

# WESTERN NEWS

## Female faculty gain pay equity increase

BY KARMEN DOWLING

Western will pay out more than \$643,000 next month to female faculty to address gender-based salary anomalies.

In a joint effort by Western administration and the faculty association (UWOFA), the Pay Equity Committee reviewed salary patterns of probationary, tenured and limited-term faculty members.

A joint union-administration statement is printed on Page 11.

Salaries of limited-term faculty showed no evidence of gender-based differences however differences were apparent among salaries of probationary and tenured faculty.

Effective May 1, Western will make salary adjustments for 150 women.

President of UWOFA, Jane Toswell, says she's pleased the administration acted quickly, however it is disturbing that problems were happening again 10 years after a similar exercise addressed inequities for women faculty.

"Though I'm happy to see this restitution," says Toswell, "I am concerned that we find the origins of these inequities and find ways to make sure that women faculty aren't, for example, offered lower starting salaries than male faculty with the same qualifications and experience."

Alan Weedon, Vice-Provost (Academic Planning, Policy & Faculty), says the objective now is to learn how the inequities arose "so that such inequities do not occur again."

"The adjustments to salaries of probationary and tenured women faculty that have been recommended by the Implementation Committee for Gender-based Salary Adjustments will correct the pay inequities identified by the Joint Pay Equity Committee established under the Collective Agreement with UWOFA."

Among female assistant professors, 91 per cent will receive a correction. The average value is \$3,986 (5.4 per cent of salary) although corrections range from \$49 to \$10,146.

For female associate professors, 57 per cent will have an increase averaging \$2,356 (2.4 per cent of annual salary). Individual corrections range from \$86 to \$6,610.

With female professors, 73 per cent will receive a correction averaging \$2,760 (2.4 per cent of annual salary). Corrections range from \$262 to \$7,617.

"On the amount being paid out, which is one-half of one per cent of the salary mass, I applaud the administration for seeing that this problem had to be addressed, and at once," says Toswell. "Western has to become a campus where women faculty are treated equitably."



Paul Mayne, Western News

Western Education Professor Stéphane Lévesque runs through his interactive web-based history program with Grade 10 student Sean Brosel during a recent visit to London's Sir Fredrick Banting Secondary School.

## Pumping new life into Canadian history

BY PAUL MAYNE

With the click of a mouse, a Western professor is fast-forwarding high school history lessons from the dreary confines of textbooks to a more visual and interactive experience with Canada's past.

Why read about history when you can interact with it, says Education Professor Stéphane Lévesque, who has created the Virtual Historian electronic teaching tool for Canadian high schools.

Hoping to expose students to primary sources of history and promote critical thinking rather than simply memorizing dates and events, he has received high praise for his undertaking.

"This is designed for the students of today. You need to focus on their strengths

and skills and that's computers," says Lévesque. "They benefit by doing and, I hope, increase their excitement and taste for history."

The interactive web-based program encourages students to track down clues, make decisions and develop their own interpretations of historical events.

"Students need different tools to successfully face 21st century challenges and we need to get them to use history in a different way. In chemistry, you don't just read about it in a book, you 'play the game' in the lab."

Lévesque says the first version of his software should be in use this fall in both official languages. With eight historic moments such as the War of 1812 and the Raid of Dieppe during the Second World

War to modern terrorism, Lévesque is confident students will be drawn to this alternative learning tool.

Banting History teacher Bruce Clark is thrilled with the tool.

"This is just so excellent for the kids to have," says Clark. "Some of these kids you can't get them off the computer now. This will allow them to be a part of the learning process and not simply be lectured to."

Archival film footage and artifacts presented in three dimensions bring stories to life, and digitization offers access to documents such as old newspapers, letters, images and artifacts.

"Instead of taking notes and being a passive student, they become part of the story itself," says Lévesque.

### 2006-07 BUDGET

## Revenue boost fuels building, staff increases

The University of Western Ontario should continue in growth mode with 2006-07 spending expected to increase almost 12 per cent over last year.

Capital and operating budgets, passed with little discussion last week in Senate, call for significant expansion on several fronts including a substantial boost to renovation and new construction (see story Page 6), increased support for graduate education, widespread expansion of faculty budgets, and more faculty and staff hiring.

The budget requires approval of the Board of Governors which meets May 4.

"This is a very exciting time," says Western Provost and Vice-President (Academic) Fred Longstaffe. "The hard work that faculty and staff have put into Western's multi-year planning process in order to identify needs and priorities really pays off at times like now, when, at least for a little while, there is an opportunity to invest in the academy's aspirations a bit more heavily than usual."

Looking ahead, Longstaffe said he antici-

pates more cross-university initiatives. He makes specific reference to support for undergraduate student engagement, graduate education, interdisciplinary projects, internationalization and research intensity.

The positive revenue news comes at a crucial time when several major planning exercises are underway.

A task force working since last year on a multi-year strategic plan hopes to pres-

Continued on page 6



## CAMPUS DIGEST



Paul Mayne, Western News

Five area MPPs got a first-hand look at dental clinics at the Schulich School of Medicine & Dentistry. London North Centre MPP Deb Matthews met up with second-year student Dagmara Sieron in the school's simulation clinic.

**FOOTBALL:** Season tickets for the 2006 Mustang football campaign are now available via Ticketmaster. To purchase tickets, go to [www.ticketmaster.ca](http://www.ticketmaster.ca) or phone 519 488-1012. Renewals of 2005 season tickets cannot be done online or through Ticketmaster but must be done by mailing or faxing in the season ticket order form available online at [www.westernmustangs.ca](http://www.westernmustangs.ca).

The home schedule features: Sept. 9, vs. York, 7 p.m.; Sept. 16 vs. Guelph, 7 p.m.; Sept. 30, vs. Windsor, 2 p.m.; Oct. 14, vs. McMaster, 2 p.m.

## 25 YEARS AGO AT WESTERN

■ Backwoods in America, a McIntosh painting by J.F. Cropsey valued at \$450,000, will go on the auction block with revenue used to buy more Canadian art.

■ Less than three per cent of students crossing Western Road use the pedestrian tunnel, warns a student survey.

■ Pay for teaching assistants will increase nine per cent. Faculty will get a basic nine-per-cent increase plus a lump sum payment of \$690 and 2.25 per cent selectively distributed for merit. The minimum salary for a professor gets a boost to \$31,450 from \$28,840.

UNIVERSAL  
Sudoku Puzzle

Complete the grid so that every row, column and 3x3 box contains every digit from 1 to 9 inclusively.

		3		9				
6	7	9			2	1		
5				7				
	4		2		3	8	6	
9								1
	8	6	4		9		5	
				2				8
		1	6			9	4	7
				4		5		

4/27

DIFFICULTY RATING: ★★★★★☆

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Solution on page 14



Paul Mayne, Western News

Former New York City Mayor Rudy Giuliani speaks with the media following his address at a crisis leadership conference organized by Western's Ivey School of Business.

## ‘Relentless preparation’ crucial to leadership during crisis

BY PAUL MAYNE

If one person in recent history stands out as a solid example of leadership under pressure, former New York City Mayor Rudy Giuliani surely fits that bill.

Leading the northeastern U.S. city through the crisis of 9/11, Giuliani fortified his reputation as a staunch leader who led not only his community, but his reeling country through the shock of this event.

The centrepiece of last week's Ivey School of Business' Crisis Leadership conference, Giuliani told the more than 1,100 in attendance that courage was what got him through the horrific days five years ago.

"Courage is about managing fear, not the absence of fear," he

says. "You have to believe you'll succeed – and it may not always happen – but you have to believe. Just like business, you have to take risks to succeed."

Asked if the U.S. and Canada should be concerned about another terrorist attack similar to what happened in New York and the more recent bombings in England – which ironically Giuliani found himself a block away from at the time – Giuliani didn't hesitate.

"Yes, we should be afraid of another terrorist attack," he says. "It's much more prudent to be afraid of one and to put that into relentless preparation."

Courage and preparation were two of the ingredients put forward by Giuliani regarding the making of a leader. Additionally,

developing a vision or plan, being an optimist and problem solver, understanding the value of teamwork, and being able to communicate your ideas to others are critical features of leadership.

"If you prepare for everything you can anticipate you'll be ready for the unanticipated, because it will just be a variation," says Giuliani. "Leadership is about hard work and if you teach the fundamentals and are able to communicate effectively, that makes a great leader."

Giuliani added it's more important for a leader to be around when things are going wrong, rather than when they're going right.

"I call this 'wedding discretionary, funeral mandatory. If you have to choose one, be there when you're needed the most."

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GREAT MALL CATERING



# Brescia to build leaders, promote balance

A three-year planning document seeks a more rounded student experience

BY KARMEN DOWLING

Canada's only university-level women's college, Brescia University College, will soon release a new three-year strategic plan calling for a more rounded student experience founded on the themes: learn, live, lead.

"We want to strengthen the overall student experience through new academic programming," says Brescia Principal Theresa Topic.

Specifically, Topic is excited about a new graduate program in Foods and Nutrition and she will spend the next few months looking at how best to frame the masters program.

Brescia will explore opportunities for students to go on exchanges abroad and to welcome more international students to the college.

The 11-member Long-term Planning Committee, with representation from all sectors of the college, met eight times since March 2005.

