Survey identifies workforce gaps

By Heather Travis

Visible minorities, people with disabilities and Aboriginals remain under-represented to varying degrees among University of Western Ontario staff and faculty, and women hold fewer professorship positions than men.

Western’s Equity and Human Rights Services recently conducted a survey of university employees to get a picture of the diversity composition of its workforce. The results will be incorporated into an ongoing Employment Systems Review, which is conducted by an external consulting firm, Barbara Herring and Associates Inc.

Due to changing Canadian demographics, some officials are beginning to refer to underrepresented groups as “designated groups,” rather than minorities, a term often used to describe a group’s size. Both terms may be used in this and future stories to help bridge this transition.

“Now that Western is competing on the global stage for our students and our faculty, we need to be showing that our workforce is diverse and that we actually are a place where we can invite people to come and feel welcome because they are going to see others who look like them,” says Larissa Bartlett, director of Equity and Human Rights Services.

The survey shows that overall Western lags when it comes to minority representation. There’s considerable variation across groups and categories, and in some instances a specific group may even be over-represented. Still, the survey has identified some gaps.

Visible minorities make up 7.3 per cent of administrative staff on campus, and are particularly underrepresented among middle and other managers, professionals, and other sales and service personnel. However, visible minorities represent 14.5 per cent of Western faculty.

Budget bankrolls university construction

By Paul Mayne

This week’s federal budget, which included $2 billion for Canadian university and college infrastructure, is “an important investment in times that are financially challenging” for The University of Western Ontario.

Specific figures are not available, but Western hopes to receive about $50 million if the budget passes this week in the House of Commons.

The funding would allow the university to proceed quickly with work on several key research and teaching facilities such as the Physics & Astronomy building – ready to go in terms of planning – and renovation of the former Physical Plant building for an academic unit, possibly the Faculty of Information and Media Studies.

Provost and Vice-President (Academic) Fred Longstaffe says the university also has plans for projects in the area of energy efficiency and sustainability – which if implemented, could generate ongoing savings on utilities in the future.

“The prospect of significant infrastructure spending is welcome news for Western and the London region,” says
Avoid mumps, get booster shot

**By Braden Rosner**

The Middlesex-London Health Unit will be offering a free booster clinic for the mumps, measles, and rubella (MMR) vaccine on Jan. 29 and 30 at the UCC. On Jan. 29, the clinic will be held from 11 a.m. - 6 p.m., and Jan. 30 from 10 a.m. - 3 p.m. Students and staff are eligible for the free vaccination by supplying appropriate identification— a drivers’ license or utility bill are commonly accepted.

“The Ontario government has recognized this age group is at risk.”

- Tracey Gordon, Middlesex-London Health Unit

Responding to outbreaks of the mumps virus throughout Canadian post-secondary institutions, the Ontario government has initiated an Ontario-wide campaign for prevention of further spread. Although meases and rubella are included in the vaccination, the main focus is to isolate the mumps virus from infecting Ontario residents.

In recent years there have been mumps outbreaks in Nova Scotia, New Brunswick and Alberta, infecting more than 800 people since 2007. Of those infected the majority were between the ages of 17 and 37.

“The Ontario government has recognized this age group is at risk,” said Tracey Gordon, Acting Manager of Vaccine Preventable Diseases for the health unit.

Symptoms of the mumps include headache, muscle aches and fatigue...swelling and pain in one or more salivary glands (usually at the sides of the cheeks, near the angle of the jaw).

Although most individuals recover in a relatively short time, long-term infections of mumps can lead to serious complications. They include brain infections, meningitis, increased risk of miscarriage, and testicular infections.

“If you have already received two MMR vaccinations in your lifetime this is not required. However, it is strongly recommended if individuals have only had one vaccine in the past,” said Gordon. “The virus spreads quite easily in its early stages, usually isolation for up to nine days is required.”

The writer is an intern with the Faculty of Information and Media Studies.

Diabetes management draws drug company support

**By Karmen Dowling**

Diabetes research at Western is getting a huge boost from several Canadian pharmaceutical companies.

After a $500,000 gift in December 2008 from Pfizer Canada, Novo Nordisk Canada Inc., sanofi-aventis Canada Inc. and Merck Frosst Canada have also come on board adding a total of $1.25 million to the National Diabetes Management Strategy, a research partnership between the University of Western Ontario and the Canadian Diabetes Association (CDA). This strategy has great potential to improve the quality of life for millions of Canadians with diabetes and to reduce the $13 billion spent annually by the Government of Canada on complications arising from this chronic condition.

Dr. Stewart Harris is the lead investigator in the Strategy and holds the CDA Chair in Diabetes Management at the Schulich School of Medicine & Dentistry.

The chair is a cornerstone of the national strategy and support from these companies will propel the research of Harris and colleagues. Last year, Harris was named first holder of the chair, established with a restricted contribution of $250,000 made by Sanofi-aventis Canada Inc. to the CDA. Another leading pharmaceutical company, Merck Frosst Canada has made an unrestricted contribution of $250,000 towards the National Diabetes Management Strategy.

**FUNDRAISING**

A monthly look at campus gift-giving

**Dr. Stewart Harris is lead investigator in the National Diabetes Management Strategy.**

The writer is an intern with the Faculty of Information and Media Studies.

**Gift Planning Progress**

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**Gift Planning Progress**

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**Western Fund**

For more information visit www.has.uwo.ca/hospitality/has09
Record donation for United Way

By Paul Mayne

For the seventh straight year, the University of Western Ontario has increased its United Way of London & Middlesex donation — this year bringing in a record-breaking $5,743,000.

