

November 8, 2024

The meeting was held at 1:33 at the Somerville House, Great Hall

SENATORS:

LAND ACKNOWLEDGEMENT

H. Kirk offered a Land Acknowledgement.

MINUTES OF PRIOR MEETING

ITEM 2.0 – Minutes of the Meeting of October 11, 2024

It was moved by E. Da Costa, seconded by P. Pexman,

That the minutes of the meeting of October 11, 2024, be approved as circulated.

CARRIED

REPORT OF THE PRESIDENT

In addition to the written report provided with the agenda, A. Shepard, President and Vice-Chancellor, highlighted several past and upcoming campus events, including Fall Convocation and Fall Preview Day.

A. Shepard continued his report by encouraging Senators to explore on-campus conference opportunities for the upcoming year and to actively engage with their colleagues to foster collaboration and dialogue.

A. Shepard announced a call for applications for the Sustainability Impact Fund, with the deadline of November 18, 2024.

A. Shepard acknowledged the recent passing of Elder Dan Smoke, Murray Sinclair and Amanda Kennedy.

REPORT OF THE PROVOST

F. Strzelczyk, Provost & Vice-President (Academic) opened her remarks by informing Senate that Mark Daley, Chief AI Officer, was appointed NSERC Scholar in Residence for Artificial Intelligence for a two-year term.

F. Strzelczyk continued her report by highlighting Western's numerous successes, including the opening of the Ronald D. Schmeichel Building for Entrepreneurship and Innovation, launch of the Canadian Severe Storms Laboratory (CSSL) and the creation of the Fields-Western Collaboration Centre.

F. Strzelczyk continued her report with a presentation on the Budget Planning Process and Fiscal Environment (Appendix A), addressing both the internal and external context, planning for the short to medium term, and provid2 (i)6 (c)1(er)6.9 (nal)6 ()106erd22 Tw [(B)18 (nt)2 (ex)1.ern

Senate Minutes
November 8, 2024

ITEM 2.0

REPORT OF THE VICE-

everyone feels a sense of belonging. He emphasized the importance of engaged dialogue where every person is valued and has the opportunity to contribute meaningfully, rather than prescribing actions within the plan. Additionally, O. Oloya reassured Senate of strong support from the Office of EDI.

F. Strzelczyk addressed the questions related to budget planning, advising that units while discussing their budgets should be mindful of the EDIDA Strategic Plan.

It was moved by M. Cleveland, seconded by M. Sanita Lima,

That Senate recommend the approval of the Equity, Diversity, Inclusion, Decolonization and Accessibility (EDIDA) Strategic Plan to the Board of Governors.

CARRIED

REPORT OF THE UNIVERSITY RESEARCH BOARD (URB)

On behalf of the University Research Board, P. Pexman briefly commented on the topics discussed at the October U10 (e 6 522 205)0 s)4 (en)10(et)12.1o t Dolusng tatovema Lio t

ITEM 13.2(c) – School of Graduate and Postdoctoral Studies: Revisions to the Policy on “Registration”

It was moved by G. Little, seconded by J. Ijam,

That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective November 8, 2024, the Graduate and Postdoctoral Studies policy on “Registration” be revised as shown in Item 13.2(c).

CARRIED BY UNANIMOUS CONSENT

Information Items Reported by Policy on Unanimous Consent:

- ITEM 13.2(a) – Correction to the Policy on “Adding and Dropping Courses”.
- ITEM 13.2(d) – School of Graduate and Postdoctoral Studies: Revisions to the Procedure for Thesis Examinations and Final Submission.

REPORT FROM THE SENATE COMMITTEE ON ACADEMIC CURRICULUM AND AWARDS (ACA)

ITEM 13.3(a) –

ITEM 13.3(b) – School of Graduate and Postdoctoral Studies: Major Modification to the Master of Engineering (MEng) in Civil and Environmental Engineering

It was moved by G. Little, seconded by J. Ijam,

That on the recommendation of ACA, Senate approve that effective May 1, 2025, the Master of Engineering (MEng) in Civil and Environmental Engineering be revised as shown in Item 13.3(b).