"We are dealing with whole people. We want to be encouraging them to develop all parts of themselves; we want to be nourishing the life of the intellect, but also the social life and our students' connectiveness with

others, their spiritual side which is so important to a balanced life and their physical side."

Initiatives may include giving first priority for auditorium space to organized physical activities. Brescia will work with students to assess introducing yoga or hip hop dancing, offering classes or events that are fun and physical – and free to the Brescia community.

Healthy eating is another issue.

"With our strong Foods and Nutrition program we really ought to be able to offer our students and other members of the Brescia community a really exceptional array of healthy food choices in our dining area," says Topic.

There is also a commitment to promoting women's leadership.

"We've had women's leadership for 85 years, this college was founded by women (the Ursuline Sisters), it was run by women, it has educated women and worked so hard to help our women students and other members of the community to find their voice and find their confidence and to come to see themselves as leaders at the school, in the community and even in the world."

They already have ideas for speakers and initiatives including inaugurating The Brescia Institute for Women Leaders, a project to provide opportunities for women to learn about leadership, talk about leadership and exercise leadership.

Brescia student council President Fran Tran, starting her fourth year in English and Psychology, says the planning process was exciting – and a lot of work putting together the document.

"The plan will provide students



Karmen Dowling, Western News

Brescia University College Principal Theresa Topic and student council President Fran Tran have high expectations for a new planning document to be released next month.

with a lot more than they are currently getting," says Tran. "There is a nice balance between academics, health and leadership aspects – it worked out nicely and I'm very excited to see it happen."

The challenge will be ensuring ideas are energetically and consistently applied.

"This is a plan for everyone," says Topic. "There is a very strong focus on students but also on staff and faculty and other members of the community. We are really going to be stressing the value of lifelong learning for all members

of the Brescia community."

Another critical element is the College's Catholic identity.

"We want to make sure students continue to feel free to exercise their faith and develop their faith here at the college. We also feel a very strong part of our identity as a Catholic college is tied into social justice," she said.

A new initiative to be implemented in September is a co-curricular transcript. The document will provide students with official recognition of verifiable activities they have been involved in at the

College and in the community.

The College will release the plan in May with an internal launch on May 8 and a public launch on June 1. The document will be available on the Brescia Web site ([www.brescia.uwo.ca](http://www.brescia.uwo.ca)) by mid-May.

Western's strategic plan is expected to be completed this fall. King's University College is working on strategies for next year and Huron University College is in the early stages of a five-year plan taking it to 2010.

## Schulich hosts medical educators

BY KATHY WALLIS

The Association for Faculties of Medicine in Canada (AFMC) is bringing Canada's premier medical education conference to London and Western's Schulich School of Medicine & Dentistry for the first time beginning this weekend.

Dean Carol Herbert, chair of the AFMC, is preparing to welcome 600 delegates from Canada's 17 medical schools.

"It's an opportunity to really influence the direction of medical education in Canada," says Herbert. "We hope participants will leave feeling re-energized for the important work in which we are all engaged; educating future health professionals, future health scientists and future educators."

The 2006 Medical Education Conference gets underway Saturday at the London Convention Centre and Hilton London. Topics during the five-day event include

the shortage of health professionals, social responsibility of medical schools versus individual rights of learners, and new ways to assess competence beyond textbook knowledge.

The conference will include the launch of a new Web site on women's health curriculum ([www.genderandhealth.ca](http://www.genderandhealth.ca)) and a program to help faculty members support international medical graduates.

The AFMC has partnered with the Canadian Association for Medical Education, College of Family Physicians of Canada, Medical Council of Canada and Royal College of Physicians and Surgeons of Canada to plan the conference.

But it's not all business. On Monday night, Schulich will host a dinner featuring local food and wines, with the Meds Choir providing entertainment during dessert. The big band sound made famous by London's own Guy Lombardo will cap the evening.



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## VIEWPOINT

## THE WAY WE WERE: 1946

# Is that email fact or fiction?

An email hoax created a continent-wide nightmare – and a forward by a Canadian university employee added credibility to the act of malice

BY TERRY RICE

**I**t's hard to believe that trying to be helpful could turn out so badly.

But for one secretary at an Ontario university that's exactly what happened.

An email came to her warning that mulch being sold at big box stores was infested with termites.

The email proclaimed: "After the hurricane in New Orleans many trees were blown over. These trees were then turned into mulch and the state is trying to get rid of tons and tons of this mulch to any state or company who will come and haul it away. So it will be showing up in Home Depot and Lowes at dirt cheap prices with one huge problem; Formosan Termites will be the bonus in many of those bags."

The timing couldn't have been better – it's spring and doing yard work is top of mind – spreading the warning to friends, family and colleagues would seem the natural thing to do, so she forwarded the message.

Turned out the message was a hoax.

The Louisiana Department of Agriculture and Forestry had put quarantines in place last fall to prevent such a spread of Formosan termites. And as for Home Depot, they don't use suppliers from the New Orleans area and they don't even sell mulch-like products from the United States in their Canadian stores.

That's when things went from bad to worse, according to a Toronto Star article.

The woman's signature file was attached to her email. Eventually the message ended up in the wrong hands. Someone with bad intentions re-jigged the message to make it look like the warning was coming from the university itself, with her credentials adding credibility.

Like the alleged termites

## The writer

Terry Rice is Associate Director, Creative Services, for the Department of Communications and Public Affairs.

themselves, the message continued to infest inboxes across Canada.

In the U.S., Louisiana State University's AgCenter received calls non-stop about information contained in the emails. Their termite specialists were flooded with calls. The Home Depot put out a statement to deny the claims, and posted notices in all 138 stores across Canada. The large call volume forced the secretary to record a message on her voicemail advising people the report was a hoax.

As professionals working in an institution that prides itself on advancing knowledge, we carry a level of credibility that is not the norm. Our researchers and professors are quoted as "experts" daily in newspapers and on Web sites from Singapore to St. Thomas.

So when we pass along information, especially in emails, we have to ask ourselves not only if we want our names attached to such information but ultimately do we want the University's reputation attached as well?

Some emails wreak a bogus scent, "Bill Gates, Microsoft and AOL are giving away cash" while others like the one claiming boycotting certain brands of gasoline will lower gas prices, make us pause.

A while ago I attended a church service where the minister told a motivating story about how Mel Gibson survived an attack by five thugs when he was a young man, which left him horribly disfigured. Several plastic surgeries later he overcame his struggles and ultimately inspired the film *The Man Without a Face*. A few weeks later the minister



Contributed by Alan Noon

Western Archives

The 'Way We Were' offering of April 10, 2003 (upper photo) illustrated the Engineering student's solution to the campus parking problem. However, they were not the first to come up with this idea. Credit for that goes to the Medical School graduates circa 1946. At that time the Medical School was still operating on South Street across from Victoria Hospital. For reasons now obscure an ancient car was parked on the steps blocking the main entrance.

apologized to the congregation, admitting the story was a hoax sent to him via email.

It can happen to the best of us.

It's bad information, spread (in most cases) with the best of intentions. The results range

from embarrassment to severe consequences as witnessed in the mulch mishap.

So the next time you consider passing along a "helpful" email you may want to re-evaluate.

Consider it a little "forward"

thinking.

Note: [www.snopes.com](http://www.snopes.com) is a good Web site dedicated to tracking and dispelling urban legends. A search on Snopes or Google can help you determine the validity of your email message.

## eateries on campus

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## COMMENTARY

# The loaded language of science

BY JOAN M. HERBERS

I study ants.

In recent years I've focused my research on so-called "slave-making ants" – species known for invading the colonies of other ant species, stealing their larvae and pupae, and killing those defending ants that try to protect their colony. The marauders then raise the stolen larvae and pupae as their own. Once fully grown into adult worker ants, those kidnapped "slaves" are put to work for their captors.

This highly evolved behaviour is fascinating to watch, and has become an important model of antagonistic co-evolution – the arms race between parasite and host that results in ever-accelerating adaptations to each other.

The problem is our scientific jargon. I have been repeatedly surprised by reactions to my use of the term "slavemaking" to define behaviour and of "slave" to define the status of the captured ants in their captors' nests. On several occasions, individuals objected (usually after public talks, interviews with reports, and scientific presentations, and usually anonymously) to the slave metaphor, and on many others I have been asked what my studies of ants tell us about the human condition (the answer to the latter is easy: nothing).

I did not invent this jargon, but I have certainly used it without thinking. Dulos is the technical term, derived from the Greek *doulos*, or slave, and these terms have been in use to describe ento-

## The writer

Joan M., Herbers is dean of the College of Biological Sciences and a professor of evolution, ecology, and organismal biology at Ohio State University at Columbus. This article is reprinted with permission of The Chronicle of Higher Education. Reprinted with permission.

mological phenomena for some 200 years (check out The Oxford English Dictionary). Given its long history of usage, and by no less august a figure than Charles Darwin himself, what is the problem?

I posed that question to a colleague who specializes in rhetorical studies of (human) slave narratives from the 18th and 19th centuries. She responded crisply "We should be able to study ants without being reminded of race, for crying out loud," and then introduced me to Toni Morrison's essay collection *Playing in the Dark: Whiteness and the Literary Imagination*. Morrison suggests that an analysis of American literature is incomplete unless it confronts the essential truth that our writers have been immersed in a racialized society. Her discussion of how inattention to racial constructs has hampered literary criticism lead me to consider the problem of how our use of loaded jargon might affect the scientific enterprise itself.

