

S.16-03

Western's New Email Service – Office365 [S.15-236]

At the December 4, 2015 Senate meeting, Senator Olson asked why Western was changing its email service to Office365, noting concerns about the security of the data on a US-based server. J. Grieve, Executive Director, Information Technology Services (ITS), explained that Western had to move to a new email system because Convergence is outdated and will no longer be supported by Oracle. In fact, the instability of Convergence, particularly with respect to the calendar function, had prompted many faculty and staff to move their email to other platforms, including Microsoft and Google. Microsoft and Google are the two largest providers and many universities have already moved to Office365 as it offers a number of advantages, including the ability to offer free Microsoft software to students, faculty and staff.

He explained that last year students and support units were migrated to Office365. Feedback has been very positive and now the plan is to move forward with migrating the faculties to Office365. He noted that UWOFAs has expressed privacy and security concerns about the US-based servers and was provided with a copy of the Microsoft contract and the privacy impact assessment prepared by

S.16-06

Senate Membership: Undergraduate Students – At Large Constituency

It was moved by M. Milde, seconded by H. Orbach-Miller,

~~This is a redacted page. The text is illegible due to heavy redaction.~~
representative of the Undergraduate Students – At Large Constituency (term to June 30, 2016).

CARRIED

S.16-07

Senate Nominating Committee - Membership

L. Rosen was elected to the Senate Nominating Committee to complete the term of T. McMurrugh who has resigned (Term: June 30, 2016).

S.16-08

Revision to Faculty of Arts and

Senator Toswell stated that she had hoped for a discussion among Senators about the issues she presented in the background of her motion and had hoped for a broader view from the Convocation Planning Committee. Western needs to establish a public image of diversity: Since 1878 Western has had 22 Chancellors with 20 being male, all of whom since 1971 (John Roberts) have been from the world of business.

REPORT OF THE NOMINATING COMMITTEE [Exhibit II]

S.16-12 **Associate Vice-President (Research) Selection Committee**

The following were elected to serve on the selection Committee for the Associate Vice-President (Research): H. Berman (HS), I. Johnsrude (SS), D. Laird (MD), M. Knott (Graduate Student).

S.16-13 **Senate ad hoc Committee on Renewal**

A. Engineer (MD/Graduate Student Senator) was elected to the Senate ad hoc Committee on Renewal to replace T. McMurrugh who has resigned.

S.16-14 **Senate Review Board Academic**

K. Metersky was elected to the Senate Review Board Academic to replace T. McMurrugh who has resigned (term to June 30, 2016).

S.16-15 **Senate Committee on Academic Policy and Awards**

R. Moll (AH) was elected to complete the term of J. Emberley who has resigned (term January 1 - June 30, 2016).

S.16-16 **Senate Operations/Agenda Committee**

V. Staroverov (Sci) was elected to the Senate Operations/Agenda Committee to serve as an alternate

S.16-18 **Faculty of Engineering: Withdrawal of the WE GO Global Certificate**

It was moved by S. Macfie, seconded by K. Mequanint,

That effective September 1, 2016, the WE GO Global Certificate be withdrawn and admissions into the certificate be discontinued.

CARRIED

S.16-19 **Faculty of Law: Changes to the Admission Requirements of the JD program**

Prior to presenting the recommendation, the Chair of SCAPA announced the following editorial amendments (shown in bold *italics*/strikeout) to the first paragraph of the revised calendar copy contained Exhibit III, Appendix 3:

A. First Year

There are two categories for admission into first year, General and Discretionary. The Admission Committee – comprising ~~Associate Dean (Academic)~~, the Assistant Deans, faculty members and third year law students will decide how many offers to make in each category. ***In no case will the number of students admitted in the Discretionary category exceed 25% of the class.***

It was moved by S. Macfie, seconded by I. Scott,

That effective September 1, 2016, the Admission Requirements for the JD program be amended as shown in Exhibit III, Appendix 3, as amended.

Senator Collins said that there are a number of Western Alumni who seek law degrees outside Canada and asked if this change means that they will not be able to attend Western to obtain their Canadian licensing. Dean Scott confirm this point noting that Western gets very few in this category and that most attend Osgoode Hall Law School. With respect to a question about internationalization, he noted that Western Law does take international students into its law program.

The question was called and CARRIED.

