

MINUTE

January 19, 2018

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

SENATORS: 77

A. Abuhussein	P. Jones	V. Radcliffe
P. Barmby	D. Jorgensen	A. Ray
G. Belfry	A. Katz	C. Roulston
P. Bishop	J. Kim	J. Rylett
M. Blackwood	L. Kim	P. Schmidt
A. Bowlus	K. Kontogiannis	V. Schwean
S. Burke	G. Kopp	K. Shuey
J. Capone	D. Kotsopoulos	Z. Sinel
T. Carmichael	K. Kwan	J. SiouJ. Wilson
A. Chakma	D. Laird	M. Wilson
E. Chamberlain	L. Logan	B.A.Younker
C.L. Chambers	E. Macpherson	S. Yousafzai
A. Chant	M. McDayter	P. Yu
K. Clark	D. McDonald	K. Zhou
K. Cole	C. McLeod	
R. Collins	M. Milde	
Observers: D. Belliveau, K. Campbell, R. Ghelladurai, J. Doerksen, J. Esseltine, J. Sadler,		
R. Watta	L. Miller	
J. Deakin	J. Mitchell	
By Deed: L. Cechetto, P. Eluchukwu, M. Meister, M. Workentin	D. Moskowitz	
J. Garland	S. Mumm	
C. Hardy	K. Myers	
Y. Hassan	V. Nolte	
A. Hearn	C. Olivier	
A. Holm	I. Paul	
C. Jones	W. Pearson	

Land Acknowledgement

K. Zhou read the Land Acknowledgement.

S.18-01

MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting of December 8, 2017 were approved as circulated.

BUSINESS ARISING FROM THE MINUTES

S.18-02 **Reorganization of the Western Libraries** [S.17-259]

A member referred to the question raised at the December Senate meeting regarding the reorganization of Western Libraries and asked if this matter had gone to the Board of Governors for approval. J. Deakin, Provost & Vice-President (Academic), reported that the Board has not seen the proposal. The member sought guidance as to how the item could be presented to Senate for further discussion. J. Deakin stated that the matter was not within the remit of Senate, which had been confirmed with legal counsel. Dr. Chakma said that the question regarding the reorganization of Western Libraries could be referred to SCUP. With Senate's agreement, the matter involving the reorganization of the Western Libraries was referred to SCUP.

S.18-03 **REPORT OF THE PRESIDENT** [Exhibit I]

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

- Strategic Mandate Agreement (SMA2) approved by the Ministry of Advanced Education & Skills Development (MAESD)
- Major donation supports Management & Organizational Studies
- Federal Ministers' visits to campus
- Western launches new hub for community-based Indigenous health training
- Western leadership update

In addition to his written report, the President highlighted receipt of the major donation from

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

S.18-11

Salamander Chair in Environmental Engineering – Revised Terms of Reference

It was moved by A. Chant, seconded by P. Bishop,

That the terms for the Salamander Chair in Environmental Engineering be updated as described in Exhibit VI, Appendix 1.

CARRIED (By Unanimous Consent)

S.18-12

Report on Faculty Recruitment and Retention

The report on Faculty Recruitment and Retention, detailed in Exhibit VI, Appendix 2, was received for information.

K. Campbell, Vice-Provost (Academic Planning, Policy and Faculty), provided an overview of the report using overhead slides attached as **Appendix 1** to these minutes. She highlighted slides focused on probationary and tenured faculty, limited-term faculty, part-time faculty and full-time clinical faculty.

Discussion included the following:

- Student/faculty ratio – the overall ratio is 1 faculty/21.5 students which has remained consistent over the past eight years. However, the ratio is different across the faculties.
- A project underway involves conducting a survey to determine the percentage of part-time faculty that rely on Western as their primary income source. K. Campbell said this project should be completed in the next couple months and will include this information in the next report.
- K. Campbell agreed to investigate the percentage of retired faculty that are being replaced with probationary and tenured faculty.
- Given the recent strike by this fall by college faculty in Ontario, a Senator asked if Western has a strategy to replace part-time faculty with full-time faculty. K. Campbell said that the majority of money is spent on hiring full-time faculty.