I, too, became uneasy with the slavery metaphor, and concluded that it might even be affecting my discipline's struggle to recruit scientists of colour. That we have

failed to attract young blacks, Hispanics, and Native Americans to science careers is indisputable, and has varying causes. Now I must confront the uncomfortable truth that our very jargon may be part of the problem: By appropriating the terminology of slavery, we scientists are in fact perpetuating racism. How can we (overwhelmingly white) scientists casually talk about slavemaking ants, with implicit messages of power, inequity, and

.....

**"We must be open to the possibility that using racially loaded metaphors is inherently damaging to ourselves and to our work."**

subjugation, without recognizing that our very language is a powerful deterrent to recruiting descendants of slaves to appreciate our scientific work?

Discussing this issue with colleagues has provoked both bemusement and hostility. The most common reaction is that these words are part of our language and should not be considered offensive since we do not imply any parallel between what insects do and what humans continue to do around the globe; furthermore, the slave metaphor is a common one. I assert that a corollary to those arguments is that individuals who feel offended,

even vaguely, are the ones with the problems.

But that attitude completely sidesteps Morrison's main point, when she calls for "a serious intellectual effort to see what racial ideology does to the mind, imagination, and behaviour of masters." We must be open to the possibility that using racially loaded metaphors is inherently damaging to ourselves and to our work.

Fortunately, there is a precedent in behavioural ecology for just this kind of self-examination. For decades, biologists filed reports of sexual behaviour in many animals that involved males forcing copulation on females. A quick review of the literature from the 1970's and early 1980's shows that biologists used the word "rape" to describe that behaviour. However, a large, vocal group of feminist scientists protested the use of that metaphor, with the result that the term "rape" was rapidly dropped and replaced by "forced copulation." In other words, scientists who understood the emotional impact of words on themselves, on female colleagues, students, and the public changed their jargon.

So too do I now call for biologists to discard the use of slave metaphors to describe insect behaviour. Not only are the terms damaging, but in fact they are not particularly accurate. Unlike human slaves, captive worker ants cannot breed, nor are they sold to other captors. Instead, the predatory species must repeatedly raid colonies to replenish

its work force; indeed, voracious colonies can overexploit their captives and engender their own demise when there is no one left to do the work.

I propose, then, that we adopt a pirate metaphor to replace the slavery jargon. Human pirates engage in behaviour much like the ants I study: They attack ships to steal cargo, usually inflicting considerable mortality among the defending crew. We can therefore write about pirate ants, captive ants, raiding parties, and booty. Since we scientists love jargon, I further propose that we call this "leistic" behaviour, from the Greek *leistos* for "pirate."

So pirate ants and leistic behaviour it is, at least in my own publications, discussions with journalists, and presentations to the public. Piracy on the high seas or in clandestine software mills is illegal, and we can safely apply this metaphor to insects without perpetuating social injustice. In fact, biologists have discussed pirate perches, pirate spiders, and pirate crabs with impunity, and pirates the world over surely will not object to pirate ants.

Scientists like to think their work is unhampered by human conventions, an illusion fostered by their ignorance of the work of philosophers, historians, linguists, and rhetoricians who study the scientific enterprise. I now understand that those delusions of objectivity can hamper our ability to further the progress to which we are passionately devoted. Scientists use language, and so must take responsibility

## What was your best student experience this year?

Have an opinion on this question? Visit the 'At Western' feature on Western's homepage at [www.uwo.ca](http://www.uwo.ca)



**Brennan Connolly**  
Second year, Music (Performance)

"The social aspect of my faculty. We get to perform for each other and everybody knows everybody else."



**Mallory Crozier**  
Second year, ACS

"Definitely not the exams! Nothing really stood out - it's school, it was the same as always."



**Robert Gambarotto**  
Third year, Mechanical Engineering

"The Charity Ball. That was a lot of fun. It was one of the only nights you have all of your friends together - there are no homework excuses."



**Ken Leung**  
Third year, Mechanical Engineering

"Just hanging around with friends. When you get out of school you're not going to remember all the work - but you're going to remember the fun times with friends."



**Whitney Graham**  
Second year, Nursing

"Being back at school with all my friends."



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## UNIVERSITY BUDGET

# Tuition jump averages 4% Grad growth budget priority

BY KARMEN DOWLING

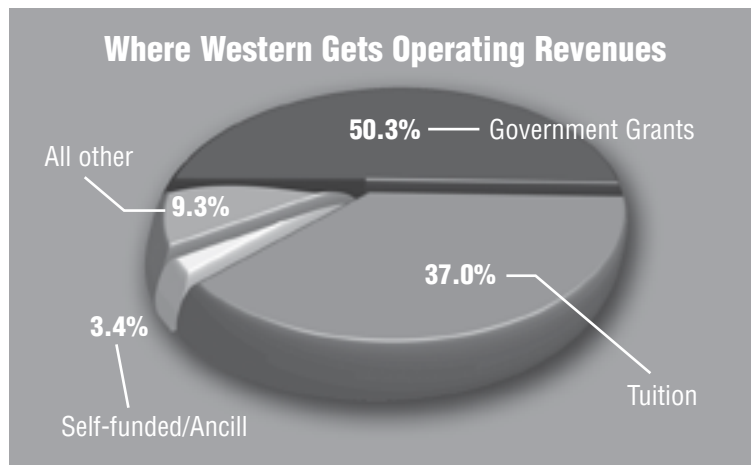
Western is expected to stick to the provincial government's allowable maximum for tuition increases in most programs next year.

Senate is recommending to the Board of Governors that tuition for Canadian students in most undergraduate programs increase by 4.5 per cent in the first year of study and four per cent for upper years. For deregulated programs such as Engineering, Dentistry and Law, Western would increase tuition by eight per cent in first year and four per cent for upper years of study.

With growth in graduate enrolment a high priority, it is being recommended that graduate tuition rates increase by three per cent, lower than the maximums allowed by the government.

Since international student tuition fees are not constrained by government regulations, recommended levels range from no change for graduate programs (excluding Orthodontics which increases by 5.4 per cent) to 4.4 per cent in some undergraduate programs.

Overall, the proposed 2006-07 tuition fees would result in a weighted total average increase of four per cent – below the allow-



able maximum of five per cent.

Tuition is Western's second biggest contributor to operating revenues, with provincial grants being the largest. Other sources include Canada Research Chairs, transfers from the affiliated colleges, investment income, unrestricted fundraising and contributions from self-funded & ancillary operations.

In March when the Ontario government opened the door for tuition increases, Associate Registrar, Glen Tigert, stated Western will do what is necessary to ensure access to all students regardless of circumstances.

In addition to improvements to the Ontario Student Loan Pro-

gram, Western has almost \$27 million in financial aid including nearly \$18 million of need-based financial assistance.

At Senate, one member asked whether undergraduate scholarships would be increased due to the increase in tuition. Roma Harris, Vice Provost (Academic Programs & Students), said it has not been routine practice to have inflationary increases to scholarship levels but the issue will be reviewed.

To see a listing of proposed tuition fees, see table 20a and 20b on pages 63 and 64: [http://www.uwo.ca/univsec/senate/minutes/2006/r0604\\_operating\\_budget.pdf](http://www.uwo.ca/univsec/senate/minutes/2006/r0604_operating_budget.pdf)

Continued from page 1

ent a draft outline within the next month or so.

Faculties are in the midst of developing academic plans that will lay out their priorities for change in coming years, and support units are developing their own blueprints for the next few years.

Earlier this year, Longstaffe presented a striking \$230-million long-term space plan stretching out to 2013. The plan calls for sweeping change in the layout of campus, concentrating academic operations in the core of campus and shifting many administrative functions to the periphery. A key element includes development of a more high-profile Student Services operation with services amalgamated under one roof.

The operating and capital budgets totalling almost \$600 million represent the lion's share of Western's annual funding. In 2004-05, they accounted for about 65 per cent of overall funding.

The operating budget, critical to most day-to-day operations, includes provision for tuition fee increases averaging about four

per cent. The amount of increase will vary according to the program and year of study. Overall, the university is budgeting for tuition revenue to rise by 6.8 per cent.

Key spending identified in the operating budget package include:

- \$1.5 million more for the Graduate Expansion Fund in anticipation of graduation enrolment increases – this fund would grow yearly, reaching \$5.2 million in 2010-11.

- \$2.3 million increase for graduate student support.

- \$710,000 boost to faculties for the next round of Canada Research Chairs.

- \$5.9-million boost in base support for faculties, including several multi-year agreements.

- \$9.6 million in base support for the University Priorities Investment Fund, providing base funding for 40 faculty and 48 staff appointments as well as support for internationalization.

- \$11.2 million in one-time spending for specific initiatives including expansion in Medicine and Nursing, enhancing information technology infrastructure and recruiting female faculty.

## Capital projects to exceed \$100M

BY PAUL MAYNE

With space at a premium, more than half of Western's 2006-07 capital budget has been earmarked for new construction projects – and another 20 per cent has been

put aside for major renovations.

