

MINUTES OF THE MEETING OF SENATE

DECEMBER 6, 2019

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

SENATORS: 93

R. Andersen	L. Ghattas
M. Baker	M. Goodman
S. Basu	M. Grenier
A. Baxter	L. Gribble
J. Baxter	A. Grzyb
L. Beres	C. Harasym
A. Borchert	Y. Hassan
L. Bot	M. Heath
H. Boyi	L. Henderson
L. Briens	H. Hill
D. Brou	V. Hocke
C. Burghardt-Jesson	S. Hodgson
S. Burke	
E. Chamberlain	
A. Chant	
D. Cheng	
M. Cleveland	
K. Cole	
K. Coley	
J. Compton	
J. Corrigan	
B. Craig	
J. Cuciurean	
V. Dalal	
S. Datars Bere	
M. Davison	
C. Dick	
B. Faubert	
R. Flemming	
M. Garabedian	
J. Garland	

S.19-199

REPORT OF THE PRESIDENT [Exhibit I]

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

- Anti-racism working group update
- Fall Preview
- Federal Cabinet announced
- RBC supports data analytics and AI
- Sexual violence and gender violence policy updated
- Focus on entrepreneurship
- Accolades

Other items noted at the meeting:

- Rhodes Scholar
- Weldon Library
- SMA3
- CityStudio London
- Final exams for students and on-campus resources and support

A Senator requested clarification on the Weldon Library collections concerns as well as the SMA3 agreement.

A. Hrymak, Provost & Vice-President (Academic) advised Senators that he had met with M. Milde (Dean, Faculty of Arts and Humanities), J. Plug (Acting Associate Dean Academic), two representatives from the Department of English, and two Associate Librarians to address the concerns relating to the collections being affected by the renovation project. He further noted that M. Milde has asked for an Arts & Humanities Library Liaison Committee to be chaired by J. Plug to work with the Library management to discuss the issues and subsequent communications relating to the Weldon Revitalization project.

A. Hrymak also provided Senators further information on the SMA3 agreement. He noted that he will be presenting the metrics and templates at two town hall meetings and to the Senate Committee on University Planning (SCUP), Senate and the Board of Governors. He advised Senate that there is a deadline of December 17th, for the draft submission and that he is still waiting on further information from the Ministry about what will be acceptable for the two KPI areas that the University has input, (i.e. institutional focus and economic impact).

S.19

REPORT OF THE NOMINATING COMMITTEE [Exhibit IV]

S.19-202 **Selection/Review Committee for the Vice-Provost and Associate Vice President (Indigenous Initiatives)**

C. Richmond (SS), D. Lewis (SS), E. Chamberlain (Dean), R. Kennedy (Undergraduate), and M. Schnau-Rice (Graduate) were acclaimed to the Selection Committee for the Vice-Provost and Associate Vice President (Indigenous Initiatives).

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

S.19-203 **Faculty of Arts and Humanities, Department of French Studies: Withdrawal of the Certificat de français des affaires (Certificate in Business French) and the Diplôme de français des affaires (Diploma in Business French)**

S.19-203a **Withdrawal of the Certificat de français des affaires (Certificate in Business French)**

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

degree. She advised Senate that the designation of a collaborative program must meet provincial standards, which includes one common required course that must be taken by all students in the specialization that is supplemental to the requirements of their home program. Additionally, there is a recommendation that there is a research component. In the case of this program, it was discovered during the review that this course is a core requirement course for the main degree of half of the students within the collaborative specialization. The students taking this collaborative specialization would be receiving the specialization for coursework that is already required in their main degree. When the recommendation was made to add a seminar course to the specialization, the response from the faculty was not sufficiently robust, and the committee decided that the specialization does not currently meet the provincial requirements for a designation as a collaborative specialization.

S.19-209 **Additional Information Items Reported by the Senate Committee on Academic Policy and Awards**

Exhibit V, Report of the Senate Committee on Academic Policy and Awards, contained the following items that were received for information by unanimous consent:

Fall Reading Week
New Scholarships and Awards

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

It was moved by M. Garabedian, seconded by C. Harasym,

That Senate provide D. Laird (Chair, Senate Committee on University Planning) speaking rights for the remainder of the academic term.