S.16-20 **Schulich School of Medicine & Dentistry: Revisions to the Admission and Progression Requirements of the MD, DDS and ITD Programs**

S.16-20a **Revisions to the Admission Requirements of the MD Program**

It was moved by S. Macfie, seconded by M. Strong,

That effective September 1, 2016, the Admission Requirements for the MD program be amended as shown in Exhibit III, Appendix 4.

CARRIED

S.16-20b **Revisions to the Admission Requirements of the DDS and ITD Programs**

It was moved by S. Macfie, seconded by M. Strong,

That effective September 1, 2016, the Admission Requirements for the DDS and ITD programs be amended as shown in Exhibit III, Appendix 5.

CARRIED

S.16-20c

Revisions to the Progression Requirements of the DDS and ITD Programs

It was moved by S. Macfie, seconded by M. Strong,

S.16-24 **King's University College: Revisions to the Admission Requirements of History Modules**

It was moved by S. Macfie, seconded by R. Soulodré-La France,

That effective September 1, 2016, the admission requirements for the Honors Specialization, Major and Minor in History at King's University College be revised as shown in Exhibit III, Appendix 9.

CARRIED

S.16-25 **King's University College: Introduction of a Major in Disability Studies**

It was moved by S. Macfie, seconded by R. Soulodré-La France,

That effective September 1, 2016, and contingent upon Quality Council's approval, a Major in Disability Studies be introduced at King's University College, as shown in Exhibit III, Appendix 10.

CARRIED

S.16-26 **Articulation Agreement for Admission from the Fanshawe College Computer Programmer Analyst program into third year of Western's Bachelor of Science in Computer Science Program**

It was moved by S. Macfie, seconded by C. Dean,

That Senate approve the renewal of the Articulation Agreement regarding transfer credit for graduates of the Fanshawe College Computer Programmer Analyst program for admission into third year of Western's Bachelor of Science Computer Science program, effective January 1, 2016 as set out in Exhibit III, Appendix 12.

CARRIED

S.16-27 **Articulation Agreement for Admission of Graduates of Lambton College's Two-Year (Accelerated) Liberal Studies Diploma to Huron University College's Faculty of Arts and Social Science**

It was moved by S. Macfie, seconded by C.L. Chambers,

That Senate approve and recommend to the Board of Governors through the President & Vice-Chancellor, that effective February 1, 2016, graduates from Lambton College's Two-Year (Accelerated) Liberal Studies Diploma be admitted to Huron University College's Faculty of Arts and Social Science with block transfer credits, as shown in the Articulation Agreement set out as Exhibit III, Appendix 13.

CARRIED

S.16-28 **New Scholarships and Awards**

SCAPA approved on behalf of the Senate, the Terms of Reference for the new scholarships and awards shown in Exhibit III, Appendix 14 for recommendation to the Board of Governors through the Vice-Chancellor.

REPORT OF THE SENATE COMMITTEE ON UNIVERSITY PLANNING [Exhibit IV]

S.16-29 **Name Change – Department of Visual Arts to Department of Art History and Studio Art**

It was moved by M. Milde, seconded by M. McDayter,

That effective July 1, 2016, the name of the Department of Visual Arts be changed to the Department of Art History and Studio Art.

CARRIED

S.16-30 **Report on Faculty Recruitment and Retention**

Senate received for information the Report on Faculty Recruitment and Retention, detailed in Exhibit IV, Appendix 1. Dr. A. Weedon highlighted slides focused on the number of women being hired into professorial roles, their time to tenure from completion of degree and from point of hiring, and their progress through the ranks. He spent considerable time reviewing the data on the employment of part-time faculty, noting that the use of part-time faculty on university campuses has been a matter of debate across North America. The narrative has been that the number of part-time faculty has been on the rise, that this cohort is in a precarious employment position because of the attempt to put together several jobs to make a full-time occupation and income and because of the uncertainty as to whether contracts would be renewed from one year to the next, and that increasing numbers of students and courses are being taught by part-time faculty rather than by tenured professors. Dr. Weedon remarked that the data provided in his presentation showed that, at Western, this narrative does not hold true and he noted the following:

The number of part-time faculty has remained flat over time.

There is also no significant change in either the number of courses or number of students being taught by part-time faculty.