This major overhaul is driven in large part by a lack of space to accommodate planned expansion of graduate enrolment and the required increase in faculty, staff and research activity this

affords.

This is the first year of a \$230-million investment in proposed expansion, renovation and new construction through 2013 that was unveiled earlier this year.

Approximately \$54.7 million

of the \$108.7-million capital budget will be used to create new buildings and additions, the largest being \$13 million for the new Biotron facility (2007 completion) and \$9.1 million for the Faculty of Science expansion (2008).

Other planned construction (budgeted amounts may represent only one stage of a multi-year project) includes:

- \$8.8 million - student recreational facility. With construction beginning in October, the \$34-million facility is scheduled for completion in 2008.

- \$8.6 million - final stage of the new London Hall Residence. The \$32-million residence is to open in September.

- \$5.9 million - new Support Services Building. Beginning this summer, construction on the \$27 million facility is scheduled for completion in 2008.

- \$6.4 million - expansion and renovation at Spencer Hall for the Ivey School of Business MBA program, scheduled to be complete in 2007.

- \$1.1 million - Michael Kirkley Mustang Training Centre, scheduled to be complete this fall.

Other new construction ongoing and scheduled for completion this year include the West Valley Building (Animal Care Facility), the Don Rix Clinical Skills Learn-

ing Building, Three Little Pigs test facility and the chiller and cooling tower in the Power Plant.

Senate agreed to allot \$22.5 million for major building renovations, of which \$10.5 million is for ongoing renovations of the Biological and Geological Sciences Building. This \$35-million project is scheduled to wrap up in 2010.

Also slated for renovations this year include:

- \$3.3 million - Westminster College and related renovations. This \$7.5-million project is set for completion in 2007.

- \$2.7 million - Althouse Building. This \$5-million project should be complete in fall of 2007.

- \$2.5 million - Ivey MBA improvements to Toronto offices, for completion this year.

- \$1.9 million - Medical Sciences Building. The four-year \$32-million project is to wind up this fall.

- \$1.1 million - Dental Clinic renovations in the Dental Science Building, scheduled for completion later this year.

In addition, projects with planned start dates this year including Bayfield Hall renovations (\$12 million, 2008 completion), Physics and Astronomy renovations (\$17.5 million, 2011) and replacement of Bio-Engineering Building (\$7 million, 2009).



### Review of the McIntosh Gallery

The McIntosh Gallery Committee of Western's Board of Governors is engaged in a review of the Gallery's operations in preparation for future planning. The review will assist with determining the nature, structure and scope of the McIntosh Gallery's contribution and role as a public art gallery at The University of Western Ontario and beyond.

External Reviewers will visit the campus on June 19 and 20, 2006 when they will meet and speak with the McIntosh Gallery Committee, staff, the V.P. (External), the Provost and members of various constituencies and stakeholders.

An open public forum will be held **Monday, June 19 from 4:30 to 6:30 p.m.** in the McIntosh Gallery. Please call (519) 661-3181 or email [akenned4@uwo.ca](mailto:akenned4@uwo.ca) for parking and directions.

The External Reviewers are:

**Janet Brooke**, Director, Agnes Etherington Art Centre, Kingston

**Sandra Dyck**, Curator, Carleton University Art Gallery, Ottawa

**Tom Smart**, Director Designate, McMichael Canadian Collection, Kleinberg

Written public submissions for the reviewers on any aspect of the Gallery's operations are invited. These submissions will be shared with McIntosh Gallery Committee members but otherwise kept in strict confidence. Submissions may be addressed to: Professor Madeline Lennon, Department of Visual Arts, John Labatt Visual Arts Centre, The University of Western Ontario, London, Ontario N6A 5B7 or [mlennon@uwo.ca](mailto:mlennon@uwo.ca). The submission deadline is Wednesday, May 31, 2006.



# Out pops Ivey Prize for bus vending idea

Greyhound is being encouraged to put vending machines on local buses

BY CAROL FULLER

BonBon Voyage, this year's winner of the Robert G. Siskind Entrepreneurial Award, is dedicated to making Greyhound buses more competitive by offering food to passengers through on-board vending machines.

The eight Business 257 students, Holleh Javidan, Vivian Leung, Kristine Tran, Farhaz Mithani, Ashley Riske, Jason Smith, Andrew Ramsey, and Brittany Cummings, propose a pilot project beginning with installing vending machines on 14 Greyhound QuickLink buses. QuickLink offers express service within Southwestern Ontario. Eventually BonBon Voyage hopes to target Greyhound's entire fleet.

There were two other contenders for this year's award.

■ Easy Learning Enterprises Incorporated, an educational toy company, offered as its debut product Beddie Teddie, a toy designed to teach children to tell time.

■ Bark n' Park Mobile Pet Salon, presented quality pet care in a specially equipped van at busy pet-owner's homes.

A crowd of over 200 people, including John McBride, regional director for Southwestern Ontario's Greyhound operations, watched the three finalist teams compete.

Judges were Cathy Siskind-Kelly, co-founder of Black Fly Beverage Company, Jim Graham, president of the Try Group, and Mark Vandenbosch, director of Ivey Business School's Honors Business Administration Program.

The Siskind award, consisting of medals and a cash prize shared among group members, was established 16 years ago by family and friends of Siskind to commemorate the granting of an honorary degree in recognition of his contribution to the University.

The Business 257 Feasibility Study Competition offers an extraordinary opportunity to forge business development skills

by applying academic knowledge to real-life experience. Last year's feasibility study winner, Bold Statements (now called State-ments Media), is in business in Toronto marketing advertising on dry cleaning bags. Another resounding success, a 2002 project, is Grocery Checkout Inc., London's newest online grocery delivery business.

In the past, businesses such as College Pro Painters, Eco-Shred Limited and Creative Copy Centre, now a division of Canon, were initiated through the competition.



Tackling the issue of vending machines on buses won an Ivey team the celebrated Robert G. Siskind Entrepreneurial Award. Back row, (l to r) are presenter Robert G. Siskind and team members Farhaz Mithani, Andrew Ramsey and Jason Smith. Front row (l to r): Brittany Cummings, Holleh Javidan, Kristine Tran, Vivian Leung, and Ashley Riske.

## NOTICE TO JOIN THE ACADEMIC PROCESSION

### 286th CONVOCATION - SPRING 2006

Spring Convocation takes place during the week of Monday, June 12 - Friday, June 16, with ceremonies at 10:00 a.m. and 3:30 p.m. Members of Faculty, Senate, the Board of Governors and Emeritus/a Professors are invited to take part in the Academic Procession. Full information on joining the academic procession (including order of ceremony, honorary degree recipients, assembly and regalia) may be found on the Senate Website: [http://www.uwo.ca/univsec/senate/Academic\\_Procession.pdf](http://www.uwo.ca/univsec/senate/Academic_Procession.pdf)

## 19th Annual Charles W. Gowdey Distinguished Lecture

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# The Scientific Journey Matters of the Heart

Thursday May 4th, 2006 Rm. 2050 Social Science Centre, 9:00 am - 12:30 pm

**Schedule**

9:00 - 9:10	Opening Remarks	
9:10 - 9:40	Doug Jones, Department of Physiology and Pharmacology	Electricity in the Heart: Adventures from Cells to Robots
9:40 - 10:10	Lorne Campbell, Department of Psychology	Ups and Downs of Romance: The Roller Coaster Ride of Love and Conflict
10:10 - 10:30	Presentation	Teacher of the Year Award
10:30 - 10:45	Break	Break
10:45 - 11:15	Christopher Brown, Department of Classical Studies	Heart, Mind and Body in Ancient Greek Thought
11:15 - 11:45	Blaine Chronik, Department of Physics and Astronomy	Medical Imaging: A Picture of Heart Health
11:45 - 12:15	Don Paterson, Department of Kinesiology	Exercise and Age-Related Decline: Heart or Muscle?
12:15 - 12:20	Closing Remarks	

For more information, please go to:  
**[www.uwo.ca/research](http://www.uwo.ca/research)**  
Open to the Public



# Get ready for 10-digit dialing

Pre-programmed phone numbers in faxes, modems and speed-dials will need to be updated

BY PAUL MAYNE

Our fingers need to get ready for some extra work when making a local phone call. Welcome to the world of 10-digit dialing.

With the influx of cell phones, pagers, PDAs and other electronic devices, new phone numbers are a hot commodity. As a result, the entire southwestern Ontario area served by the 519 area code will usher in 10-digit dialing as of June 17.

However, Western and the City of London have the technology and software ready to go now so staff, faculty and students are being encouraged to get into the early habit of adding 519 to local calls.

ITS Director Debbie Jones says preparation is simply a matter of making people aware of the changes and the steps they can take to avert problems.

"It's about getting people into the habit of using 519," says Jones. "The main switchboard is updated and we can all start using 519 when making local calls."

Western's long-standing internal five-digit dialing on campus and within the hospital networks

remains the same, says Jones.

The most important step is to add the 519 area code to all phone numbers programmed into various communications systems and equipment, such as phones, wireless equipment, computers and fax machines.

Beginning June 17, people who do not dial the 10 digits will get a recorded message prompting them to dial the area code on all subsequent calls, before the system will proceed with their call. This grace period comes to an end October 14 after which the call will not be completed.