With some razzle-dazzle help Monday from members of the Yates Cup champion Western Mustangs, the university unveiled its support for the community charity. President Paul Davenport acted as “quarterback,” tossing a football featuring the dollars raised.

“We are in a time when the economy is so uncertain, yet our community has stepped up and said that the needs of London are important to us,” says Davenport. “This is the largest amount ever raised by Western; a stunning total for a difficult year.”

Davenport thanked three Western leaders who led the campaign — retiree chair Peter Castle, faculty co-chair Julie McMillan and staff co-chair Malcolm Ruddock.

“The work done by the chairs is so vitally important and is at the heart of our success,” he says. “These are folks that are respected not only by their co-workers here at Western, but the community as a whole.”

For United Way of London & Middlesex CEO Bob Adams, the continued success of Western’s campaign was no surprise in spite of a difficult economy.

“What fabulous results,” says Adams, noting intake for services at the United Way such as family and children issues and mental health concerns are up 25 to 30 per cent. “This generosity will allow United Way to have real impact in the areas we serve.

“The commitment I see at Western is not just a one-time donation each year to the United Way, but something I see on an ongoing basis. The work being done here on a daily basis impacts our community in so many ways.”

Because this is the last campaign Davenport will “quarterback” for Western, as he retires at the end of June, the university presented him with a reminder of the amount raised at Western for United Way since 1994 — a football with the number $5.7 million.

“For the last 15 years, Paul has offered advice, guidance and support not only here at Western, but for the entire London community,” says Adams. “The work he has done is truly remarkable.”

Downplaying his role, Davenport turned the spotlight on the Western community for the success of the United Way over the years.

“I have played a relatively small role in our tremendous success over the years,” says Davenport. “It is the hundreds of volunteers — the students, staff, faculty and retirees — who are the ones I want to celebrate. We believe in the goals of the United Way, and we believe in the power that comes when a group of good people work together to take action that brings hope and a stronger future to others.”

The University of Western Ontario is mourning the loss of revered Milton scholar Balachandra Rajan.

Rajan, who taught in the Department of English for 19 years and retired in 1985, died on Jan. 23. He was known for devoting his life to literature — having written one of the most influential books of Milton criticism, Paradise Lost and the Seventeenth-Century Reader — and public service in his native India.

English department chair Jan Plug describes Rajan as “a true poet,” living his life with a commitment to the arts and public service.

“No other Miltonist has ever achieved such an elegant Miltonic pattern,” he says.

Plug continues, citing Milton: “He who would not be frustrated of his hope to write well hereafter in laudable things,” Milton wrote during his own period of public service, “ought him selfe to bee a true Poem, that is, a composition, and pattern of the best and honourablest things.’ Bal was one such ‘pattern’.

Rajan, 89, was named an Honored Scholar of the Milton Society of America and was a Fellow and Medalist of the Royal Society of Canada. In 2006, a collection of Rajan essays, Milton and the Climate of Reading, won the Milton Society of America’s Irene Samuel Memorial Award.

He was also an expert on the Romantics, T. S. Eliot, W. B. Yeats, Ezra Pound and literary theory, and authored two novels.

During his public service, he worked with the United Nations, UNESCO and UNICEF.

“Legends still circulate (and not just at Western) about the remarkable occasion when he recited the whole of book twelve of Paradise Lost from memory,” says Plug.

His daughter, Tilottama Rajan, is also a professor in the Department of English.

A memorial service for Rajan will be held at Western at a later date.

Life dedicated to literature, public service

President Paul Davenport holds a football gift commemorating his leadership in raising $5,7 million for United Way during his 15-year tenure at the university.

Protect bank cards from fraud

By Paul Mayne

As fast you can swipe a debit card, you can become a victim of skimming.

With millions of electronic dollars stolen each day in Canada, Western’s Bank Card Committee, along with Campus Community Police Service (CCPS), has taken steps to ensure dozens of ‘point of sale’ locations across campus will not be compromised and the information they gather remains secure.

“If you can be confident when you’re using a point of sale machine at Western you are doing so with confidence and security,” says CCPS Special Constable Justin Sisco, who worked to create a point of purchase integrity checklist now being implemented at some campus locations, such as The Wave.

Food and beverage manager Jeff Armour says he likes the simplicity of the checklist.

“Our managers have a number of opening and closing duties already, so we were able to fit it in right away,” says Armour.

The Bank Card Committee held two point of sale security workshops, including one Thursday.

London Police Detective Sergeant Stuart Ewing (Fraud Division) shared stories of the ease with which criminals skim from shoppers, including an example from Brantford.

Suspects paid a Taco Bell employee $500 to put a skimming device on a debit machine. Within three months crooks made almost $500,000. The employee got caught as he was the only one of 18 employees who didn’t swipe a card during the period. No one else was arrested.

“It only takes seconds for someone to make a switch (debit machines). You need to protect it like it’s cash sitting on your counter,” says Ewing. “These daily checks, which also take only seconds, can end up saving you a lot of money.”

Debit card fraud has grown tremendously. In 2003, $44 million was reported stolen in Canada. By 2007 that amount had jumped to $107 million. The number of victims climbed to 159,000 from 29,000.

Merchants should check daily to see that machines have not been tampered with, perform employee background checks, share information among stores and provide employee education. Canada’s payments association Interac has begun the national roll out of Chip and PIN debit cards, which could end skimming.

However, chip cards will continue to carry the magnetic stripe to allow cardholders to use debit cards in countries that do not use chip technology, such as the U.S.

