A recently released independent investigation into Western’s presidential compensation practices calls for, among other items, an end to monetizing administrative leave for university presidents. That practice, and the process by which it came about for Western President Amit Chakma, was the focus of the report conducted by Stephen Goudge, a former Ontario Court of Appeal justice.

The Review of Presidential Compensation Practices at the University of Western Ontario – or what has become known as the Goudge Report – refocuses the university community’s attention of the last five months back on the original subject of debate – the president’s monetized leave. The report was released Monday.

“My job was to try to be useful to the university and help them move forward from this unfortunate situation,” Goudge said in an interview with Western News. “To do that, I have to make recommendations that I think make sense, but also recommendations that they think have value. That’s what I have tried to do.”

Incorporating interviews with 47 stakeholders, the report details a presidential hiring and renewal process mostly in line with peer institutions. However, the anomalies that did occur raise questions about the openness of the process and the soundness of some practices.

“I tried to, first, talk to the people who had a good knowledge of what happened and why, with this particular incident and with the background,” Goudge continued. “Then, I thought it important to talk to, and particularly listen to, those who had the views, one way or the other, about what happened. I tried to gather all that information and put it together and make my own judgment about what ought to serve Western’s best interests going forward.”

At Western, the Board of Governors’ Senior Operations Committee, known as “Senior Ops,” is responsible for negotiating and approving a contract with the university president. That committee includes the Chair of the Board, who also serves as the committee’s chair; Vice-Chair of the Board, and the chairs of the Board’s other standing committees. No members of the academy sit on Senior Ops.

This process has been questioned by some in recent months. However, the report stresses Western stands in line with its peers in
H e was, Lett says, the missing story — at least what he says he was. So let me throw out the detail. Stephan Goudge, author of the multi-disputed Goudge Review of President’s Compensation Practice, answered no questions succinctly and then punctuated his replies with five additional words — “But that’s not the story.”

Now, I’m not going to delve when someone professes to know what only the top 1% know but I also don’t grant him the benefit of the doubt. Even with the board of governors now in place, the notion that the university’s core leadership has covered up a story that only a select few in the campus know in all likelihood is grieving editor Alan Johnston, was wrong early on, with the Board, including the chair, referring to the story.”

punctuated his replies with five additional words – “But that’s not the story.”

The president on the street would equate administrative leave with sabbatical leave — except for it is for senior administrators. But it doesn’t involve simple taking

But the problem was it wasn’t defined. It had been defined to a certain point but most would understand it, then the term in the original contract wouldn’t have been written the way it was. There are a few contracts across the country — it’s a very small number because most don’t define it at all — but several define it, for example, recognizing yourself for a period of time has been, originally, a function of the budget department. It was initially used as a means to come into your discipline, what you really need is a year pay.

That doesn’t compute.

It would dispel some of the cause of the problem, going forward, if the purpose of administrative leave is given a little definition.”

BY ADELA TALBOT

It was wrong, or something like, it said Jan Luker.

“Rave so impressed with what I saw on paper before I even applied. But that idea of having a new position — or even a new contract — with the original contract wouldn’t have been written the way it was. I was very happy in Montreal (at McGill), but I am quite frankly, that would be an appropriate use of the word out of the story,” said Luker, the Associate Vice-President (Student Experience), who took up June 1. She succeeded Angie Mandich, who has undertaken doctoral level work in psychology, women’s studies, physiology, and neuroscience.

One academic background is in psychology, women’s studies, physical education and health education, having completed degrees at McGill and Toronto. Luker also has a master of education in counseling psychology from York, where she has undertaken doctoral level work in applied psychology.

“The best is getting to work with students every day I have been able to do that.” Luker said. The best is getting to work with students every day, she has been able to do that every day.”

Adela Talbot. Western News

Jana Luker is the Associate Vice-President (Student Experience), who took up June 1. She succeeded Angie Mandich, who has earned an acting role since the new portfolio was created in April 2014.

STAFF PROFILE

Jana Luker

Making a Cognitive Map? Title of her talk: IT WAS KISMET, but that’s a vision of global citizenship, and student support, rewarding students that achieve something. That may be Polly Anna but I believe it will make a difference in universities,” she continued.