S.18-13

Report to SCUP on Faculty Recruitment and Retention

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

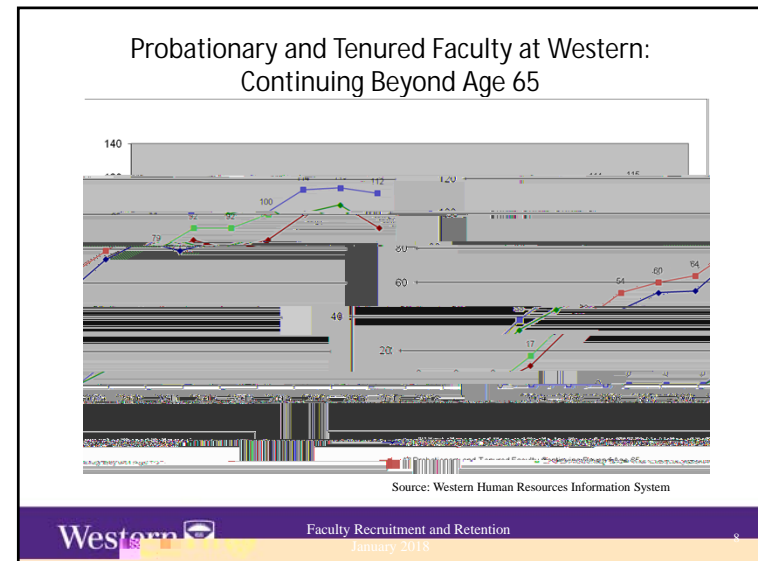
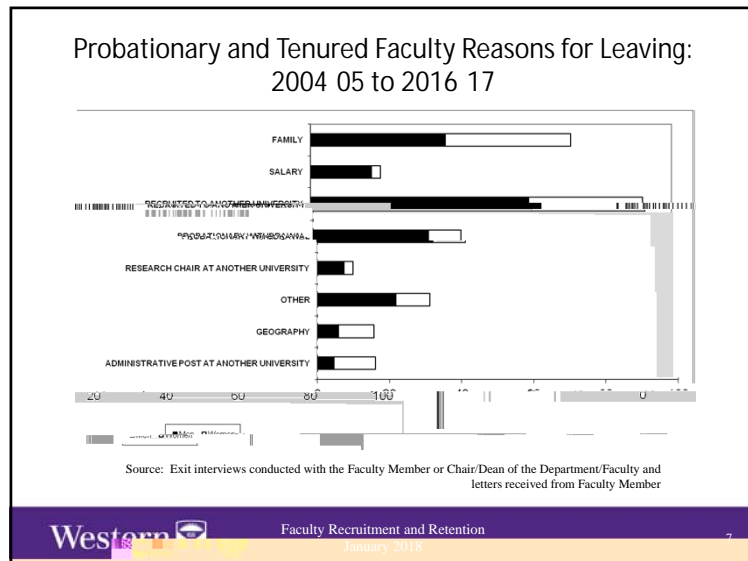
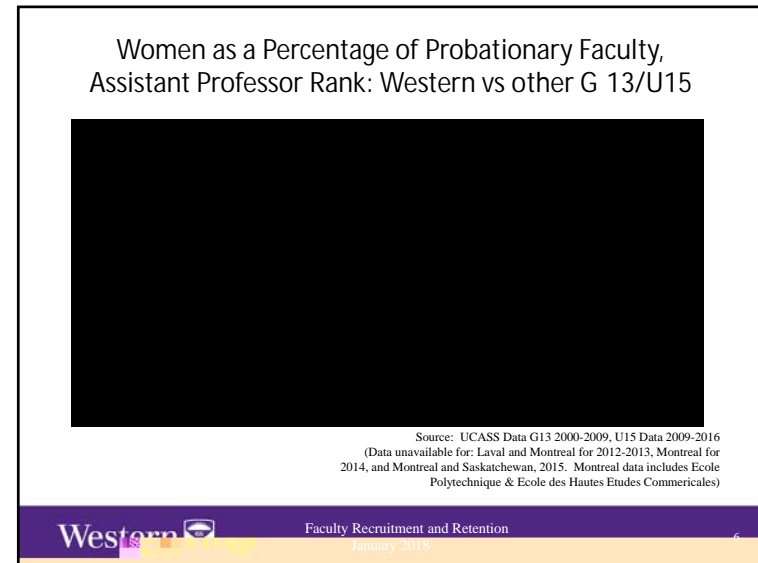
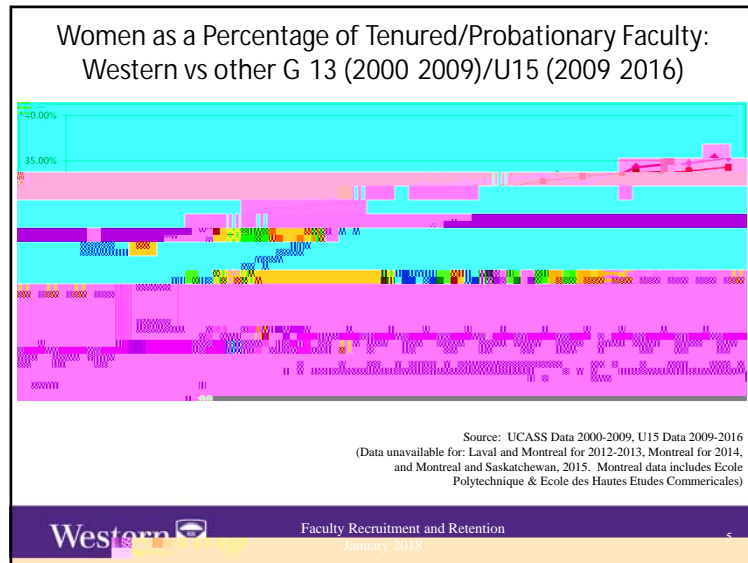
January 2018