For more information about the visit http://commerce.uwo.ca.
The Way We Were: 1972

Contributed by Alan Noon (anoon@uwo.ca) London Free Press Collection/Western Archives

On Nov. 30, 1972, Col. D. B. Weldon, assisted by Hans Noack, sealed five months after its official opening the date stone for the new library built in his name. The enclosed time capsule contains uncirculated 1972 coins, postage stamps, copies of the London Free Press and maps of London and Western. Also to be found are official programs of the event and a list of all the library personnel.

By Katy Swailes

Right now in southern Sudan, at least 200,000 evacuees from eastern Darfur face a desperate living situation, lacking such basic survival needs as clean water, nutritious food, and appropriate medical care.

Forced to flee a vicious campaign of mass killing, rape and looting, these internally displaced people face conditions which threaten not only their survival, but also the social fabric of their families and communities. Despite this reality, leading governments have failed to provide simple and effective relief to the innocent people whose lives were shattered by the ongoing humanitarian crisis.

Hopefully, this will soon change. Canada is in a position to positively impact the lives of thousands of displaced Darfurians, thanks to the tireless work and expertise of London MP Glen Pearson.

With Pearson’s involvement, a small, yet powerful, budget proposal is in development and will be presented to Parliament for approval in a few weeks. He describes the proposal as a “pit- tance of what will be spent on domestic programming over the next few months” with the ability to “literally save thousands of lives.”

Because Darfur is a non-election issue, it presents a unique opportunity for representatives from all parties to unite in the name of justice, compassion and human dignity. Working together, Canada can make an invaluable difference in the lives of Sudanese citizens. As a student, activist and concerned Canadian, I urge Parliament to approve Pearson’s proposal and to honour Canada’s commitment to universal human rights.

Nonpartisanship can be a double-edged sword. Since Darfur does not play significantly into any election platform – as opposed to the conflict in Gaza – political interest in the region is shelved. Political parties in the House of Commons and concerned members from each party resist working together on the issue while innocent lives hang in the balance. This is unacceptable and unnecessary. Pearson has identified Darfur as a region that could benefit immensely from a joint, non-partisan effort, precisely because it is a non-election issue.

With funds collected through his organization, Canadian Aid for Southern Sudan (CASS), Pearson has made numerous trips to Africa, implementing educational programs and providing basic needs for evacuees emerging out of eastern Darfur. He has experienced the consequences of violence, has responded to the call for compassionate intervention, and has helped increase the quality of life for thousands of displaced people. Using large teams of Canadian volunteers, CASS assists in building schools so communities can piece their lives back together and children can receive the opportunity to fight for their future. At home, Pearson advocates for a relief fund and an all-party committee to assess the region, receiving enthusiastic support from concerned representatives. The support is there. But we have yet to see action.

To members of STaND (Students Taking Action Now: Darfur), Pearson’s budget proposal is a glimmer of hope. It signals an opportunity to make a concrete difference in a region ravaged by what many have called genocide. If approved, it will demonstrate that Canadians believe the value of human life is greater than party politics.

With a small amount of money, a large amount of will, and a united front, Canada has the ability to save thousands of lives and to set an example for the rest of the world. I implore Parliament to approve Pearson’s proposal and to work together to assist thousands of displaced families.

The writer is a fourth-year student in the Faculty of Information and Media Studies.
A place to go when stresses build

BY HEATHER TRAVIS

Managing debt was among the top New Year’s resolutions this year. With many individuals and families facing economic uncertainty and feeling stress or anxiety, the University of Western Ontario is encouraging employees to seek the professional assistance that is readily available if pressures get difficult to manage.

This help isn’t new—it has been available for years—but it becomes more valuable when personal circumstances or outside forces, like the economy, get in the way of a satisfying lifestyle.

Western provides its full-time employees and their immediate family members with free counselling and the shelter of anonymity through the Employee Assistance Program (EAP) at Family Service Thames Valley to help with personal and work-related issues.

In addition to financial consultation services and credit counselling, EAP offers help for psychological, emotional or relationship concerns of all kinds.

About 10 percent of faculty and staff and their families currently use the services provided at Family Service Thames Valley.

“If you have a concern about something in your life, it’s better to call or come and talk to us before it becomes a crisis,” says EAP director Richard Lyke. “It’s better to catch things early on.”

Employees don’t have to wait until the situation becomes unbearable before contacting the counsellors. Family Service Thames Valley offers several preventative workshops and seminars, including those for managing finances.

“Time-to-time we all feel overwhelmed. You will feel better to manage it,” says Lyke. “It is useful to go and talk to somebody as reassurance and get some skills that are helpful.”

Employees don’t have to worry about bumping into their co-workers or managers, because they are seen away from the university and the records are kept offsite, he says, adding contact with the university is at arm’s length.

“It helps people maintain anonymity,” he says.

The economy certainly isn’t the only trigger heightening stress levels at home and at work.

Family Service Thames Valley also offers support to employees and their families for relationship issues, depression or anxiety, conflict, separation and divorce, parenting, eldercare and childcare, and addictions.

Every employee that qualifies for EAP is permitted 12 counselling sessions per year and the same number is allocated to each immediate family member. Family Service Thames Valley offers short-term, confidential counselling on a variety of issues, but if a longer commitment is necessary, Family Services Thames Valley will make a referral to another resource in the community.

In the case of an immediate concern, employees are encouraged to contact Family Service Thames Valley’s 24-hour helpline to speak with a counsellor.

“We have a real understanding of the specific issues people face in their working lives,” adds Lyke. “If you feel you are ready to use this tool, we are here to help you.”

Increased stress levels often affect work performance.

“Being able to know that help is at arm’s length is a benefit,” says Jane O’Brien, Associate Vice-President (Human Resources), says the counselling program benefits Western by keeping employees happy and healthy.