CARRIED BY UNANIMOUS CONSENT

Information Items Reported by ACA on Unanimous Consent:

- ITEM 13.3(c) – Report of the Subcommittee on Program Review – Graduate (SUPR-G): Cyclical Review of the Graduate Program in Economics.
- ITEM 13.3(d) – Undergraduate Sessional Dates (2025-26).

REPORT OF THE SENATE COMMITTEE ON UNIVERSITY PLANNING (SCUP)

Information Items Reported by SCUP on Unanimous Consent:

- ITEM 13.4(a) – McIntosh Gallery Annual Report.

DISCUSSION AND QUESTION PERIOD

The full text of the questions submitted in advance of the meeting was posted in the Agenda at Item 14.0 prior to the meeting. The questions and responses are summarized below:

A Senator raised a question about the plans to maintain a safe, bias- and harassment-free environment on campus in light of the US elections and the increase in misogynistic rhetoric and the surge of hateful language towards the 2SLGBTQ+ community in the US. A. Shepard reassured Senators of Western's unwavering commitment to supporting human rights and fostering a safe environment for all individuals. Additionally, the President outlined several pathways for reporting any violations.

Western's hiring process:

In response to a question of clarification regarding Western's policy on interviewing and hiring processes, F. Strzelczyk confirmed that Western is committed to fair, transparent, and competitive hiring practices in compliance with Canadian employment laws. Additionally, she commented on the importance of clear criteria, noting that each candidate is assessed based on their qualifications, experience, and suitability for the position.

The Undergraduate Curriculum Planning Framework:

S. Lewis, Vice-Provost (Academic Programs), responded to questions regarding the guidelines for minimum enrollment in undergraduate courses, as outlined in the Undergraduate Planning Framework. She clarified how these guidelines are applied to balance resource allocation with