Report pertains to:

- Probationary and Tenured Faculty (n=1046)
- Limited Term Faculty (n=230)
- Part Time Faculty (n=879)
- Full Time Clinical Faculty (n=845)

and includes data on: and

- Description of faculty complement
- Recruitment/retention/retirement
- Teaching [421Td008580008](#)TJl Tf00U8cu000cription



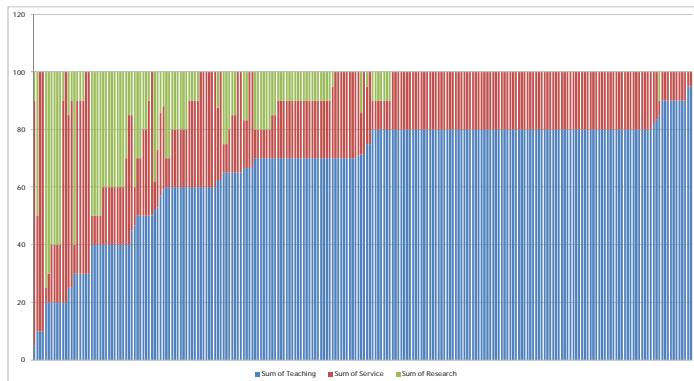
Limited Term Appointments

Number with Limited Term Appointments by Rank as of October, 2003 - 2017



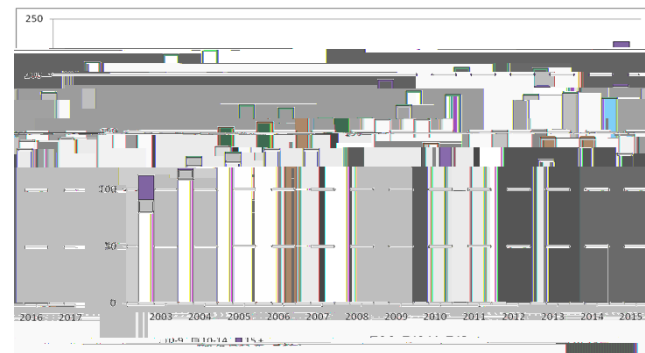
Source: Western's Human Resources Information Systems 2003 - 2017 (October)

Workload Percentages for Individual Limited Term Faculty 2016 - 2017



Source: Western's Human Resources Information Systems 2016-17 (October)

Number of Limited Term Appointments by Years of Service 2003 - 2017



Source: Western's Human Resources Information Systems 2003 - 2017 (October)

Part Time Faculty