“This is a benefit that employees have been provided with at Western for a long time and it is available for personal, family and professional issues,” she says.

“During these times, families are experiencing lots of change and also, because of the age of the population, losses, and speaking with a counsellor can be extremely helpful during these times.”

Face-to-face counselling appointments are scheduled within three business days. Telephone and web-based counselling sessions can also be arranged.

“It supports the whole family and that in the end supports the employee,” she says.

Researchers highlighting discoveries, partnerships

More than 100 University of Western Ontario faculty members and graduate students will present cutting-edge research advances at the WORLDDiscoveries Research Showcase on Friday, Jan. 30 at the London Convention Centre.

The event, held from 11 a.m. to 3 p.m., is hosted by the faculty of Engineering and Science and the Schulich School of Medicine & Dentistry. It is an opportunity for university researchers to network and develop partnerships with industry leaders.

The poster presentation will highlight eight key research areas at Western including: neuroscience and the brain and mind; imaging; materials industry leaders.

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The poster presentation will highlight eight key research areas at Western including: neuroscience and the brain and mind; imaging; materials research; environment, sustainability and green energy.

Last year’s showcase was attended by more than 300 industry representatives. An official welcome and remarks will begin at 11:15 a.m. and a networking luncheon will follow.

For more information on these research themes and the event details, visit http://www.uwo.ca/sci/Research_Showcase/index.html.

Shuttle buses will provide transportation between Western and the Convention Centre for the event. The buses leave every half hour from Western beginning at 8:30 a.m., with pickups at the Spencer Engineering Building, Western Science Centre and Medical Science Building.
Mandatory retirement gone, age discrimination lingers

BY JESSE REYNOLDS

During the days of mandatory retirement in Canada, a virtual expiry date was placed on every working citizen. Years later, provincial laws requiring all persons over 65 to retire from employment are gone, but the stigma of that expiry date remains, and so does the discrimination.

About 50 people of all ages and from all walks of life congregated at The University of Western Ontario on Jan. 21 for a panel discussion on ageism, an issue that is especially present in the academic world.

The event was meant to raise awareness of age discrimination as a human rights issue, understanding all the angles of the problem and examining possible solutions. Event host Bonnie MacLachlan, associate professor of classical studies, explained that because of society’s obsession with youth, ageism can affect people at ages most wouldn’t consider “old.”

“People’s opportunities are limited by their age, and today that age can be 37 or 64,” says MacLachlan, who believes the issue is invisible and compares it to feminism in the 1960s.

“It’s internalized, and there’s shame associated with venturing outside what we have been trained to regard as normal.”

In today’s financial environment, many people are feeling the pinch and continue to work as a result, said MacLachlan. Improved health conditions mean we live longer and function better in old age, and employment opportunities should reflect that.

The five-person panel dissected the issue of ageism in academia and studied it from several angles. Western sociology professor Gaile McGregor explained the legal context of age discrimination, followed by a description of the signs and impact that ageism has on employment from Julie McMullin, associate dean of social sciences. Law professor Michael Lynk spoke about age and disability and mature-student advisor Donna Moore detailed the experiences of mature students at Western.

Myeengun Henry of the Chippewa on the Thames First Nations, a last-minute addition to the panel, wowed the audience with a narrative explanation of the seven stages of life. In his society, the elders are respected and disability and mature-student advisor Donna Moore detailed the experiences of mature students at Western. The floor was opened up to the audience after the panel discussion, and a series of personal experiences from audience members helped to quantify the issue and put it all into perspective.

MacLachlan felt that the event was a success, but asked all attendees to spread awareness of ageism further so that it will be further investigated and understood by the Western community, and others...

The writer is a graduate student in journalism at Western News.
Tanzanian-born Ariff Kachra completed his PhD in 2002 with a dissertation on the social and economic factors that motivate researchers to share knowledge.

Today, he leans back remembering his recent excursion to Paris where he first had this revelation while watching the movie It’s the First Day of the Rest of Your Life. “I think the first day of the rest of my life is going to come,” he begins. “There’s something big I want to accomplish. And it’s bigger than anything I’ve done so far.”

Kachra said he doesn’t know what awaits him, but in the meantime he’ll continue exploring the world. His next stop is a return to Ivey, he said. “Happily there’s the London International airport,” she laughed. “London, Ont. is a different story.”

“I may live in London, but today I think people live in the world.”

— Ariff Kachra, Ivey Business

Haggarty said Kachra’s travels give him cultural sensitivity—a trait that helps him connect with people. “I’ve never seen an incoming faculty member spend as much time as he has right off the bat with students to get to know them better,” she said, adding that he invests an enormous amount of time mentoring others.

Kachra has also been a Big Brother and provides career counselling to his peers. Haggarty said she hopes Kachra will be here for years, but doesn’t see him giving up his passion for travel anytime soon. “Happily there’s the London International Airport,” she laughed.

Kachra says he’s sure there’s more to come on his journey.
**AWARD OF EXCELLENCE**

The fourth annual Award of Excellence generated more than 70 nominations for Western's highest recognition for staff members. The following staff members have been acknowledged as embodying Western's values of respect, integrity and commitment.

**STAFF RECOGNIZED FOR RESPECT, INTEGRITY AND COMMITMENT**

The entire list of nominees, including winners, for the Western Award of Excellence is provided below with the exception of those who aided that their names not be made public.

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**Staff recognized for respect, integrity and commitment**

Marsha McCarthy, Western's Finance Manager, was recognized for her respect, integrity and commitment. Her nominators describe her as part of the Western family, always there for her colleagues and students. She is known for her kind and generous nature, and her ability to make everyone feel valued. Marsha's commitment to her work and her colleagues is evident in her daily interactions, and she is always willing to go the extra mile to help others.

