)(i) – Huron University College: Introduction of an Honours Specialization and Specialization in Business Intelligence**

It was moved by G. Santos, seconded by S. Burke,

That effective September 1, 2022, an Honours Specialization and Specialization in Business Intelligence be introduced at Huron University College, as shown in Item 11.2(b)(i).

CARRIED BY UNANIMOUS CONSENT

S.22-47 **ITEM 11.2(b)(ii) – Huron University College: Introduction of an Honours Specialization and Specialization in Marketing and Sustainability**

It was moved by G. Santos, seconded by S. Burke,

That effective September 1, 2022, an Honours Specialization and Specialization in Marketing and Sustainability be introduced at Huron University College, as shown in Item 11.2(b)(i).

CARRIED BY UNANIMOUS CONSENT

S.22-48 **ITEM 11.2(c)(i) – School of Graduate and Postdoctoral Studies: Introduction of a Project-based Option (Curatorial Stream) in the Master of Arts (MA) in Art History and Curatorial Studies**

It was moved by G. Santos, seconded by S. Burke,

That effective September 1, 2022, a project-based option (curatorial stream) be introduced in the Master of Arts (MA) in Art History and Curatorial Studies as shown in Item 11.2(c)(i).

CARRIED BY UNANIMOUS CONSENT

S.22-49 **ITEM 11.2(c)(ii) – School of Graduate and Postdoctoral Studies: Revisions to the Doctor of Education (EdD), Educational Leadership**

It was moved by G. Santos, seconded by S. Burke,

That effective September 1, 2022, the Doctor of Education (EdD), Educational Leadership be revised as shown in Item 11.2(c)(ii).

CARRIED BY UNANIMOUS CONSENT

S.22-50 **ITEM 11.2(c)(iii) – School of Graduate and Postdoctoral Studies: Revisions to the PhD in Business Administration**

It was moved by G. Santos, seconded by S. Burke,

That effective August 15, 2022, the PhD in Business Administration be revised as shown in Item 11.2(c)(iii).

CARRIED BY UNANIMOUS CONSENT

S.22-51 **ITEM 11.2(c)(iv) – School of Graduate and Postdoctoral Studies: Revisions to the Master of Professional Education (MPEd), Early Childhood Education**

It was moved by G. Santos, seconded by S. Burke,

That effective September 1, 2022, the Master of Professional Education (MPEd), Early Childhood Education be revised as shown in Item 11.2(c)(iv).

CARRIED BY UNANIMOUS CONSENT

S.22-52 **ITEM 11.2(c)(v) – School of Graduate and Postdoctoral Studies: Withdrawal of the Graduate Diploma (GDip) in Professional Education**

It was moved by G. Santos, seconded by S. Burke,

That effective September 1, 2022, the Graduate Diploma (GDip) in Professional Education be withdrawn.

CARRIED BY UNANIMOUS CONSENT

S.22-53 **ITEM 11.2(d) – Revisions to the Articulation Agreement for the Admission of Graduates of the Food Nutrition Management Program at Fanshawe College into the Bachelor of Science (Foods and Nutrition) Program at Brescia University College**

It was moved by G. Santos, seconded by S. Burke,

That Senate approve and recommend to the Board of Governors, that effective April 28, 2022, the articulation agreement for the admission of graduates of the Food and Nutrition Management Program at Fanshawe College into the Bachelor of Science (Foods and Nutrition) Program at Brescia University College be revised as shown in Item 11.2(d).

CARRIED BY UNANIMOUS CONSENT

S.22-54 **Information Items Reported by the Senate Committee on Academic Policy and Awards on Unanimous Consent**

- ITEM 11.2(e) – SUPR-U Report: Cyclical Program Review of Food and Nutritional Sciences, Brescia University College
- ITEM 11.2(f) – New Scholarships and Awards
- ITEM 11.2(g) – New Scholarships and Awards Funded by Operating

REPORT FROM THE SENATE COMMITTEE ON UNIVERSITY PLANNING

S22-55 **Information Items Reported by the Senate Committee on University Planning on Unanimous Consent**

- ITEM 11.3(a) – Vice-Provost's Annual Report on Faculty Recruitment and Retention
- ITEM 11.3(b) – Fourth Wolfe-Western Fellowship At-Large for Outstanding Newly Recruited Research Scholars

S.22-56 **DISCUSSION AND QUESTION PERIOD**

The full text of questions submitted in advance of the meeting were posted in the Agenda at Item 13.0 prior to the meeting. The questions and responses are summarized below.