Most part-time faculty at Western hold the rank of Lecturer or Assistant Professor, with the distinction being that the latter must have a doctorate.

70 percent of part-time instructors at Western would not be eligible to make the transition to a probationary/tenured position because of the lack of a doctoral degree.

A significant proportion of part-time instructors at Western are either graduate students or, in the professional faculties, professionals in full-time occupations who teach a course at Western.

Most part-time faculty at Western do not teach for more than a year or two and are not teaching more than one course. The small proportion who have been teaching for many years and who also carry heavier teaching loads are concentrated in Social

confidence in the program's success to hire tenured faculty.

With respect to part-time faculty holding full-time jobs elsewhere, a member asked how that was determined. Dr. Weedon responded that, some years ago, there had been a survey conducted across departments that provided some data. He was also extrapolating from the fact that most part-time faculty are employed by the Faculties hosting professional programs – full-time employed nurses, physical and occupational therapists, business experts, lawyers, librarians, etc. – who offer professional courses and teach applied skills. He agreed that an audit of part-time faculty in Social Science and Arts & Humanities might show different results.

Turning to the slides that showed retirement rates, a member asked whether the administration should consider offering a retirement incentive program to those who continued to work beyond age 65. Dr. Weedon acknowledged that when the government eliminated mandatory retirement, there had been concern that this would make it difficult to renew the professoriate and that concern had become reality. The ability to increase the number of women hires has also been inhibited. Retirement incentives are and have been made available, but they have to be balanced against the fact that many of those who continue teaching and researching beyond age 65 are thriving and doing excellent work. A member remarked that the other issue to bear in mind was whether the university should reconsider the number of PhD candidates it was admitting given the restrictive job market. Dr. Weedon pointed out that the job prospects for doctoral graduates were very different from discipline to discipline. In chemistry, for example, most graduates were hired by industry and the public sector and an academic job was not the only employment outcome. In any event, one of the questions looked at by SGPS when considering graduate programs' plans for growth was the

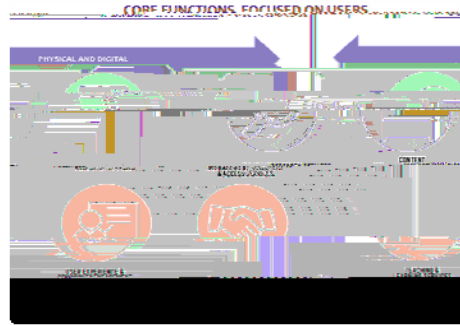


Strategic Plan 2015 - 2020

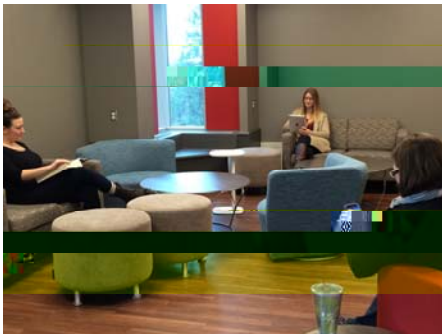
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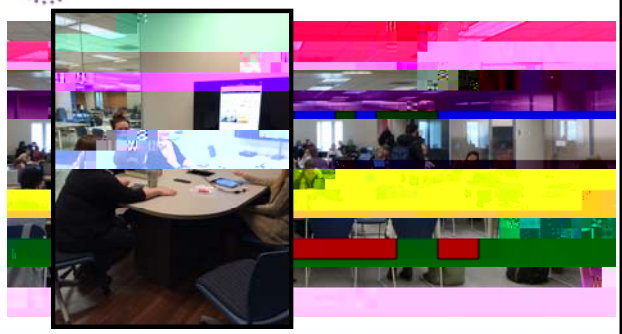
Workforce Analysis



Facilities Improvements & Space



Facilities Improvements & Space

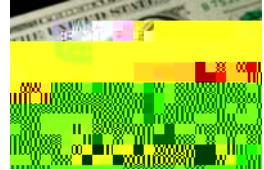
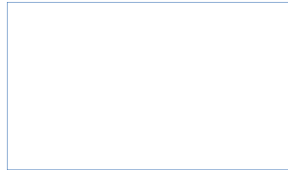




Facilities Improvements & Space



Acquisitions Cost Reductions



QUESTIONS?