Update on Planning Process and Fiscal Environment

Senate

November 8, 2024

Context: External

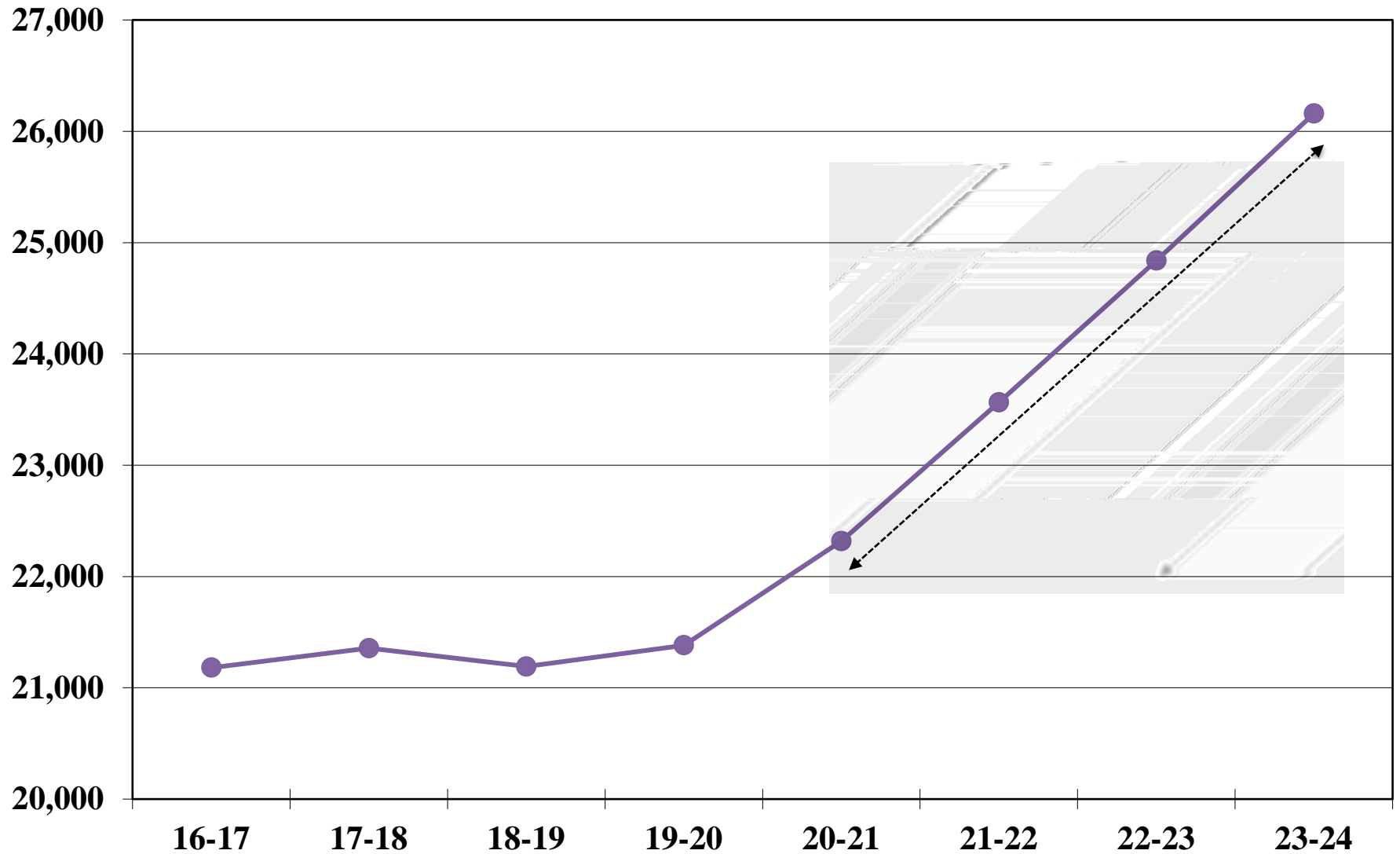
- Provincial Base Grant **frozen at 2016-17 level** (Block Grant)
- Domestic Tuition Rates
 - Rolled back 10% in 2019-20 and **frozen through 2026-27**
 - Some flexibility with Out-of-Province Tuition and Undergraduate Computer Science / MOS