However, Jones says it is vital that all fax machines, modems, Internet and other machines be adjusted prior to the June 17 introduction to prevent disruption of data transmission.

"The message reminder is great for people, but it's not going to work for machines," she says.

ITS is working with Physical Plant and Campus Police on ensuring all alarm systems are updated and the university directory will be restructured as of May 1 to remove the brackets from the 519, so as not to give an impression the area code is optional.

Southwestern Ontario will receive a new 226 area code, to be phased in beginning in October. The new area code will be assigned to new numbers once the 519 area code numbers have been exhausted. For each new area code introduced, more than seven million new numbers are created.

The London region is not the first to see 10-digit dialing and new area codes.

Toronto was the first city in Canada to adopt this method in



Paul Mayne, Western News

You may not need to write a reminder on your hands, but 10-digit dialing becomes a reality on June 17. All local calls – except campus extensions calls – will require the 519 area code

2000. Vancouver followed suit the next year. A number of American cities have done the same and it is expected 10-digit dialing will soon become standard across North America.

Jones expects ITS employees will be busy handling inquiries over the next couple months, but adds a lot of problems can be alleviated by having everyone get a early start on the changes.

"Get in the habit now and it will be less trouble later," she says.

For questions and help, please contact the ITS Support Centre ext. 83800 or email [helpdesk@uwo.ca](mailto:helpdesk@uwo.ca)

## I was just wondering ...

### What regions are affected by 10-digit local dialing?

In 2006, the regions covered by area codes 519 and 613 in Ontario and 450, 514 and 819 in Quebec will adopt 10-digit local dialing for all local calls.

### When should I start using the area code in local calls?

By June 17, 2006, but you can start adding the area code to all local calls right now.

### What will happen if I dial a seven-digit number after the June 17, 2006 date?

A network announcement will prompt you to use 10-digit dialing the next time. The fact that this announcement may impair data transmission (faxes, modems, Internet, etc.) underlines the importance of quickly adopting 10-digit dialing.

### Can people continue to dial 9-1-1 in case of emergency?

Yes. The 9-1-1 emergency number and service will not change in any way.

### Will internal five digit calls throughout the Western and the hospital networks be affected?

No. Internal five-digit calls will continue to be made in the same manner.

### Will long-distance calls be affected?

No. Long-distance calls will continue to be made in the same manner. Simply dial "1" followed by the 10-digit number.

### How should a 10-digit telephone number be written?

Write 10-digit telephone numbers as follows: 519 661-2111. The area code should not appear in parentheses, since this may lead the caller to believe the area code is optional.

### What is the new area code?

The 226 area code will gradually be introduced in the territory currently served by 519 beginning in October and according to demand. Numbers will continue to be assigned with the area code 519 until it is exhausted.

## Checklist: what to tackle first

Pre-programmed numbers must be changed before June 17 or connections may fail. So, make changes now to:

- ☐ Speed-dial lists
- ☐ Auto-dial keys
- ☐ Fax machines
- ☐ Modems and Internet connections
- ☐ Cellular phones, PDA's and other wireless devices
- ☐ Security Systems or alert/alarm systems that automatically dial out or page
- ☐ Western Voicemail Callout - NOTE: for the few customers with pagers and cell phones that are activated directly by Western Voicemail, please contact the ITS Support Centre ext. 83800 or email [helpdesk@uwo.ca](mailto:helpdesk@uwo.ca) to make this change.

With pre-programmed numbers updated, gradually change electronic address books, stationery and promotional tools. Use the new printed format 519 123-5555 - no brackets – for:

- ☐ Business Cards
- ☐ Stationery
- ☐ Electronic and email signature files
- ☐ Web sites and intranet
- ☐ Departmental and local directory and contact files
- ☐ Brochures and catalogues
- ☐ Invoices
- ☐ Cheques
- ☐ Advertisements
- ☐ Local telephone directories
- ☐ Vehicles and signage





Paul Mayne, Western News

Western President Paul Davenport shares a laugh with Rwandan President Paul Kagame during a campus visit Monday. Professor David Cechetto, who initiated links with Rwanda, is in the background.

## Western deepens ties in Rwanda

BY PAUL MAYNE

A campus visit by Rwandan President Paul Kagame provided the backdrop this week for Western to unveil an agreement to conduct an external review of the Faculty of Medicine at the National University of Rwanda (NUR).

Surrounded by tight security and a supportive entourage, Kagame toured Western's medical education facilities, spoke at a luncheon and addressed members of the Rwandan community before heading to Montreal for a conference.

A team of experts has been assembled and the review will get underway this June, says David Cechetto, a professor at Western's Schulich School of Medicine & Dentistry who has been pivotal in establishing health care links with Rwanda.

"We hope that through this process we will be able to provide valuable information to the medical faculty at NUR in their efforts to rebuild their medical education system," he says.

This latest endeavour is another step as Western assumes a leadership role in rebuilding Rwanda's health care system, decimated during the 1994 genocide when an estimated 800,000 lives were lost. Cechetto, with Carroll Iwasiv from Western's School of Nursing, are playing a key role in the Rebuilding Health in Rwanda project to provide education for nursing professionals at the Kigali

Health Institute.

"President Kagame's visit is very critical in that it raises awareness of what our project is doing as well as the university's new initiative," says Cechetto. "It's a tremendous boost for us."

Kagame, speaking to a luncheon crowd at the Great Hall, assured Western its contribution has been noticed.

"The University of Western Ontario has had an impact in my country, no doubt about it," says Kagame. "They have contributed enormously to our continued successes."

Western President Paul Davenport, who called Kagame "one of Africa's distinguished leaders", traveled to Rwanda earlier this year to see circumstances firsthand.

"It demonstrated both an inspiring commitment of Rwandan health care professionals and the need for external help of the sort that Western faculty is providing," says Davenport. "I saw outstanding professionals struggling under extraordinary conditions to provide medical care. It was an inspiring sight."

"The foundation for a very strong relationship between Western and Rwanda is well laid. The country needs our help, and I say Western's help, but it needs Canada's help as well. This is a good place for us to invest our international resources."

Ted Hewitt, Vice-President (Research and International Rela-

tions), says the new external medical review Western will begin this summer in Rwanda is another example of how Western is making a difference.

"By working collaboratively towards a goal it will not only raise the quality of our institutions, programs and training in both Rwanda and Canada, but most importantly improve the lives of millions throughout Rwanda," says Hewitt.

Kagame says while Rwanda has had an extremely tragic history, it is making strides in a number of areas such as health care, thanks to help from organizations such as Western.

"On behalf of the people of Rwanda and the institutions you have generously supported, we thank you," says Kagame. "We trust that this is only the beginning of a journey that we are to travel together, with mutual benefits to both our Canadian and Rwandan communities."



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When: **Thursday, April 27, 2006, 2 p.m.**  
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# Western Reads winner comes to London

BY KARMEN DOWLING

As an undergraduate student at Queen's University, Robert McGill would often come to London for cross-country competitions, but next month he will be coming to London after taking first place in Western Reads! for his novel *The Mysteries*.

The 30-year-old looks forward to returning to read from and discuss his first novel.

"The most exciting part is an audience that has read quite a lot of contemporary Canadian fiction over the past few months," says McGill. "That's obviously the great success of Western Reads – it's got people reading not just one book but several and they are talking about them and debating them."

McGill's novel was one of five Canadian books that local celebrity readers, Western faculty, students, alumni and the public discussed and debated during the third edition of Western Reads. The other books included *Rush Home Road*, *The Navigator of New York*, *All That Matters* and *The In-Between World of Vikram Lall*.

Western student Sandy Clark and London Public Library Programming Coordinator Delilah Deane Cummings championed McGill's book at the final debate, and in the end it garnered almost half of the votes from the Western and London communities.

In *The Mysteries*, McGill has created a multi-layered, engaging novel set in a small Ontario community where a woman's disappearance unlocks dark secrets. The story is told by multiple characters.

"When I wrote the book I had various different audiences in mind and I wanted to write for each of them," says McGill. "One group was high school students in my hometown of Wiarton – I imagined them reading the book and for me their response would be the litmus tests of how well the book succeeded, because I

## Western Reads

**What:** Robert McGill discusses his first novel, Western Reads winner *The Mysteries*

**Where:** Wolf Performance Hall, May 9, 7:30 p.m.

**Details:** Tickets, \$5 at The Book Store at Western, 661-3520; Books Plus, 661-4091; Outreach Services, Central Library or 661-5120. Copies for sale, author signing follows event. Proceeds benefit R.E.A.D. programs at London Public Library which uses volunteers to provide one-on-one tutoring for children described as reluctant readers.

**Sponsors:** Western's Alumni Relations, The Book Store at Western and London Public Library.

was writing about a small town maybe not dissimilar to the one they were experiencing."

He was also writing for his grandmother.

"There were lots of good things I wanted to deal with in the novel, there were political issues, particular characters, particular ideas of growing up in a small place and about the nature of community – but I knew whatever I wrote it had to have a good story in it or else grandma wasn't going to get to the end."

He says she likes it – so he believes he succeeded.

McGill is completing a doctorate in Canadian Literature at the University of Toronto, after a masters at Oxford as a Rhodes Scholar. He is a graduate of the University of East Anglia creative writing course in Britain.