1. **COVID-19 Vaccine Policy**

A Senator asked about Western's intentions regarding vaccination requirements and booster shots.

S. Prichard responded that Western intends to leave the vaccine policy in place until September 2022, at which time it will be revisited. S. Prichard advised that there was no firm decision yet, but they would like to keep vaccinations mandatory for students living in residence.

M. Mills, Director, Health, Safety & Wellness added that with respect to booster shots, conversations with medical experts were ongoing to determine what being fully vaccinated entails and what changes may need to occur. There has been encouragement for members of the campus community to get boosted through promotional campaigns on social media, signs, and flyers. M. Mills added that the medical community is unclear on when it is best to receive a booster post-infection for individuals who have contracted COVID-19. He noted that Public Health has endorsed ASTM Level 3 masks as appropriate for Western and the masks are being provided to the campus community.

2. **Fossil Fuel Divestment**

A Senator asked about Western's plans to pursue divestment from fossil fuels. The Senator raised concerns with a possible conflict of interest with PACES leadership's ties to the fossil fuel industry and requested information on Western's commitment to EDID and Reconciliation goals and allyship.

P. Eluchok, University Legal Counsel, responded that he was not aware of any conflict of interest, but the concern could be referred to the President for review.

L. Logan, Vice-President (Operations & Finance) prepared a written response to the remaining questions. She advised that a similar question was asked at the December 2021 Senate meeting and the answer was recorded in the meeting minutes. Western is committed to a net zero portfolio and a decarbonization strategy is necessary to reach those goals. Western's responsible investing strategy needs contributions from all sectors and engagement is required. The responsible investing report will be released during the first quarter of 2022.

S. Prichard confirmed that any follow up questions could be emailed to L. Logan for a response.

3. **Gender-Based and Sexual Violence Training**

A Senator raised concerns with Western's gender-based and sexual violence training, specifically the delay in training, the lack of clarity regarding the contents of the training to the general public, the scope of the training (specifically focusing on accepting disclosure), and the lack of a plan to train the rest of the Western community.

S. Prichard responded that the issue was still at the forefront of Western's plans. There has been an increase of support for students in residence and an increase in the number of constables with Western Special Constable Service. Western implemented residence training and training across campus. She confirmed that the residence training is very extensive. Furthermore, Western created an action committee specifically relating to gender-based and sexual violence, and the preliminary review aligns with the goals that the action committee has set.

4. **Access to COVID-19 Rapid Tests**

A Senator asked about Western's plans for adjusting to the COVID-19 pandemic and if Western had plans to provide easier access to rapid tests for members of the University community.

S. Prichard responded that a rapid-testing program was available for some members of the University community, specifically where physical distancing is not possible and in high-risk areas. She added that there has been communication with Public Health and they have not recommended that Western have a rapid testing program.

M. Mills Director, Health, Safety & Wellness advised that after consultation with the Middlesex-London Health Unit, it was confirmed that rapid tests are not as helpful or accurate as PCR testing. Rapid-test kits are available through a number of areas in London and members of the University community may obtain rapid tests through those channels as Western does not have the same level of access to those tests.

ADJOURNMENT

The meeting adjourned at 2:53 p.m.

_____ _____

S. Prichard
Chair

A. Bryson
University Secretary

Planning Update
and
Recommendations for the Faculties

Senate
February 17, 2022

Context

- **External**
  - Continuation of Global Pandemic . . . . (end in sight ?)
  - Provincial Election in June
- **Internal**
  - Still navigating through the Pandemic
  - New Strategic Plan in place
  - Enrolments . . . Overall . . . Healthy
    - nearly 37,000 FTEs (and growing)
  - Re-focus on International Enrolment Expansion