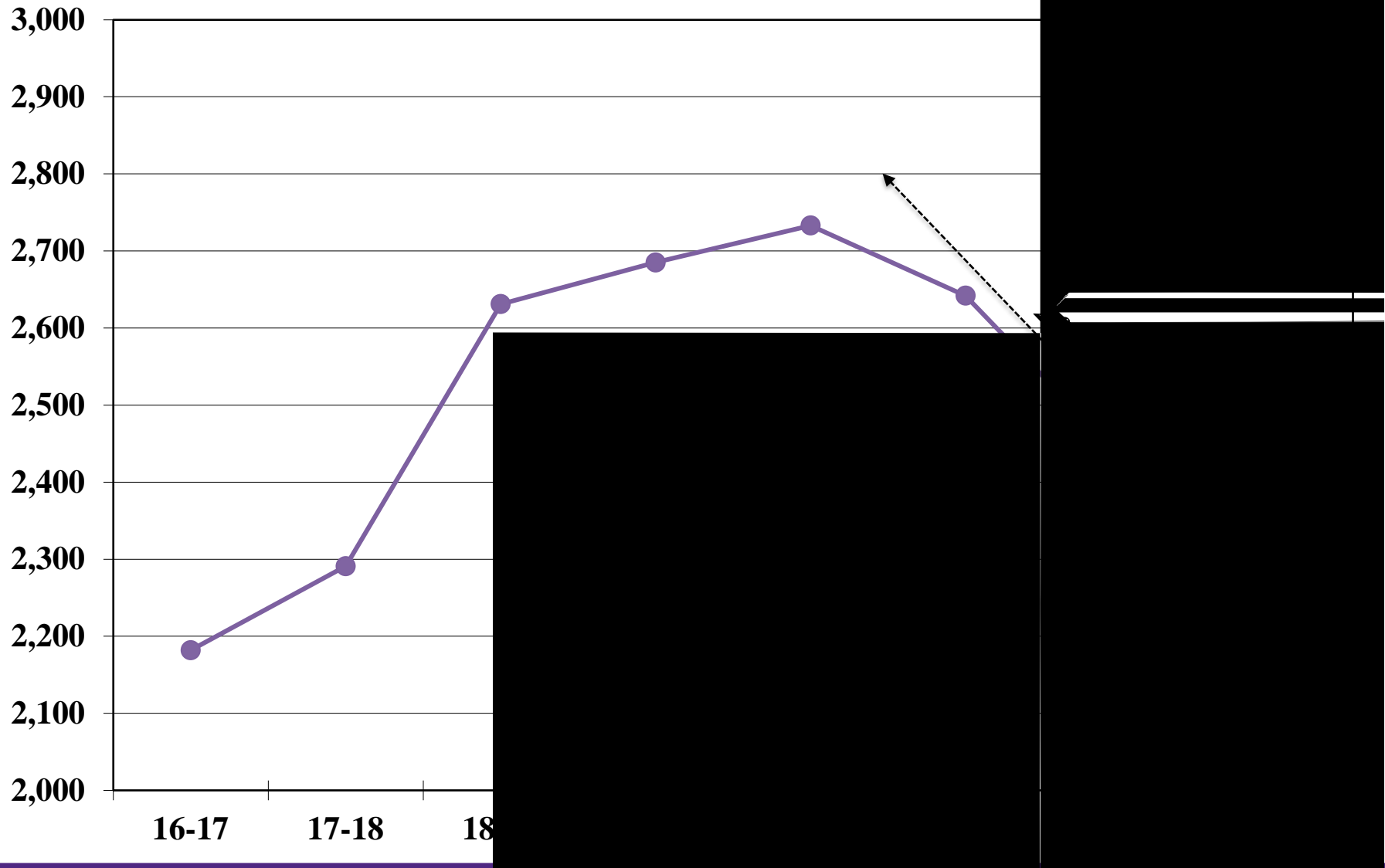
Context: Internal

- Moving to the Final Year of our 3-Year Plan
- Budget Approach/Structure remains unchanged
- Enrolment-related Revenue Sharing remains in place (such revenues are declining)
- Fiscal Situation will make it difficult to increase Base Expenditures
- Focus on Strategic Priorities and Core Activities

