



MINUTES OF THE MEETING OF SENATE

December 5, 2025

The meeting was held at 1:30 at the Great Hall, Somerville House

SENATORS:

A. Agyapong	L. M. Gribble	P. Pexman
Y. Al-Ani	M. Green-Barteet	T. Rajan
C. Alcantara	R. Gros	R. Ramachandran
A. Ali	A. Hassan	W. Ritchie
J. Antonelli	J. Herrera	S. Roland
A. Awawdeh	B. Hill	J. Redden
C. Barteet	L. M. Ibarra	L. Rehmann
G. Beckett	M. Joannis	B. Rubin
B. Begg	I. Johnsrude	S. Schmid
K. Bertrand	A. Jokhu	L. Shahin
K. Big-Canoe	M. Khimji	A. Shchepetkina
J. Birkinshaw	H. Kirk	A. Shepard
S. Boe	S. Knabe	S. Sibbald
A. Bryson	T. Layton	K. Siddiqui
N. Campbell	H. Li	N. Silvester
K. Choi	G. R. Little	D. Sirek
C. Chung	L. Lingard	M. Stahl
S. Clarke	M. Lebo	F. Strzelczyk
N. Coates	L. Logan	J. Walsh
K. Coley	A. Lukawski	X. Wang
S. D'Arcy	T. Mantler	L. Waller
L. Davis	M. Modeski	J. H. Wright
M. El-Sakka	Z. Nadeem	K. Yeung
D. Ferri	I. Namukasa	J. Yoo
J. Gemson	A. Nocilla	N. Zabian
C. Giannacopoulos	V. Parsa	
L. Graham	I. Paul	

Observers:

C. Bressette, R. Chelladurai, H. M. Diaz, S. Hayne Beatty, S. Hendrikk, K. Henricus, J. Hutter, S. Lewis, E. Marshall, M. McGlynn, O. Oloya, V. Sarkany, J. Scott, M. Yenson

LAND ACKNOWLEDGEMENT

C. Barteet offered a Land Acknowledgement.

MINUTES OF PRIOR MEETING

ITEM 2.0 – Minutes of the Meeting of November 14, 2025

It was moved by B. Hill, seconded by P. Pexman,

That the minutes of the meeting of November 14, 2025, be approved as circulated.

CARRIED

BUSINESS ARISING FROM THE MINUTES

Update on the Western Campaign

In response to a request made at the November Senate meeting, K. Bertrand, Vice-President (University Advancement), provided an update on Western's Campaign, confirming that only 1% of the total funds raised are unrestricted and could be used to fulfil operational needs across the University. Additionally, K. Bertrand indicated that while other funds are largely restricted, they have significant impact on Western's overall operating budget and its ability to support strategic priorities.

REPORT OF THE PRESIDENT

In addition to the written report provided in advance of the meeting, A. Shepard, President & Vice-Chancellor, provided a brief verbal update outlining several government-related matters, including the recent release of the federal budget and its potential implications for the sector, such as research funding, student housing initiatives, and potential adjustments to the international student cap.

A. Shepard concluded his report by highlighting the recent opening of the new Centre for Bioethics and acknowledging the visit of distinguished bioethicist and Western alumna Françoise Baylis, recently elected President of the Royal Society of Canada.

ITEM 3.1 – Strategic Plan Update

A. Shepard provided a presentation to review progress on the Western Strategic Plan, highlighting key achievements and areas for future growth. The President highlighted the external factors impacting the academic sector and reaffirmed Western's ongoing commitment to delivering high-quality education, advancing research, and increasing institutional impact.

The President addressed a question of clarification regarding Indigenous learning bundles and confirmed continuous involvement of Indigenous faculty, students, and staff members in reviewing and developing curriculum to ensure its accuracy and relevance.

In addressing a question on the main areas where Western is underperforming, the President outlined plans and initiatives aimed at future sustainable growth in those areas.

REPORT OF THE PROVOST

F. Strzelczyk, Provost & Vice-President (Academic) began her report by commenting on Western's strong performance in the QS Sustainability Rankings 2026, where the University placed fourth in Canada and 24th worldwide.

F. Strzelczyk continued her report with an update on Western's Research Information Management System (RIMS) introduced in November and designed to collect and organize information related to research and scholarly work.

In closing the report, F. Strzelczyk commented on the progress made toward launching the Western International College.

In response to a question raised at the November Senate meeting, F. Strzelczyk explained that class size requirements pertain to resource allocations rather than academic policy, and therefore do not fall within the Senate's mandate.

R. Chelladurai, Associate Vice-President (Institutional Planning & Budgeting), addressed a request for information on marginal cost and marginal benefit associated with every student who exceed the funding corridor and stated that this analysis is complex due to the wide range of factors involved, including the varying levels of support services provided to students, the different modes of program delivery, and the diversity of Faculties and academic programs across the University. These factors make a standardized calculation challenging.