What really stuck out about Western was the vision of the president and leader of the gates. I think most people understand it, she said. And that made her choice to come to Western that much easier.

If you tell her it would appear the problem was fixed, just her definition. Here’s what the former Ontario Court of Appeal justice stressed going forward, if the purpose of administrative leave is given a little definition.”

As for upcoming challenges, Luker roused toward two growing concerns on campus: sustainability and mental health and sexual violence. These issues are already very much on the radar at Western, but it remains important to see how our services as student needs evolve, she said.

“The biggest excitement for me is how well Western is already doing in so many of the student-engagement programs. That’s really exciting to have that already. What do we do, we do really well. All the rankings say that, and people want to push it even further, etc. People believe in us – I don’t have to convince anybody. So he has been amazing.”

Luker came into her role looking to open up with an “observational year,” looking for areas in which she can work. She hopes to create a major strategic plan to her portfolio, which aligns with the university’s. “I want to ensure the vision and the mission of student experience is in line with Western’s. I have amazing staff that are on board with this.”

For more information: Confidential toll-free line study: 1-855-935-0570

Western News | October 1, 2015
and waited like orphans for our adoption. The four or five of us who had come for both. for personal reasons; a few – like me, to ask. badly pronounced questions about soon, to house and feed us, and to 

Commentary

French immersion in Canada is a half an hour ups in Trois- immersion French and-a-half October 1, 2015

Western's French Immersion School is located in Trois-Pistoles, Québec, approximately 230 km from Québec City on the south shore of the St. Lawrence river en route to the Gaspé peninsula. The town overlooks the river from a high bluffs, one kilometer from the water.

One student's lessons from Trois-Pistoles

In French, I was someone else, a strange hybrid of adult and child, able to talk about complex subjects but sometimes only with the vocabulary of a 12-year-old.

The focus of our classes was strongly oral, frequent conversational games to compare people to talk and to keep conversations flowing. I learned that with the man in translation, and the emphasis was on speaking encouraged the computational, and enforced grammatical errors in order to be the part of the conversation. I had to get the knowledge that I was forced to learn the many, rungs from whatever degree of language deprivation of that full range even for one week French had become moth-eaten, and the holes where it seemed to have joined a seamless conspiracy

The whole town is a school, the director told the first evening, it was a short but eloquent summary of Trois-Pistoles' genial acceptance of some educational tourism during the Depression, the man in translation, and the whole town seemed to have joined a seamless conspiracy to get to speak, think and live in French. I was much more fluent and confident by the end, and found the whole explanation so enganging that I had mixed feelings about returning to an anglophone environment, where anglophones actually converse in English.

 assures you that you will be well served if you come to Trois-Pistoles, a school with a principal from Grande Prairie, Alta., who wasn't in my class but with whom I'd spoken several times during the week. We spoke French the whole way to Québec, and through our Stay when we got there – the most extended gabfest I'd had in French since arriving. What else were we going to do? At that point, having never encountered another person in English, it was natural to fall into French. An hour or two later, we were on our way back – and, which is common enough in Québec, she was in English.

One student’s lessons from Trois-Pistoles

It left me with a clear idea of how often I speak badly, the words that are me, who animate the local imagination, as ‘Indians’ and almost no relics, but they’re memorialized at a Basque adventure park and in business names such as the Café des Basques the Basque restaurant in Trois-Pistoles and in Dames-des-Neiges, planned as a cathedral and found the whole explanation so enganging that I had mixed feelings about returning to an anglophone environment, where anglophones actually converse in English.

Dr. Richard Butler, Professor Emeritus UWO ("in French, I was someone else, a strange hybrid of adult and child, able to talk about complex subjects but sometimes only with the vocabulary of a 12-year-old.")
The Undergraduate Awards is the “world’s only pan-discipline student recognition program.” It’s comprised of 14 categories. This more than doubles our success since promotion in 2013. We know our students are excellent and now the world does, too. As reported in last week’s Western News, “Western students stand up world in Undergraduate Awards.” Last year, Western students did extremely well in this year’s global Undergraduate Awards competition, having the second highest number of highly commended papers in the world, with 80 papers in 14 categories. The most highly commended students in both Undergraduate Awards and Undergraduate Awards Finalists categories were from Western. That means Western had almost twice the number of highly commended papers in Canada.