Stephanie Hayne, Western's Housing Coordinator, was recognized for her integrity and commitment. Her nominators describe her as a person who is always ready to help others, and who is never afraid to speak up for what is right. She is known for her strong work ethic and her dedication to ensuring that all residents feel safe and supported.

Dale Jameson, Western's Technology Technician, was recognized for his respect, integrity and commitment. His nominators describe him as a person who is always willing to go the extra mile to help others, and who is known for his kind and generous nature. Dale's commitment to his work and to his colleagues is evident in his daily interactions, and he is always willing to go the extra mile to help others.

Perry Massé, Western's Physical Plant Manager, was recognized for his respect, integrity and commitment. His nominators describe him as a person who is always ready to help others, and who is never afraid to speak up for what is right. He is known for his strong work ethic and his dedication to ensuring that all residents feel safe and supported.

Theresa Russolo, Western's Research Development Program Assistant, was recognized for her respect, integrity and commitment. Her nominators describe her as a person who is always ready to help others, and who is never afraid to speak up for what is right. She is known for her strong work ethic and her dedication to ensuring that all residents feel safe and supported.

Nina Lowes, Western's Faculty of Education, was recognized for her respect, integrity and commitment. Her nominators describe her as a person who is always ready to help others, and who is never afraid to speak up for what is right. She is known for her strong work ethic and her dedication to ensuring that all residents feel safe and supported.
Networking vital during ‘economic reset’

By Paul Mayne

Adam Caplan admits he had no idea what he was going to do upon leaving university, to the point fear was creeping in. “I knew I wanted my career to be in entertainment, but I had no idea what it would be,” says Caplan, speaking at the Student 2 Business conference Monday on the London job market and networking opportunities within the city.

For Caplan and many other guest speakers at the second annual event, which drew close to 1,000 students and local residents, the common theme was about networking and setting achievable goals.

For second-year Ivey student McKenzie Scott, who’s planning to stay in London this summer to look for work, it’s a matter of mastering the ‘meet and greet’.

“The most important thing is the whole networking component,” says Scott. “It’s a big thing to find out who’s out there, who’s hiring, the different companies interested in what you can offer them. I’m hoping it will pay off for me.”

BMOS/Psychology student Kaylene Wesenger says networking could be the difference in finding that perfect job. “I feel you have a leg up and if you can come to know what businesses are out there, come to see who is around and get an idea for what the market is, it can only help with your job search,” she says.

“I think it’s pretty good from the standpoint of where I’m at in second year. Hopefully by the time I get out of fourth year – then graduate school – the market will hopefully look a little bit better.”

Western grad and host of Rogers TV’s London Calling, Drew Skit told attendees it sometimes feels like you’re taking five or six steps back in taking a job, but says the experience in every opportunity is priceless.

“I had a professor who always told me that taking a job is a master’s degree that will pay you,” he says, adding its key to write down your future goals.

“Identify these goals and passions – which are always changing – but have them ready for when opportunity come knocking. Every person you meet is an opportunity to learn something new. Don’t take these meetings for granted.”

The conference also featured keynote speaker Richard Florida, professor of Business and Creativity at the University of Toronto’s Rotman School of Management.

His advice was to “do what you love” but at the same time be prepared for an “economic reset” as we move away from a “reset” as we move away from a “gold standard” to one with more of a focus on creativity.

Diversity at Western enriches our experience, broadens our perspectives and allows us to compete effectively for talent on a global level.

Put yourself in the picture

Diversity at Western enriches our experience, broadens our perspectives and allows us to compete effectively for talent on a global level.

Share your experience

Western is holding a series of focus groups to hear from members of designated groups (women, visible minorities, Aboriginal persons and persons with disabilities). These two-hour confidential sessions, facilitated by external Employment Equity consultants, will help the University gain a better understanding of conditions that may be preventing the full participation, in our university community, of the designated group members of our faculty and staff. The sessions are part of an Employment Systems Review (ESR) at Western.

For more information visit: www.uwo.ca/equity

To volunteer for a focus group:
email equity@uwo.ca or call ext. 83334

Hundreds of students and residents participated in the Student 2 Business Networking Conference at the London Convention Centre.
Agreement softens pain of ABCP pension losses

By Heather Travis

The Superior Court of Canada approved a restructuring plan for non-bank asset-backed commercial paper (ABCP) this month, saving investment holders, including University of Western Ontario retirement plan members, from a complete loss of their investment.

Under the restructuring agreement, non-bank ABCP notes will be exchanged for long-term notes that have a maturity similar to the underlying assets of the non-bank ABCP, says Martin Belanger, Associate Director, Retirement Plans for the Members of the Academic and Administrative Staff Pension Board.

The restructuring makes the new notes less risky and more transparent, says Belanger. Because the underlying assets (such as car loans, mortgages and collateralized debt obligations) have maturities that are longer than those of non-bank ABCP, issuers would traditionally be forced to administer other ABCP notes. However, the restructuring process eliminates the problem of an asset-liability mismatch.

Western is expected to receive the new notes this week. Non-bank ABCP stopped trading in August 2007 because investors were afraid of exposure to subprime mortgages in the United States. At this time, some financial institutions would have been entitled to seize most of the collateral posted by the ABCP conduits. “This would have caused the value of the non-bank ABCP to go down to almost nothing,” he says.

A Pan-Canadian Investors Committee initiated the restructuring plan to salvage as much of the investment value as possible. As of August 2007, Western pension plan members holding funds exposed to ABCP – those who had Balanced Income, Balanced Growth, Diversified Equity, U.S. Equity Hedged and U.S. Equity Unhedged investments – totaled $26.3 million, or about two per cent of the total plan’s assets.