CARRIED

S.19-210 **Leenders Purchasing Management Association of Canada Chair: Name Change**

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

That the Leenders Purchasing Management Association of Canada Chair established in 1993 at the Richard Ivey School of Business be renamed the Supply Chain Canada Chair, effective January 1, 2020.

CARRIED (Unanimous Consent)

S.19-211 **Experiential Learning Innovation Scholars**

It was moved by D. Cheng, seconded by L. Briens,

That the Experiential Learning Innovation Scholars be established at Western University, effective January 1, 2020, as shown in Exhibit VI, Appendix 1.

CARRIED

S.19-212 **Information Items Reported by the Senate Committee on University Planning**

Senate received for information the Budget Planning Guidelines outlined in Exhibit VI, Appendix 2.

A. Hrymak, Provost & Vice-President (Academic) provided Senators with a review of the changes that have been made to the university budget, noting that the domestic tuition reduction has been applied for the second year and highlighted some of the priorities for the university in experiential learning, online education, indigenous initiative, research centers, international student recruitment and support as well as summer programming opportunities.

S.19-213 **ANNOUNCEMENTS AND COMMUNICATIONS** [Exhibit VII]

Exhibit VII, Announcements and Communications was received for information. The following items were included in the report:

Report from the Board of Governors (November 21, 2019)

S.19-214 **DISCUSSIONS AND QUESTION PERIOD**

Q1 A. Chant, Senator

Staff Retirement Incentive

Following the faculty retirement incentive, staff at Western were offered a retirement incentive that would see staff whose combined age plus years of service is 85 receive 2 weeks of pay for every year of service, up to a maximum of 20 years of service, i.e. 40 weeks salary. Staff accepting the deal must retire on April 30, 2020.

In stark contrast, the faculty retirement incentive offered faculty whose years of service plus age is 75 receive 2 years, 1.5 years, or 1 year of salary, depending on whether they elected to retire on June 30, 2019; December 31, 2019; or June 30, 2020, respectively. This amounts to 104 weeks salary, 78 weeks salary, or 52 weeks salary, depending on the retirement date selected by faculty.

It has not escaped the notice of staff that the threshold for eligibility for the staff retirement incentive was 10 years higher than that for the faculty retirement incentive, while the pay-outs were substantially lower. The response from staff is that they feel it reflects a gap in respect for staff relative to that for faculty, and I agree. While staff are mindful that faculty play a central role in the university and typically require more education, these differences in role and credentials are already accounted for in salary differences between faculty and staff. Programs such as the retirement incentive ought to be a uniform offering for all employees across the University. Moreover, staff with lengthy tenures of service have reported to me that they feel their service has not been appreciated, given that they will receive credit for only the first 20 years of service. For example, in my own department, two of the three retiring staff members have a collective 93 years of service between them.

To that end, I would like to ask why was there a difference in the eligibility thresholds and pay-out structures for the incentive plans offered to staff compared to that offered to faculty. Can we commit to remedy this now and/or in future?

J. O'Brien, Associate Vice-President (Human Resources) advised Senators that the parameters of the volunteer retirement program were driven by talent. She noted that the criteria proposed permitted the eligibility of 280 staff members. Using a factor of 75 rather than 85 would have permitted 200 additional staff members to be eligible for retirement. She advised Senators that with the lack of restrictions on the offers, the University could not support the high volume of turnover that the lower threshold would have created.

A Senator requested clarification on the compensation design.

J. O'Brien, Associate Vice-President (Human Resources) clarified that the compensation design was in keeping with the 2009 offers that were provided to staff members via the voluntary retirement program.

Q2 J. Toswell, Senator

Entrepreneurship seems to be moving forward rapidly at Western. The President's report to Senate refers to a new building, and the academic leaders' discussion also suggests significant engagement in entrepreneurship across the university, in most or all faculties, and so far among a thousand students.