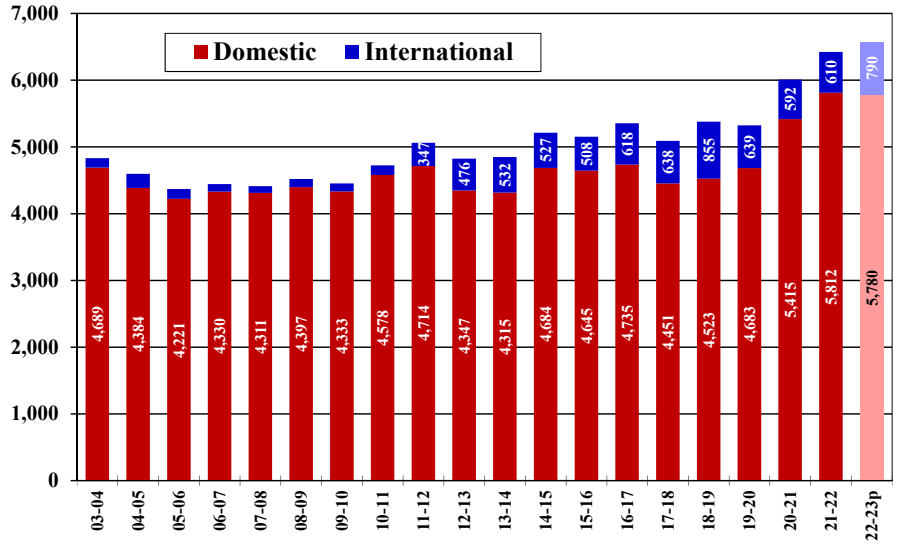
Planning Process

- One-year Plan for 2022-23 . . . . to be followed by 3-Year Plan (2023-2026)
- Guided by the New Strategic Plan
- Budget Structure remains unchanged
  - Enrolment-related Revenue Sharing
  - Strategic Budget Investments
    - Unit- and University-Level
  - Inflationary Budget Adjustment . . . accompanied by Central Funding for Salary Increases

Revenue Parameters / Assumptions

- 2022-23 Enrolment Plan – SUEPP-approved
  - Undergraduate Intake at 6,570 – with 790 international students
  - Graduate Plans from the Faculties
- Revenue Assumptions
  - Government Grants unchanged
  - Domestic Tuition – *waiting for Govt announcement*
  - International Tuition – max 8% for incoming UG students and max 4% for continuing UG students; 2% for Research Masters and max 5% for Prof Grad Programs

Full-Time Year 1 Undergraduate Enrolment



Western

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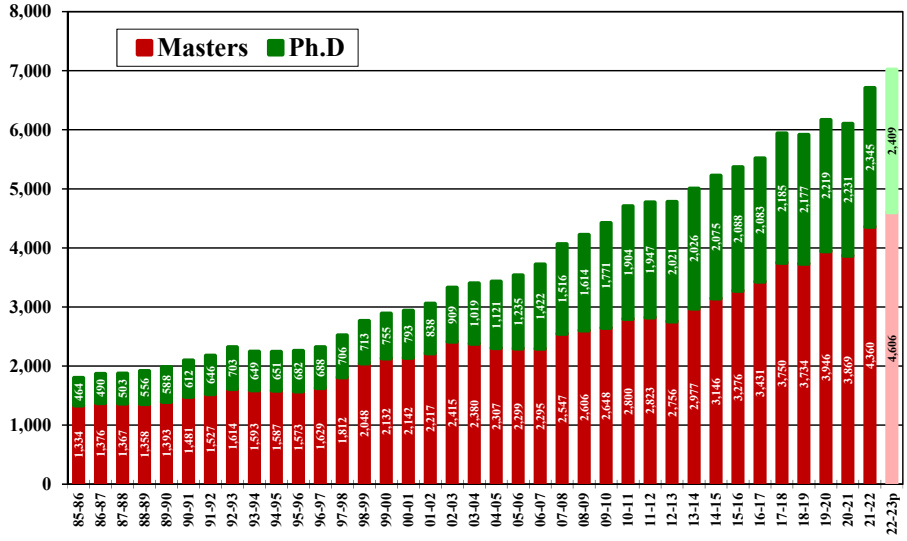
Full-Time Graduate Enrolment at Western



Western

6

Planning Update:
Priorities and Considerations

as of February 1, 2022

Priorities for the Upcoming 1+3 Year Planning Cycles

- Strategic Plan's "Overarching Themes"
  - Greater Impact – *with growth in Enrolments, Faculty, Staff*
  - People, Community, and Culture
  - Western's Place in the World
- Broad Areas of Immediate Priority – in 1-Year Plan:
  - Strategic Enrolment Growth, including Int'l
  - Scholarship/Research Supports
  - EDI and Indigenization Initiatives
  - Safe and Sustainable Physical Infrastructure Expansion
  - Possible expansion of Strategic Priorities Fund
- Faculty Academic Plans to Guide 3-Year Plan