Western’s redemption restrictions for non-bank ABCP remain in place. This means that when a member makes a redemption from one of the five restricted funds, a percentage (equivalent to the amount of ABCP held in the fund) is held back and exchanged for units of the Liquidating Trust, which holds the illiquid ABCP.

However, Belanger expects the restrictions will be lifted once a market develops for the new notes and members exposed to ABCP will be able to sell their units for 100 per cent of the value. Members holding units of the Liquidating Trust will also be able to sell those securities.

Although efforts have been made to create a market to allow investors to sell their ABCP notes prior to maturity, it is widely anticipated the initial trading price will be much lower than its face value.

“At this time, the expectations are still that investors in non-bank ABCP will receive most of their money if they hold on to those securities until maturity,” Belanger says, adding the securities mature in December 2016. The ABCP restructuring plan is “the best scenario under the circumstances,” he says.

“If there had been no restructuring plan, the non-bank ABCP notes would have gone down to zero. Although having a maturity that is almost eight years away will create some challenges, it is expected that a market will eventually develop for these new securities. When a market does, it will allow us to remove the redemption restrictions and go back to business as usual.”

For information about the restructuring plan and how it affects Western pension plan members, visit http://www.uwo.ca/humanresources/.

LETTER TO THE EDITOR

I’m writing in response to the Western News article published Jan. 22: “Employee groups seek layoff alternatives.”

As leaders and managers who are often responsible for the planning documents and budgets across campus, as well as the implementation of those budgets, the PMA recognizes there are no easy answers to the current economic situation.

We have all heard in incredible detail about the existing and future budget situation at Western. Instead of talking about staff layoffs, we need to work together to provide a model which best works for the administrative and academic units to present ongoing excellence and provides for the future of this campus.

We need to quell the culture of fear that is growing on our campus as a result of articles, which includes the threats of layoffs, etc.

We keep hearing that the economic situation allows us the opportunity to think outside of the box to find unique, and perhaps better, ways to work.

Negative messaging is hurting, not helping the current situation.

Hallie McClelland, President, Professional and Managerial Association

Letters to the editor must be original letters addressed to the editor and must not be copies of letters addressed to other persons. An address and phone number should be provided. The editor reserves the right to edit or reject any letter, or abridge letters exceeding 300 words. Letters not published because of space constraints will appear in the next issue. Letters will be printed only if the writer’s name is included for publication. Please submit letters by email by noon on Friday.
Adjunct professors no longer ‘casual’

Avoiding any overtone arising from use of the word ‘casual,’ Senate has changed the procedures for casual academic of appointments of faculty to ‘adjunct.’

In addition to other minor editorial revisions, the name change would also identify the appointments using terminology recognized across Canada, particularly by federal granting councils.

The second substantive proposed change is the elimination of language that prevents this type of academic appointment being given to an individual who has an employment relationship with the Western.

For example, the modified document would allow a PhD-qualified researcher in a non-academic staff position to hold a parallel non-remunerated adjunct faculty appointment. Such an appointment would make the individual eligible to apply for tri-council research grants and eligible for consideration for membership in the School of Graduate and Postdoctoral Studies.

TOXICOLOGY DROPPED AT SCHULICH

With a decline on the number of toxicology courses offered at the Schulich School of Medicine & Dentistry, modules in Pharmacology and Toxicology will now simply be Pharmacology.

Over the years, the Department of Physiology and Pharmacology has seen a decline in the number of toxicologists. This has been due mainly to retirements and the replacement of toxicologists by pharmacologists.

The department is of the opinion that it is no longer offering a true ‘Pharmacology and Toxicology’ program but rather one dealing with mostly pharmacology-related topics.

SCHOLARSHIPS AND AWARDS

South Asian Bar Association Student Award – This award will be presented to a full-time undergraduate student in third or fourth year in the Department of Dental Surgery Program based on financial need with a preference for a student who has demonstrated improvement, proficiency or excellence in clinical patient care and general dentistry.

NEW FACULTY OF LAW CHAIR

Senate has approved the creation of the Stephen Dattels Chair in Corporate Finance in the Faculty of Law. The creation of this chair is made possible through a $500,000 donation from Stephen Dattels. The Faculty of Law will provide additional funding to ensure the minimum funding of $135,000 per year for a named chair, effective July 1.

The Stephen Dattels Chair in Corporate Finance will, in addition to duties in the area of corporate finance law, be responsible for further developing a special natural resources corporate finance initiative within the Faculty of Law, along with developing active links among Western Law, Earth Sciences and the Richard Ivey School of Business, to graduate a new generation of lawyers ready to meet the corporate finance needs of the mining sector.

ENROLMENT AT FIVE-YEAR HIGH

While first-year enrolment has been frozen at 4,350, The University of Western Ontario is enjoying its highest enrolment numbers in five years. Enrolment for 2008-09 (including the affiliate colleges) has reached 33,798. With a continued emphasis on graduate expansion, 2009-10 is projected to surpass 34,000 for the first time in university history – with a projected enrolment of 34,587 in 2012-14.

NO TAKERS OF BUDGET DISCUSSION

Provost and Vice-President (Academic) Fred Longstaffe briefly updated Senate on the latest budget news and the recent economic statement released by the university.

The two major changes since the last Senate meeting, he says, was the increase in the percentage units will be required to trim from their budget - two to 2.5 per cent. In making a budget submission, units are typically required to trim three per cent from their previous base budget. In the coming two years that reduction will be an average of 5.5 per cent.