While in England, McGill started writing *The Mysteries*.

"This book was about coming to understand the place where I'd grown up better, not by writing about it but by creating a fictional equivalent at a time when I was far away from home and having to explain where I came from in completely new way that I'd never done before.

"I read a lot of small town fiction that was generally about a young person growing up in a



First-time novelist Robert McGill will discuss his book *The Mysteries* at the Wolf Performance Hall on May 9.

small place and how they are very eager to get out of that place, I wanted to write a more democratic book, that looked at all the variety of people one finds, all the diversity one finds in a small town, along with the many different attitudes people have towards living there."

McGill notes every character had a part of himself in her or him.

"There are some pretty strange people in this fictional town, but I thought if I were to succeed in representing them, each of them would have to have something that I could identify with, some

sympathetic aspect that would make them come alive for me and on the page."

While the book was not biographical, he has heard from people who see some relation to certain characters.

However, for McGill the real pull was towards the landscape – coming back to the Niagara escarpment and Georgian Bay and living there in his imagination.

McGill is beginning a second novel. When he finished *The Mysteries*, he thought he would never write a book again with so many characters creating technical problems to overcome. But those problems are fertile ground for McGill.

"They generate interesting solutions that make for interesting stories. So when I finish the second novel I'll probably say the same thing again – I'm never going to write a novel like that again. But then I'll go on and try to find other interesting challenges to meet and further those kinds of books."

He is keeping details about the book top secret, except that it is set in Ontario.

Writing novels may seem like an unlikely career for McGill who growing up thought he might be a physical education teacher, like both his parents.

"In high school I thought of myself as an athlete first and everything else second," says McGill. "There was the temptation to follow in their (his parents) footsteps and become a phys-ed teacher and then I realized I can always do sports on the side and that if I was going to be doing something all day everyday as a vocation as well as an avocation it would probably be reading and writing, so I chose English literature instead."

And it paid off, the young author now lives in Toronto with his partner, enjoying his writing, his daily runs, and his trips back home.



## REVIEW OF THE DEAN AND FACULTY OF SOCIAL SCIENCE

A Senate Decanal Selection Committee for the Faculty of Social Science has been constituted and is now engaged in a review of the Faculty's operations and of its Dean. Input from faculty members, staff, and students forms an important part of the assessment of the Faculty's scholarly and educational programs, its academic plans for the future, and its administration. This input also will be most valuable in the review of the performance of the Faculty's current Dean, Dr. Brian Timney, and critical to the consideration by the Committee of the possible reappointment of the Dean for a second term.

External Reviewers will visit the campus on May 25 and 26, 2006. They will meet with members of the University and Faculty administrations and with representatives of particular constituencies within the Faculty, including students, to seek their views about the Faculty's operations, especially over the term of the current Dean. The Reviewers' itinerary also will include an open meeting to which faculty members, staff and students will be invited. The External Reviewers are:

**Dr. Karen Grant**, Professor of Sociology and Vice-Provost (Academic Affairs), University of Manitoba  
**Dr. John Kennedy**, Chair, Department of Life Sciences, University of Toronto at Scarborough  
**Dr. Kim Nossal**, Head of Political Studies, Queen's University

Faculty, staff, and students in the Faculty of Social Science are encouraged to make written submissions regarding any aspect of the Faculty's operations, the characteristics required to be a successful Dean in this Faculty at this time, and the question of the renewal of the current Dean. Submissions may be addressed directly to: "External Reviewers - Faculty of Social Science, c/o The Office of the Provost", prior to Monday, May 22, 2006. Submissions addressed in this manner will be reviewed only by the External Reviewers and will otherwise be held in strict confidence.

Those wishing to make comments directly to the Selection Committee may address them to: Dr. Fred Longstaffe, Provost and Vice-President (Academic), and Chair of the Decanal Selection Committee for the Faculty of Social Science, Stevenson-Lawson Building, Room 115, The University of Western Ontario, London, Ontario N6A 5B8. These submissions will be shared with Committee members but otherwise kept in strict confidence.



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## Spring Perspectives on Teaching

Sponsored by the Teaching Support Centre

Thursday, May 4, 2006

Room 35, Arthur & Sonia Labatt Health Sciences Building

9:15 – 10:30 a.m. - *Harry Murray, Psychology*

**Student Evaluation of Teaching: Has It Made a Difference?**

10:45 – 12:00 p.m. - *Recipients of the 2005 Fellowship in Teaching Innovation Award*

**PRESSWestern: Implementation of Personal Response Technology in Large Classrooms**

- *Tom Haffie, Biology*

**Handheld Computing for Place-Based Learning** - *Bill Turkel, History*

1:30 – 2:30 p.m.

**Partnerships in Information Literacy**

*Panel discussion on faculty-librarian collaboration*

OR

**Good Mentoring Practices**

*Don Cartwright, Geography and Teaching Support Centre*

2:45 – 3:45 p.m.

**Extending WebCT with Turnitin, Publisher Content, and Emerging Technologies**

*Jeff Longland & Sue Barschel, Information Technology Services*

OR

**Teaching International Students**

*Nadine Le Gros, Teaching Support Centre*

Registration is free and everyone is welcome. For details and to register online, go to:

**www.uwo.ca/tsc**



Office of the Provost

*A Joint Statement from:*

**The University Administration and**

**The University of Western Ontario Faculty Association**

*April 24, 2006*

**UWO FA**

In October 2005 we reported to the University community that the Pay Equity Committee, a joint committee charged with the review of salary patterns of Probationary, Tenured and Limited-Term faculty members, had tendered its report in accordance with Letter of Understanding F of the Collective Agreement 2002-2006 between The University of Western Ontario and The University of Western Ontario Faculty Association. In its report the Committee concluded that salaries of Limited-Term faculty showed no evidence of a gender-based differential between male and female salaries, but that the salaries of probationary and tenured faculty did show evidence of such a differential. The full text of the report is available at:

<http://www.uwo.ca/facultyrelations/> and <http://www.uwo.ca/>

Being mutually committed to removing gender-based salary anomalies, the University Administration and the University of Western Ontario Faculty Association agreed to establish an Implementation Committee whose mandate was to consider the Pay Equity Committee's Report and recommend methods for making salary adjustments to remove gender-based salary anomalies. The members of the Implementation Committee were: Karen Campbell (jointly-agreed chair), Audra Bowlus, Genese Warr-Leeper (both appointed by UWOFA), Kim Baines and Elizabeth Skarakis-Doyle (both appointed by the Administration). That Committee has now completed its work. Its report can also be found at the web addresses given above.

The Implementation Committee has used regression analysis to assess quantitatively the variables that are predictors of salary for both men and women faculty. The Committee then used this analysis to compare the salary predicted for each female probationary or tenured faculty member with the salary predicted were she a

man. Where the former was less than the latter, the Committee recommended an adjustment equal to the difference. In total, the Committee recommended that \$643,067 be disbursed to address the problem of gender-based salary anomalies. These payments, agreed to by the University Administration and UWOFA, will be effective May 1, 2006. The Committee's recommendation leads to the following:

1. 91% of female Assistant Professors will receive a correction. For those receiving a correction to annual salary, the average value is \$3986 (average correction of 5.4% of annual salary) and the individual corrections range from \$49 to \$10,146.
2. 57% of female Associate Professors will receive a correction to annual salary with an average correction of \$2356 (average correction of 2.4% of annual salary). Individual corrections range from \$86 to \$6610.
3. 73% of female Professors will receive a correction to annual salary with an average correction of \$2760 (average correction of 2.4% of annual salary). Individual corrections range from \$262 to \$7617.

The Provost has accepted the Implementation Committee's report and its recommendations for salary adjustments, and in early May will contact all women in probationary or tenured faculty appointments with details of any adjustment to their salary.

Fred Longstaffe  
Provost & Vice-President (Academic)

Jane Toswell  
President, UWOFA



# PART-TIME ACADEMIC EMPLOYMENT OPPORTUNITIES

## NOTICE

### ANTICIPATED LIMITED-DUTIES (PART-TIME) APPOINTMENTS

#### Fall/Winter 2006-2007

The University has a central website displaying complete advertisements for all vacant academic positions. The following academic units have anticipated Limited-Duties vacancies and these positions are among those being advertised currently on the Website at <http://www.uwo.ca/pvp/facultyrelations>. Please review the Faculty Relations website for complete details, including application requirements and forms, or contact the Faculty, Department, School or Program directly.

### General Notes

#### Fall/Winter 2006-2007

Course Dates (unless otherwise stated in posted notices)

Fall: September 1 – December 31

Fall/Winter: September 1 – April 30

Winter: January 1 – April 30

(Above dates include examination periods)

(See [http://www.westerncalendar.uwo.ca/western/web/2006\(new\)/index.html](http://www.westerncalendar.uwo.ca/western/web/2006(new)/index.html)).