The Provost addressed a question regarding Western's plans for alternative sources of revenue generation and commented on the growing global demand for Professional Master's degree programs.

ITEM 4.1 – Update on University Budget Planning Process

F. Strzelczyk provided a presentation, beginning with an overview of the planning process, revenue sources, and the external and internal factors impacting the University budget. The Provost addressed the student-to-faculty ratio, outlined the strategic priorities for 2026–27 and explained how resources will be optimized to maintain high educational standards.

P. Pexman, Vice-President (Research), provided clarification on the alternative approaches to research revenue generation and shared with Senate the most recent results from major research competitions, providing an overview of outcomes and key highlights.

F. Strzelczyk and R. Chelladurai addressed a question requesting clarification on the data provided, as well as a request for data on administrative roles. F. Strzelczyk provided a rationale for why the data requested was not included in the report and R. Chelladurai directed members to sources with some additional information. Additionally, F. Strzelczyk confirmed that the course development work for the launch of the Western International

College is progressing as expected and remains on track.

R. Chelladurai spoke to a question that was submitted in advance of the meeting and commented on the admission standards for the Faculty of Social Science, confirming Western's consistent approach and noting that this matter is subject to Senate's annual approval.

REPORT OF THE VICE-PRESIDENT (RESEARCH)

In addition to the materials provided in advance of the meeting, P. Pexman, Vice-President (Research) provided a verbal update on the activities within her portfolio and commented on the recently announced federal budget, highlighting that it contains positive changes for post-secondary research funding, including \$1.65 billion that has been allocated to attract international research talent to Canada. P. Pexman noted that, while the program details have not been yet released, there are indications of potential adjustments to funding allocations and program priorities.

In conclusion of her report, P. Pexman provided an update on the work of the Western Academy for Advanced Research.

REPORT OF THE OPERATIONS / AGENDA COMMITTEE

On behalf of the Operations/Agenda Committee, S. Roland presented the report of the Committee.

ITEM 6.1– Revisions to the Terms of Reference of the Honorary Degrees Committee

It was moved by S. Roland,

That on the recommendation of the Operations/Agenda Committee, Senate approve that effective December 5, 2025, the terms of reference of the Honorary Degrees Committee be revised as shown in Item 6.1.

CARRIED

ITEM 6.2 – Notice of Motion

It was moved by N. Zabian, seconded by B. Begg,

That the Senate recommend to the Board of Governors through the President & Vice-Chancellor, that Western University's Investment and Responsible Investing Policy (within MAPP 2.26) be expanded to include commitments to upholding human rights and international law in all investment practices, including divestment from weapons manufacturers, and companies that are involved in violations of international law or internationally recognized human rights.

Furthermore, that the Senate recommend to the Board of Governors to establish a Special President's Committee on Ethical and Human-Rights–Aligned Responsible

Investing, composed in a manner that is representative of the Western community—including students, faculty, staff, and community members—and mandated to develop and oversee the implementation of the aforementioned policy amendments in a sustainable manner.

The Chair opened the floor for the discussion.

While recognizing the importance of sustainable financial performance, Senators that spoke in favour of the motion acknowledged the importance of aligning the University's investment practices with its mission, values, and community priorities. The Senators referred to the various constituencies across campus, including student councils and faculty association, that had formally supported incorporation of human rights considerations into the Responsible Investing Policy.

Those speaking against the motion raised concerns that the motion, as written, requires divestment from all weapons manufacturers and the supply chain companies, rather than limiting the scope to companies directly involved in human rights violations. Additionally, a Senator noted that Western is already a signatory of the UN Principles for Responsible Investment, which confirms Western's commitment to incorporating social considerations into the investment strategy.

A Senator noted that the weapons-manufacturing industry is associated with elevated risks and that this motion seeks to develop a long-term, strategic approach rather than responding on a case-by-case basis.

A motion to amend the 1st paragraph of the main motion was proposed as follows.

It was moved by K. Coley, seconded by D. Ferri,

That the Senate recommend to the Board of Governors through the President & Vice-Chancellor, that Western University's Investment and Responsible Investing Policy (within MAPP 2.26) be expanded to include commitments to upholding human rights and international law in all investment practices, including divestment from companies that are involved in violations of international law or internationally recognized human rights, including weapons manufacturers.

DEFEATED

A Senator highlighted that while the motion is related to a broad range of companies, Senate's authority extends to making a recommendation to the Board of Governors, and the Board will determine how the matter is addressed moving forward.

The Chair call the vote on the main motion, and it was CARRIED.

ITEM 6.3 – Questions for Senate

S. Roland informed Senate that no questions were received in advance of the Operations/Agenda Committee meeting for consideration at the December 5, 2025 Senate meeting.

REPORT OF THE SENATE NOMINATING COMMITTEE

On behalf of the Senate Nominating Committee, G. Little provided the Nominating Committee report.