Longstaffe says the university will hold the line on hiring and re-appointments with only ‘mission-critical’ positions’ allowed, which must be approved by a vice-president.

Following his presentation, no senators asked questions or presented opinions regarding these changes or any other budget-related item.

The Provost’s Recommendations on Faculty Budgets will be released in mid-February and this year will also include a brief report on Support Unit budget recommendations.

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Piled Higher & Deeper
a grad student comic strip

residence life staff

Applications are invited from full-time undergraduate students for the (live-in) positions of:

• Head Dons
• Residence Dons

for the 2009-2010 academic year.

Members of the Residence Life Staff are responsible for ensuring the overall aims of residence life are achieved, and that these aims are in keeping with the mission of Huron University College.

For more information about the positions and the application process, please contact Ms. Sharon Robertson at 519 438-7224, ext. 202. Head Don applications are due by 4pm Jan. 19, 2009. Don applications are due by 4pm on Jan. 30, 2009. Applications are available in the Student Services Office.

Sharon Robertson
Director of Housing and Student Life
Huron University College
1349 Western Rd.
London, ON N6G 1H3

Attending International students, post-doctoral fellows, visiting researchers in school, International Student Services presents

Canadian Immigration Seminar
Information Session on Applying for Permanent Residency in CANADA and Working, Studying, & Living in ONTARIO

Presented by representatives from the Visa Section of the Canadian Consulate General (Toronto), the local Citizenship and Immigration Canada office, the Ontario Ministry of Citizenship and Immigration, the Ontario Ministry of Economic Development and the London Economic Development Corporation.

This seminar is free of charge and all are welcome!

Friday, January 30, 2009
11:30 a.m. – 3:30 p.m.
Huron University College, Room 224
http://www.sds.uwo.ca/int
NOMINATIONS WANTED

for the UWOFA Executive and Board of Directors

The positions open for election are the following:

• Vice-President (who succeeds to the Presidency)
• Secretary (two-year term)
• Three members of the Board of Directors (two-year terms) who will represent the membership at large. Of these two seats, one must be filled by a part-time member.
• Six members of the Board of Directors who will represent their Faculties (two-year terms, elected by Association members in the relevant Faculty).

Faculty of Arts & Humanities  Faculty of Information & Media Studies
Faculty of Health Sciences  Librarians & Archivists
Faculty of Science  Faculty of Social Science

• Speaker for UWOFA and for UWOFA-Faculty (one-year term, renewable)
• Speaker for UWOFA-LA (Librarians and Archivists) (one-year term, renewable)
• Secretary for UWOFA-LA (Librarians and Archivists) (one-year term, renewable)

All full-time and part-time members of the Association are eligible. The term of office begins 1 July 2009.

Please send queries or nominations by Friday, 12 February 2009 to:

Albert Katz, Chair, Nominating Committee
University of Western Ontario Faculty Association
(Department of Psychology, Social Science Centre SSC 7412)
Phone 519-661-2111 x82066
e-mail: katz@uwo.ca

Looking Back

The Western News archives from January 29, 1981

A $55,300 grant from the Academic Fund allowed Professor Peter Clements to establish a Digital Sound Lab. The new equipment, which looked like a computer crossed with a piano, was able to produce the sound of an entire orchestra, compose music, and analyze sounds mathematically.

As a part of the Canadian government’s effort to collect information about Canadian fitness levels, Professor M.S. Yuhasz of Physical Education led a team of surveyors door-to-door across Ontario communities. The surveyors were to consider an individual’s physical abilities, their “fatness”, and what they did for a living as part of the survey.

In response to accusations about Student Services Director Tom Siess, an investigation was conducted into alleged “empty bank space” in the University Community Centre. Following the investigation, the University President stated that the integrity of Siess was not in question confirming that he could not find fault in Siess’s performance.

The Western Cross-Country Ski Club was expecting about 125 participants for their campus ski race. The race, held Jan. 31, 1981, took place on a course behind Brescia, Huron, and Saugeen-Maitland Hall.

Through the Faculty of Part-Time and Continuing Education, Instructor Polly Plastow conducted classes in social and ballroom dancing. The classes were held two evenings per week and aided by co-instructor Tannis Page.

-compiled by Caterina White
Western seeks diverse workforce

Continued from page 1

Aboriginal persons make up only 0.6 per cent of administrative staff and 0.7 per cent of faculty members on campus.

Persons with disabilities are underrepresented among professional, and administrative and senior clerical positions, accounting for 3.6 per cent of administrative staff. Similarly, persons with disabilities comprise 3.5 per cent of faculty members.

Although women appear to be overrepresented among administrative staff – 64.2 per cent – they are not as equally spread across faculty positions, representing 29.3 per cent of Western’s professors. Women are also missing from skilled sales and service personnel and skilled craft and trades workers.

Although Western staff and faculty have been surveyed in the past, this is the first time a significant number of employees (more than 80 per cent needed) responded, allowing for a more accurate Employment Systems Review. About 86 per cent of faculty and staff responded to the survey.

All of the employment positions at Western are categorized into 14 staff groups and a separate faculty group for the review.

Employees were asked to identify whether they fell into one or more of the four categories and these results are compared with the percentage of these minorities in the labour pool outside of Western, based on Statistics Canada census data from 2001.

Comparisons are made between Western and the relative national, provincial or local labour market from which Western would recruit employees.

“We found some gaps,” says Bartlett. “We found gaps in representation amongst professionals in three designated groups – visible minorities, persons with disabilities and Aboriginal persons. There is no gap in professional for women; in fact there is an overrepresentation, although we are not asked to account for that.”