The calendar description of undergraduate courses offered in the academic units is available at [http://www.westerncalendar.uwo.ca/western/web/2006\(new\)/UNDERGRADUATE\\_COURSE\\_INFORMATION\\_304986.html](http://www.westerncalendar.uwo.ca/western/web/2006(new)/UNDERGRADUATE_COURSE_INFORMATION_304986.html). In accordance with the Collective Agreement, consideration of applicants will include an assessment of previous performance, experience, and qualifications, including qualifications which go beyond the requirements for the positions. Candidates must apply using the application form available at either <http://www.uwo.ca/pvp/facultyrelations> or from the Department, School, Program or Faculty offices. In addition to the application form, candidates should submit a curriculum vitae and evidence of successful teaching, together with the names and contact information of qualified individuals who could be contacted about their teaching experience and ability to the contact name provided in each individual notice.

Please note offerings could be assigned to the workload of full-time faculty or to part-time faculty with First Refusal Rights in accordance with the Collective Agreement, or left unfilled based on operational/enrolment requirements.

**Closing date for applications is May 27, 2006**

\*\*\*\*\*

#### FACULTY OF ARTS and HUMANITIES

Classical Studies, French, Modern Languages and Literatures,  
Visual Arts

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#### FACULTY OF EDUCATION

#### FACULTY OF ENGINEERING

Chemical and Biochemical Engineering, Civil and Environmental  
Engineering, Electrical and Computer Engineering,  
Mechanical and Materials Engineering

#### FACULTY OF HEALTH SCIENCES

Bachelor of Health Sciences Program, School of Communication  
Sciences and Disorders, School of Kinesiology, School of Nursing,  
School of Occupational Therapy, School of Physical Therapy

#### FACULTY OF MUSIC

Music Education, Music History, Music Performance Studies,  
Music Theory and Composition

#### SCHULICH SCHOOL OF MEDICINE & DENTISTRY

Anatomy and Cell Biology, Biochemistry, Dentistry,  
Microbiology and Immunology, Physiology and Pharmacology

#### FACULTY OF SCIENCE

Applied Mathematics, Biology, Chemistry, Computer Science,  
Earth Sciences, Mathematics, Physics and Astronomy,  
Statistical and Actuarial Sciences

#### FACULTY OF SOCIAL SCIENCE

Anthropology, Bachelor of Management and Organizational Studies,  
Economics, Geography, History, Political Science,  
Psychology, Sociology

***While every attempt has been made to ensure the listing of academic units with Limited-Duties vacancies is accurate, it is advisable for candidates to also check the notice boards in each academic unit for complete details.***

*All positions are subject to budget approval.*

*Applicants should have fluent written and oral communication skills in English.*

*All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.*

*The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.*

**Note:** Recent Western graduates who are foreign nationals may be eligible to work on campus. Please refer to the Citizenship and Immigration Canada website under Post-Graduation Employment at [www.cic.gc.ca/english/study/offcampus-work.html](http://www.cic.gc.ca/english/study/offcampus-work.html).



COMING EVENTS

April 27

**Physiology and Pharmacology Seminar** - Gowdey Lecture, Louis J. Guillette, Jr., University of Florida. "Environmental Contaminants and Health: Lessons from Wildlife" Auditorium A - LHSC, 4 p.m.

April 28

**Anatomy and Cell Biology Seminar** - Cecilia Lo, National Institutes of Health "Connexin43 Modulation of Cell Motility Involves Cross Talk with Focal Contacts and the Cytoskeleton" DSB 1002, 12:30 p.m.

**Physiology and Pharmacology Seminar** - Gowdey Lecture - Louis J. Guillette Jr. University of Florida "TBA" DSB 3008 - 4 p.m.

April 30

**A Grand Evening with David Suzuki** - "David Suzuki: The autobiography" Suzuki discusses the book and his career. Tickets are \$35 and include book. Tickets without book: students \$10 and general \$15. On sale at The Book Store at Western, Books Plus and the Grand Theatre box office. The Grand Theatre, 7:30 p.m. For more information,

visit [www.bookstore.uwo.ca](http://www.bookstore.uwo.ca) or phone 661-3520 ext. 88251.

May 1

**Physiology and Pharmacology Seminar** - Claudine James (Beier Lab) "Microarray and Functional Analysis of Glucocorticoid Receptor Function in Cartilage Development" DSB 3008 - 4 p.m.

**Siemens Symposium in Audiology** - Kelly Tremblay, University of Washington. "The Effects of Auditory Deprivation and Stimulation on the Central Auditory System" Elborn College, 5:30 - 6:30 p.m. Contact [kieffer@nca.uwo.ca](mailto:kieffer@nca.uwo.ca) or 519-661-3901.

May 2

**Physics & Astronomy Colloquium** - Els Peeters, SETI Institute at NASA Ames Research Centre. "Polycyclic Aromatic Hydrocarbons as astrophysical probes" Physics & Astronomy 123, 1:30 p.m.

May 4-12

**Maysale**, McIntosh Gallery, annual sale to support our gallery. Donate items to 661-3181 or [celliot@uwo.ca](mailto:celliot@uwo.ca)

May 5

**Anatomy and Cell Biology Seminar** - Richard J. Beninger, Queen's University. "Dopamine Signaling in Reward-Related Incentive Learning" DSB 1002, 12:30 p.m.

May 8

**Physiology and Pharmacology Seminar** - Heidi Hamrahi "Effects of Intermittent Umbilical Cord Occlusions on the Fetal Sheep Brain" DSB 3008 - 4 p.m.

May 9

**Departments of Anesthesia and Neurosurgery** - Garnette Sutherland, University of Calgary. "Intraoperative MRI and Robotics: Surgery on a Moving Platform" LHSC, University Hospital, Auditorium A. 9:15 a.m.

May 10

**Departments of Anesthesia and Neurosurgery** - Garnette Sutherland, University of Calgary. "The Two Kinds of Stroke are Now Treatable" LHSC, University Hospital, Auditorium B. 7:30 a.m.

ACADEME

PhD Lectures

**Robert Pinkerton:** A Medical Biophysics Public Lecture will be held April 28 at 1 p.m. in Robarts Research Institute. Title of Thesis: "Design of Radiofrequency Transceive Coil Arrays for High Field MRI". A Thesis Examination will follow at 2 p.m. in Room 142 Stevenson-Lawson Bldg. Supervisor: Dr. Ravi Menon

**Shaoxing Zhao:** An Electrical and Computer Engineering Thesis Examination will be held April 28 at 9 a.m. in Room 234 Thompson Engineering Bldg. Title of Thesis: "Experimental and Numerical Studies of Electrostatic Liquid Spraying". Supervisor: Dr. G.S.P. Castle and Dr. K. Adamiak

**Daryl Francis White:** A History Thesis Examination will be held April 28 at 1 p.m. in Room 125A Stevenson-Lawson Bldg. Title of Thesis: "Multinational Patriots: Business-Government Relations in the Canadian Aluminum and Nickel Industries, 1914-1945". Supervisor: Dr. J.J. Benjamin Forster

**Rohini Bannerjee:** A French Thesis Examination will be held May 1 at 1 p.m. in Room 142 Stevenson Lawson Bldg. Title of Thesis: "La construction identitaire dans l'oeuvre romanesque d'Ananda Devi". Supervisor: Dr. Laté Lawson-Hellu

**Simona Nikolova:** A Medical Biophysics Public Lecture will be held May 1 at 1 p.m. in Room 148 MSB. Title of Thesis: "Investigating Magnetic Resonance Transverse Relaxation with Adiabatic Refocusing: Application to Acute Cerebral Ischemia". A Thesis Examination will follow at 2 p.m. in Room 138A University College. Supervisor: Dr. Rob Bartha and Dr. Ravi Menon

**Thomas James Cowan:** An Education Public Lecture will be held May 1 at 10 a.m. in Room 1010 Faculty Bldg. Title of Thesis: "Striving for Control: A Conceptual Analysis of Selected Aspects of Albert Bandura's Self-Efficacy Research and its Implications for Students and Educators". A Thesis Examination will follow at 1 p.m. in Room 102 Stevenson-Lawson Bldg. Supervisor: Dr. Fred Ellett and Dr. Sharon Rich

**Ahmed Y. Shehata:** A Civil and Environmental Engineering Public Lecture will be held May 1 at 9:30 a.m. in Room 3102 Spencer Engineering Bldg. Title of Thesis: "Analysis and Behaviour of Guyed Transmission Line Structures Under Downburst Wind Loading". A Thesis Examination will follow at 10:30 a.m. in Room 102 Stevenson-Lawson Bldg. Supervisor: Dr. Ashraf El Damatty

**Babak Jajuee:** A Chemical and Biochemical Engineering Public Lecture will be held May 3 at 1 p.m. in Room 2009A Spencer Engineering Bldg. Title of Thesis: "Oxygen Mass Transfer and Oil Hydrocarbon Biotreatment Characteristics of a

Novel Airlift Immobilized Bioreactor System". A Thesis Examination will follow at 2 p.m. in Room 142 Stevenson- Lawson Bldg. Supervisor: Dr. Argyrios Margaritis and Dr. Dimitre Karamanev

**Jessica A. Schagerl:** An English Thesis Examination will be held May 5 at 10 a.m. in Room 142 Stevenson Lawson Bldg. Title of Thesis: "Global Imaginaries: Reading the International Interventions, Interactions, and Imaginings of Women in English-Canada, 1899 - 1919". Supervisor: Dr. Diana Brydon

**Egor (Yahor) Tsedryk:** A French Thesis Examination will be held May 8 at 1 p.m. in Room 125A Stevenson Lawson Bldg. Title of Thesis: "Alternances Ditransitives: Une Étude De La Symétrie En Syntaxe". Supervisor: Dr. Ileana Paul and Dr. Juvénal Ndayiragije

**Amirhoussein Amiraslani:** An Applied Mathematics Public Lecture will be held May 8 at 1:30 p.m. in Room 204 Middlesex College. Title of Thesis: "New Algorithms for Matrices, Polynomials and Matrix Polynomials". A Thesis Examination will follow at 2:30 p.m. in Room 102 Stevenson Lawson Bldg. Supervisor: Dr. Robert M. Corless

**Benjamin Stephenson:** A Computer Science Public Lecture will be held May 8 at 10 a.m. in

Room 320 Middlesex College. Title of Thesis: "Optimizing the Java Virtual Machine Instruction Set By Despecialization and Multicode Substitution". A Thesis Examination will follow at 11 a.m. in Room 102 Stevenson Lawson Bldg. Supervisor: Dr. Wade Holst

Faculty & Staff

Rural Women's Health Chair **Beverly Leipert** (Health Sciences) has been accepted as Scientist to the Lawson Health Research Institute. She will be primarily affiliated with the Health Outcomes and Health Services Research Program, and secondarily to the Aging, Rehabilitation and Geriatric Care program.