Enrolment Growth Planning

- Strategic Plan Aspiration of 50,000 Students & Learners by 2030
  - 20% International Undergraduate Goal, with diversification of source and destination
- Confirmed Expansions: Engineering, HBA
- In Planning Stages (examples):
  - Creative Arts & Production, On-line MLIS, On-line Music Courses, Health Sciences Programs, B. Med. Sci, and overall Int'l Undergrad Growth
- Graduate Expansion – in existing and through new programs – across most Faculties

Faculties' Budget Recommendations

Elements of Faculty Recommendations

1. Enrolment-related Revenue Sharing
2. Academic Priorities Fund (APF) Allocations
3. Enrolment Growth Funding Plans
4. Base Budget Flexibility Options
5. PhD Student Funding Supplements
6. Faculty and Staff Complement Plans
   - Including early approvals for faculty recruitment
7. Capital Projects
8. Ivey Funding Model

Enrolment-related Revenue Sharing

- Share on Incremental Enrolment-related Revenues flows to the Faculties – on a slip-year basis
  - At present, tuition is the only source of incremental revenue
- Undergraduate – 40% of incremental tuition
  - Direct-entry: 25% based on enrolments; 15% based on teaching
  - 2nd-entry: full 40% based on enrolments
- Graduate – 50% (or 60%) of incremental tuition
- About $4M will flow in 2022-23 – based on 2021-22 Enrolments/Teaching

APF Funding and Other Allocations

- Academic Priorities Fund (APF) -- $2.9M Base, $3.4M O/T
- Other Operating Allocations
  - Engineering Expansion – Budget Allocations to A&H, Science, and Engineering
  - Infrastructure/Equipment Needs in FHS, Schulich, Science
- Capital (new commitments)
  - New Engineering Building
  - Student Spaces in SSC Atrium
  - Smaller Projects in Education, Engineering, Law
- Base Funding Allocation support Faculty & Staff Positions

Resource Recommendations for the Faculties

	APF Items	Other	Smaller Capital
A&H	Internship Coordinator; Development Officer; 1.5 Faculty Positions; Student Awards	Engineering Expansion Teaching	
Business		Ivey Funding Model	
Education	1 Faculty Position; Indigenous Teaching Secondment		1 Project
Engineering		Expansion Funding & Bldg	4 Projects
Health Sciences	3.5 Faculty Positions; 2 Staff Positions; Equipment Upgrades; Facilities Enhancements		
FIMS	0.5 Faculty Positions; 1.5 Staff Positions; Teaching Facilities Upgrades	1 Faculty Position through Cluster Hires or Central Funding	
Law	1.5 Staff Positions		1 Project
Med & Dent	EDI Initiatives; Dentistry Equipment Upgrades	Research Support Funding	
Music	1 Faculty Position and 1 LD-to-LT Conversion; Student Recruitment; Outreach Programming		
Science	3 Faculty Positions in Computer Science; Start-up Funding	Chem Lab Renos; Partner in Engg Expansion	
Social Science	2.5 Faculty Positions; 2.5 Staff Positions; Space Upgrades	SSC Atrium – Student Spaces	
All Faculties	Continuation of USRI & Post-Doc Programs – *parameters TBD*	PARF & CRC Cluster Hires – Black and Indigenous Faculty	

Continuation of Base Budget Flexibility

- Carryforward continues to be high in some Faculties – due to rapid enrolment/revenue growth
- Faculties given option of exchanging $1M Carryforward for $150K Base Budget
- Central Budget "taking risk" in the long run
- 6 Faculties and 3 Support Units participating
  - $25M carryforward for $3.75M Base
  - Will support Faculty/Staff Appts and other initiatives
- The pooled $25M will support Strategic Plan Priorities – *currently under review*

PhD Student Funding Supplement

- To support growth in PhD Enrolments
- Supplement for each "incremental" SGPS Funding-Eligible Student
  - Growth over 2021-22
  - Domestic and International Combined
  - $20,000 A&H, FIMS, Music
  - $18,000 Education, FHS, SS
  - $14,000 Engineering, Law, Medicine, Science

Next Steps

- Feb 9th: Budget Letters sent to Faculties
  - Including approval of newly-funded faculty/staff positions
- March 18th: Faculties submit Final Plans
  - Budgets and Faculty/Staff Complements
- April 30th: Provost's Final Response

- Mid-to-Late February – develop Support Unit Recommendations
- March – develop Full University Budget
- April – Budget at SCUP, Senate, P&F, and Board of Governors (on April 28th)

Discussion