The recommendations provided by the review are not hiring quotas, she adds.

The goal of the review is to hold a mirror up to Western’s employment strategies and highlight any barriers that might prevent members of these minority groups from gaining employment and promotions, or disadvantage employees during recruitment, selection, development and training, retention, termination or accommodation.

“It’s to get a sense of what we can be doing better,” says Bartlett. “If we can encourage a diverse workforce, we’re encouraging people from different backgrounds and different talents, different perspectives to come onto campus and all grow to work together.”

“Employment equity means recruiting the best candidate who can fulfill that role,” she adds.

The review is currently moving into its second stage of interviewing people involved in the creation of Western’s employment policies and procedures, and recruiting members of the four minority groups for interviews.

The consulting firm will provide Western with recommendations and a final Employment Systems Review report is expected to be issued to the Western community this spring.

“Then it comes to the university to develop a plan to address the equity report,” says Bartlett.

‘An important investment’

Continued from page 1

Longstaffe. “It will allow us to provide a strong environment for our leading-edge researchers, and will also speed the introduction of major initiatives to support energy efficiency and sustainability on campus.”

With operating budget shortfalls projected at the university, Longstaffe cautioned the new money will not resolve deficits faced by faculties and departments.

“This proposed infusion of external resources to support modernization of Western’s infrastructure, so very welcomed as it is, does – unfortunately – not resolve the shortfalls in operating funds that the university is currently experiencing,” he says.

“The impacts on faculty and staff levels likely will not be softened substantially by this federal injection of funds for infrastructure improvements.”

In its Long-Range Space Plan the university listed six Category 1 projects (underway in terms of detailed planning or into serious pre-planning stages), but the expected construction costs far exceed Longstaffe’s hopeful estimate of $50 million from the federal program.

“Of course, we have heard only the federal government’s general proposition for funding of infrastructure – we do not know the details,” he says. “It may be that the provincial government will also provide funding to complement the federal program. It is just too early to speculate further.”

The Association of Universities and Colleges of Canada (AUCC) welcomes the new investment in Canada’s university infrastructure, stating universities have a deferred maintenance backlog of more than $5 billion from maintenance delayed over more than a decade - $2.4 billion of which is deemed urgent.

“Universities will identify projects that are ready to go and will deal with urgent maintenance issues such as upgrading buildings, labs and research facilities,” says Tony Traves, chair of the Board of Directors of AUCC and president of Dalhousie University.

“In these difficult economic times, supporting universities’ ability to contribute to Canada’s short-term recovery and long-term growth has an even greater significance.”

Western President Paul Davenport described the federal infrastructure announcement as “an important investment” and says he’s appreciative of continued commitment to the Canada Foundation for Innovation and graduate expansion.

“It is also encouraging to see the additional funding for the Canada Graduate Scholarship program that will increase opportunities for students to pursue degrees at the highest level,” he says. “These graduates are the key to the future prosperity of Canada’s economy.”

Nationally, the additional $87.5 million short-term funds for Canada Graduate Scholarships and $3.5 million internships in science and business are significant contributions to maintaining Canadian universities’ ability to produce highly qualified talent, providing an additional 1,000 master’s scholarships and 500 doctoral scholarships.
Olympic track and field medalist Bruny Surin and spoken word artist D’Bi Young will be offering inspiration about black leadership at the University of Western Ontario’s opening ceremonies for Black History Month on Tuesday, Feb. 3.

The Black Students’ Association at Western is kicking off the month-long celebration with an event titled, Black Leadership: Inspiration for the New Generation, held in the UCC atrium from noon to 4 p.m.

Surin, a Haitian native who grew up in Quebec, competed in the 1996 Olympic Games as part of the Canadian men’s 4x100 relay for which the team won gold. Young is a Jamaican-Canadian dub poet, actress and playwright who is a j处理ed in this text. The text is not very clear due to the formatting issues.

The Black Students’ Association at Western is also offering its annual formal dance, SOUL, on Feb. 28. The evening of art, dining and entertainment will be held at the Western Fairgrounds Carousel Room.

The Black Students’ Association at Western has an expanding membership of undergraduate and graduate students, with a record-breaking 150 students joining this year.

For more information visit http://www.usc.uwo.ca/clubs/bsa/index.html.
Do you want to start exercising on a regular basis? Western researcher seeks females, ages 22-50, who currently exercise once or less per week. Your fitness will be assessed and you will be given a structured exercise program to follow. Contact Lindsay Duncan in the Exercise and Health Psychology Lab at 519-661-2111 X 8189 or lduncan@uwo.ca.

For Rent
2 bedroom, $700 - heat included. Quiet family home at Highbury near Dundas. Accessible to bus - stop 2 doors away, large deck, unfurnished (fridge & stove included). 1 year lease - first and last months. No-smoker, no laundry facilities. Phone 519-455-311.

Bed and Breakfast
Halina Koch Bed & Breakfast, 250 Twp. Road. Share an artist’s home of white-washed walls and old beams in London North, patio, fireplace. Within walking distance of Western, LHSC–UC and St. Joe’s. 5 minutes to downtown. Rates $45 - $65/day. Rates vary depending on length of stay. Special price for guests commuting every week. Call 519-434-4045. Email: halina@kochusa.ca

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For Classifieds, call 519-661-2045 or send email to advertised@uwo.ca. Rates: faculty, staff and students - $15; others and services/commercial ads - $20. Beyond 35 words, please add 50 cents per word. Payment must accompany ads. Submit by 9 a.m., Thursdays to Western News, Suite 360, Westminster College. No refunds. Visit Classifieds Online at http://communications.uwo.ca/com/classifieds_menu/