**Philip C. Doyle** from the School of Communication Sciences and Disorders and the Doctoral Program in Rehabilitation Sciences and **Paul Beaudin**, PhD candidate in Rehabilitation Sciences, recently presented a paper entitled "Exploring Quality of Life in Individuals with Head and Neck Cancer" at the 2nd International Cancer Rehabilitation Conference held in Vancouver, B.C.

**Michael Groden** (English) gave an invited lecture, "Notes Toward a Biography of James Joyce's Ulysses," on April 19 at the University of Cincinnati.



COORDINATOR - STUDENT SERVICES

Brescia University College, Canada's only university-level women's college, is seeking a highly motivated individual to fill the newly developed role of Coordinator - Student Services. Principle responsibilities will be the administration of student retention programs and the coordination of general student services within the McCann Student Services Centre.

Reporting to the Director of Student Services, your well developed communication skills along with strong interpersonal skills will showcase your clear understanding and appreciation for the role student services plays in a University. Your ability to work within a team while showing independence and initiative are as important as your strong organizational skills for managing multiple projects. A university degree together with previous experience working with students and computer proficiency in Microsoft Office are required. Experience supervising student volunteers and website design/maintenance would be an asset. Some evening and weekend work will be required.

Please submit a letter of application and resume by May 5, 2006 to:

**Brescia University College**  
**c/o Human Resources**  
**1285 Western Road**  
**London, Ontario**  
**N6G 1H2**  
**Fax: 519-858-5116**

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Huron University College is seeking instructors for two courses in International and Comparative Studies.

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The course considers the effects of industrial scale capitalism on the traditional economies of Indigenous Peoples in the global setting. The course examines the emerging strategies for renewing economic self-sufficiency in local settings. The question of the coexistence of the economies of Indigenous Peoples with national economies is addressed. Scheduled on Wednesdays 13.30-16.30 in the Fall Term

**A half year course ICS 256G Global Resistance Movements**

An examination of the political, social and cultural foundations of resistance movements that claim a transnational, global or international scale. Cases may include: anti-globalization, environmentalism, indigenous people's rights, women's rights, human rights, Fair Trade, and alternative trade organizations. Scheduled on Tuesdays 12.30-15.30 in the Winter Term

Applications with suggestions for other courses in fields of enquiry relevant to the Centre for International Studies will be considered.

Interested instructors should submit a C.V. and teaching evaluations by May 12th, 2006 to Dr. Arja Vainio-Mattila, Director, Centre for International Studies, Huron University College, London ON N6G 1H3 E-mail: [avainiom@uwo.ca](mailto:avainiom@uwo.ca) Phone 519 438 7224 ext. 205

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### Summer 2006 Statements of Account

For students registering for summer courses, statements showing the amounts due will be mailed mid-April to students at the address listed on the University's computer system. The deadline for payment will be included on the statement of account. Students can also check their fee account balance on-line at [www.registrar.uwo.ca](http://www.registrar.uwo.ca). You will need your student number and PIN to access this information.

It is the responsibility of the student to pay their fees regardless of receipt of a statement

of account.

A student who for any reason is unable to pay fees by the due date must contact Student Financial Services (519) 661-2100, for a discussion of a possible deferment. Failure to make payment in full by the due date on the statement of account or arrange a deferment will result in a late payment charge being assessed.

### April 2006 Final Examinations

Please check the Spring 2006 Exam Schedule at: [www.registrar.uwo.ca/InfoServices/Exams/Spring/index.cfm](http://www.registrar.uwo.ca/InfoServices/Exams/Spring/index.cfm) for room locations and times.

### Summer Term Activation

Undergraduate students interested in taking a course during the 2006 Spring/Summer term must complete the online term activation at [www.registrar.uwo.ca](http://www.registrar.uwo.ca) at least 72 hours prior to registering for their desired course.

### Tax Receipt Information

T2202As (tuition tax receipts) for the 2005 tax year are available at [www.registrar.uwo.ca](http://www.registrar.uwo.ca).

T4As (income tax slips for scholarships, bursaries and monetary awards) for the 2005 tax year were mailed at the end of February 2006 to eligible students.

### OSAP - Summer 2006

Summer OSAP applications are now available. They are available in hard copy or can be downloaded from the Registrar's Web site.

### Hours of Operation

Regular Hours, Room 190  
Mondays, Tuesdays, Thursdays, Fridays - 9 a.m. to 4 p.m.  
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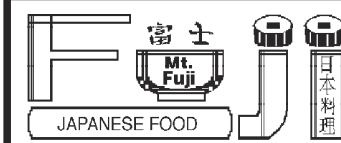
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6	7	9	5	3	2	1	8	4
5	1	4	8	7	6	2	9	3
1	4	7	2	5	3	8	6	9
9	5	2	7	6	8	4	3	1
3	8	6	4	1	9	7	5	2
4	6	5	9	2	7	3	1	8
2	3	1	6	8	5	9	4	7
7	9	8	3	4	1	5	2	6

4/27

Puzzle on **page 2**



## CLASSIFIEDS

## MISCELLANEOUS

**Essays edited** - Enhanced-English revision for noncredit academic, professional or business text, including general components of technical papers, articles and proposals, creative work, and ESL, promotional or sensitive material. Say It with Words - 451-7561.

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**Condo fully furnished** - 8th floor overlooking Thames River, elegant 2 bedroom. Free parking. Moments from Western/LHSC by car. On two bus routes. Short/long term at 1,200/month. Available late April. Phone 673-7721.

## SABBATICAL HOUSING

**Furnished house for rent in Old South**, close to bus routes and Workway. Three bedrooms (one master), five appliances. Available from June 2nd to June 2007. Asking \$1,200 plus utilities. Contact Jacques Lamarche at lamarche@uwo.ca

## FOR SALE

**Sale! Retiring? Relaxing? Amazing lakeview retreat** on Lake Huron between Grand Bend and Bayfield. Three bedrooms, two opening onto back deck with hot tub overlooking lake and ravine; 3rd loft bedroom has private upper deck lakeside. Jenn-air plus 5 appliances, 3 brand new! See to believe - won't last. Visit mls.ca. MLS #374556."

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## HOUSING WANTED

**Quiet, mature female**, non-smoker, non-pet owner, seeks private, self-contained, two-bedroom flat, near Western, in a quiet, attractive setting, with balcony or garden. Laundry facilities essential. Reliable, responsible, and respectful of other's property. Seeking permanent residence. References available. Call 661-5612.

For Classifieds, call 661-2045 or send email to [advertise@uwo.ca](mailto:advertise@uwo.ca). Rates: faculty, staff and students - \$15; others and services/commercial ads - \$20. If more than 35 words, please add 50 cents per word. Payment must accompany ads. Submit by noon, Thursdays to Western News, Room 335, Stevenson-Lawson Bldg. No refunds.



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## TAX TIPS

*An occasional feature by the  
Institute of Chartered Accountants of Ontario*

## Give and you will receive

If you donated to charity last year, remember to claim the tax credits when you file your return.

Here are some tips from Chartered Accountant Cynthia Kett, Principal, Stewart & Kett Financial Advisors Inc., an advice-only financial planning, accounting and tax services firm in Toronto.

"Donations have to be made by Dec. 31st to claim them for that year. If you choose not to claim them, they can be carried forward for up to five years.

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To maximize your tax credit, have one spouse, or common-law partner, claim all the donations and/or accumulate your donation credits for more than one year to exceed the \$200 super-credit threshold.

## Got something to say?

Submit letters up to 300 words and Viewpoint articles of 650 words to [newseditor@uwo.ca](mailto:newseditor@uwo.ca).



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Organizers for the World Lacrosse championship being held in London and on campus this summer are looking for volunteers to act as team liaison officers.

To help the city put its best stick forward for this international

event, two persons per team are required to assist teams with a variety of needs including interpretation. The event runs July 13 to 23.

For more information including the list of countries represented at this event, please review the Web site at [www.2006worldlacrosse.com](http://www.2006worldlacrosse.com)

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