ITEM 7.1 – Membership – Selection Committee for the Deputy Provost

Andrew Johnson, Susan Knabe and Lars Rehmann were acclaimed to serve on the Selection Committee for the Deputy Provost as the faculty members.

Rachel Halaney was nominated by the Nominating Committee and Katie Big-Canoe was nominated from the floor of Senate. An election was held following the Senate meeting and Katie Big-Canoe was elected to serve on the Selection Committee for the Deputy Provost as an administrative staff member.

Aliya Jokhu was acclaimed to serve on the Selection Committee for the Deputy Provost as a student.

ITEM 7.2 – Membership – Senate Review Board Academic

Yuen Ki Ng was acclaimed to serve on the Senate Review Board Academic as a graduate student for a term ending June 30, 2026.

REPORT OF THE UNIVERSITY RESEARCH BOARD

On behalf of the University Research Board (URB), P. Pexman presented the URB report and highlighted several initiatives that were discussed at the last meeting, including the presentation on the work of the Institute for Earth and Space Exploration.

P. Pexman continued the report by providing a presentation related to the implementation plan of the recommendations that were highlighted in the 2025 Human Ethics Review (Appendix A.). Additionally, she noted that the report is available for members of the Western community on the updated Western Research webpage.

CONSENT AGENDA ITEMS

REPORT FROM THE OPERATIONS/AGENDA COMMITTEE

Information Items Reported by OAC on Unanimous Consent:

- ITEM 13.1(a) – Senate and Senate Committee Meeting Schedule
- ITEM 13.1(b) – Senate Election Schedule for 2026

REPORT FROM THE SENATE COMMITTEE ON ACADEMIC CURRICULUM AND AWARDS

ITEM 13.2(a) – School of Graduate and Postdoctoral Studies: Major Modification to the Graduate Diploma (GDip) in Primary Health Care Nurse Practitioner and the Master of Nursing (MN) field in Primary Health Care Nurse Practitioner

It was moved by A. Jokhu, seconded by P. Pexman,

That on the recommendation of ACA, Senate approve that effective January 1, 2026, the Graduate Diploma (GDip) in Primary Health Care Nurse Practitioner be renamed as the GDip in Nurse Practitioner and that the GDip be revised as shown in Item 13.2(a); and

That the Master of Nursing (MN) Field in Primary Health Care Nurse Practitioner be renamed as the Field in Nurse Practitioner and that the MN Field be revised as shown in Item 13.2(a); and

That students currently enrolled in the GDip / Field be permitted to graduate with the old name of the GDip / Field until August 31, 2026, upon request to the Office of the Registrar.

CARRIED BY UNANIMOUS CONSENT

Information Items Reported by ACA on Unanimous Consent:

- ITEM 13.2(b) – Report of the Subcommittee on Program Review – Undergraduate: Cyclical Review of the Undergraduate Program in Media and Communication Studies

ANNOUNCEMENTS AND COMMUNICATIONS

The following items reported through Announcements and Communications were received for information by unanimous consent:

- ITEM 13.3(a) – Academic Administrative Appointments

QUESTION PERIOD

The questions submitted in advance of the meeting were addressed during the agenda.

There were no additional questions from the floor.

NEW BUSINESS

A. Bryson advised Senate that the current system used by Western to manage governance meeting materials, OWL Sakai, is being shuttered effective April 2026. The new governance meeting management system, Diligent's BoardEffect, is being prepared for use for the February 13, 2026 meeting of Senate.

ADJOURNMENT

The meeting adjourned at 4:13 p.m.

A. Shepard
Chair

A. Bryson
University Secretary



University Research Board Update

Human Ethics Review

Penny Pexman
Vice-President (Research)

University Senate

December 5, 2025

1

The Western University logo, featuring the word "Western" in white text on a purple background, with a small crest icon to the right.

NMREB Chair

- Search launched: September
- Significant interest & high-quality candidates
- Interview process underway

Office Structure

- NMREB ethics officers dedicated to specific faculties
- Addresses unique needs & provides single point of contact

2



<h3 style="text-align: center; margin-bottom: 15px;">Application Forms</h3> <ul style="list-style-type: none"> • Significant revisions expected in 2026, following consultation • Streamline to reduce bottlenecks, increase quality 	<h3 style="text-align: center; margin-bottom: 15px;">Recommendation Letters</h3> <ul style="list-style-type: none"> • NMREB: Eliminated general suggestions • HSREB: Separating required changes from suggestions • Clinical trials: To use CTO/ CanReview templates
--	---

3



<h3 style="text-align: center; margin-bottom: 15px;">Board Structure</h3> <ul style="list-style-type: none"> • Propose smaller board composition • Improves consistency & enhances quality of decisions • Looking to allocate protected time for board members 	<h3 style="text-align: center; margin-bottom: 15px;">Additional Initiatives</h3> <ul style="list-style-type: none"> • Exploring AI tools for submissions • Embed resources in faculties • Improving quantity & quality of communications
---	---

4