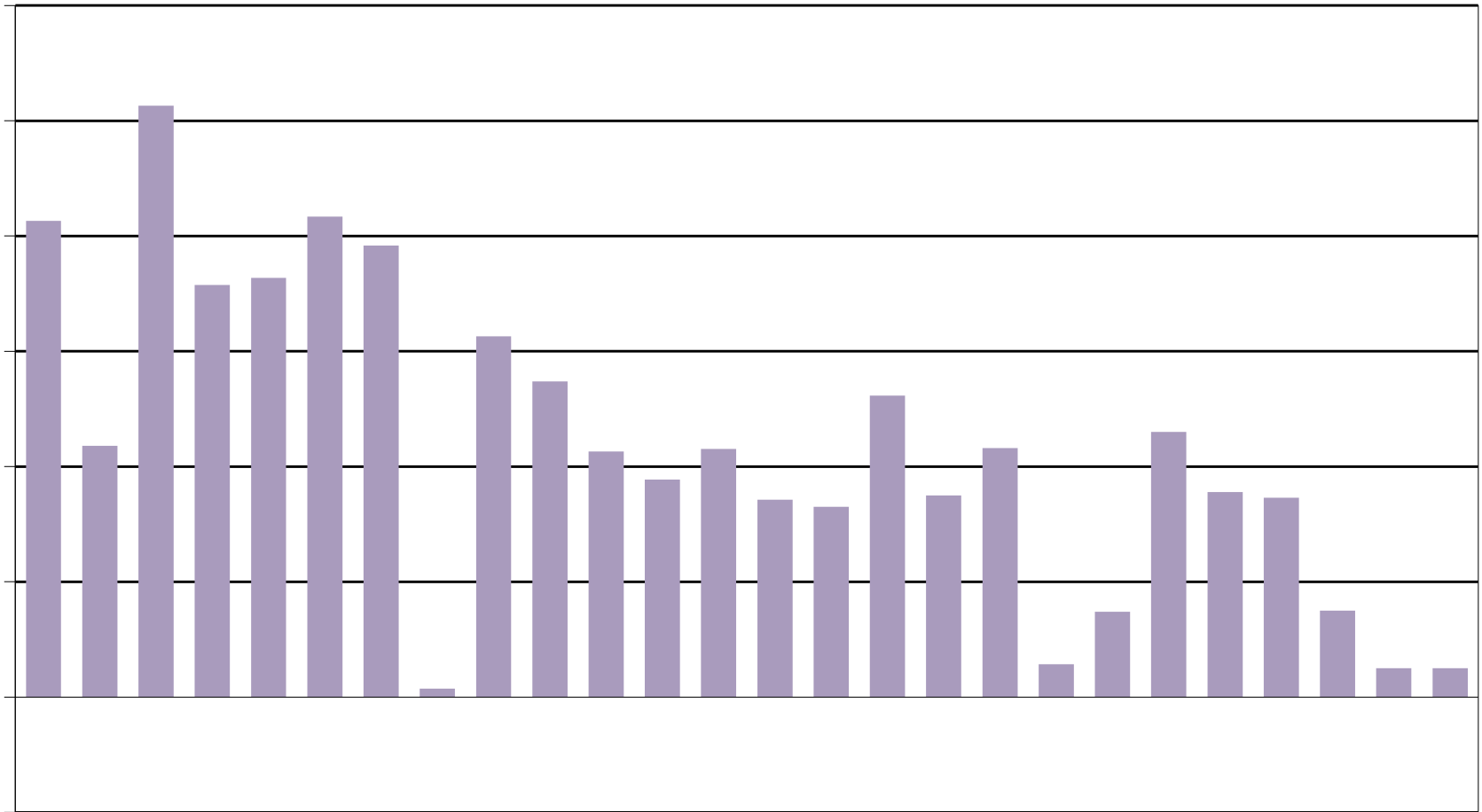
Total # of Undergrad Domestic Fee-Paying Students



Total # of Undergrad International Fee-Paying Students



Operating Revenues: Annual % change – 2001-02 to 2026-27



Planning for the Short-to-Medium Term Appendix A

- Fiscal Outlook
 - Less than 1% Annual Revenue Growth
 - Costs continue to increase in the 4%+ range
 - Including Employee Compensation
 - If we're not pro-active,
 - Revenue and Expense Lines will cross
 - Resulting in a structural deficit

Budgets at Other Ontario Universities Appendix A

- 2024-25 Budget Deficits

Univ A	\$90.8M	Univ B	\$26.5M
Univ C	\$26.8M	Univ D	\$74.5M
Univ E	\$32.3M	Univ F	\$35.7M
Univ G	\$18.9M		

Actions taken by these Universities

Additional cuts	Curriculum/course streamlining	Hiring Freezes/pauses
Reduce non-salary spending	Shared services / eliminate duplication	Pause/cancel capital projects
Increase overhead contributions from all revenue lines/sources	Retirement programs	Staff reduction through attrition

Planning for the Short-to-Medium Term

- We need to be Proactive with Optimizing Resources
 - Academic Efficiencies need be High on our Priority List
 - Small Classes
 - Small-e