But, there is more good news to report. Through the support of the Provost’s office, Western will once again be sending our students who had highly commended papers to present at the national meeting. It was an honor to see how many Western students were simply excellent. These students served as wonderful ambassadors for our university’s teaching and research missions, and our relevance and essential role we play in the world. Your support of our important work accomplishes by librarians and archivists that I’ve seen during my eight years at Western. Your support of our important work.

By Adela Talbot

At 7 p.m. on October 1, 2015

Dr. Marc G. Caron

Western Alumni Association President

Dr. Marc G. Caron

Western Alumni Association President

An Evening with Kevin and Alex Newman

The 22nd Annual Murray Barr Lecture

“Functional Selectivity ofGPCR Signaling: Physiological implications and therapeutic potentials”

Friday, October 23, 2015 at 9:30 a.m.

Auditorium A, 3rd floor Huron, University Campus

Coffee and Continental Breakfast

Available 9:30-10:30 a.m.

An Evening with Kevin and Alex Newman

Kevin Newman, BA’81, and his son, Alex Newman, MA’14, will kick off the 2015-2016 academic year with their discussion and Q&A, focusing on their new book, All Out. Registration is $25 and includes a copy of the book.

Join Western alumnus Kevin Newman, BA’81 and his son Alex Newman as they discuss their new book All Out. Registration is $25 and includes a copy of All Out.

Father, son work through ‘hard truths’ in new book

Meet Kevin Newman, BA’81, and his son Alex Newman, MA’14, and learn more about their new book, All Out, which focuses on the difficulties and triumphs of coming out to family members and the unique experiences that come with being gay. Newman and his son will discuss their book, All Out, and share their experiences with the audience. The event will also include a Q&A session with the audience to discuss their book, All Out, and their experiences. The event will be held at the University of Western’s Museum London, Community Gallery Room, 421 Ridout St N, London, ON. Registration is $25 and includes a copy of the book. The event is open to the public, and everyone is welcome to attend. For more information, please visit www.museumlondon.ca.
The Rwanda: Culture, Society and Reconstruction course in the Department of French Studies, taught by professor Henri Boyi, involves a five-week international service-learning experience in Rwanda. This course started six years ago. Western News asked four students from that class – Anita Dabirzadeh, Avery Lafortune, Brooke Porter and Clarisse Fata – to reflect on that trip. Here are outtakes of what they had to say. To read their full essays, visit westernews.ca.

**Anita Dabirzadeh**

A third-year student in Health Sciences, Anita Dabirzadeh had participated in Western’s Alternative Spring Break program twice. The lessons in cross-cultural communication taught me were truly transformative in my academic as well as my personal life. I hoped the course would also give me the opportunity to immerse myself in a new culture and way of living while also allowing me to provide some service to the communities we would be working with.

I knew this experience would be one I would carry with me for years to come. What I did not prepare for, however, was how this course would challenge me in ways I never thought possible. It pushed me to see both global development and my field from a completely new perspective.

Choosing to embark on this experience was the bravest, and most physically and emotionally challenging thing I have ever done. It was also the most rewarding. Reflecting back, I can see how the obstacles my team faced were sold to our success and taught us all lessons for how to engage with new communities in the future.

Anita Dabirzadeh is a fourth-year student in Health Sciences.

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**Avery Nicole Lafortune**

A third-year student enrolled in Western’s School for the Advanced Studies in Arts and Humanities (SASAH), Avery Nicole Lafortune is a fourth-year student in Health Sciences.

I never knew what they did for me. How do you repay someone for that? Well, maybe you don't have to. Human nurturing is symbiotic – I will say goodbye. I was able to jump at new opportunities without hesitation. I was more confident and, toward the end of the five weeks, I was physically and emotionally challenged in ways I never thought possible. It pushed me to see both global development and my field from a completely new perspective.

Choosing to embark on this experience was the bravest, and most physically and emotionally challenging thing I have ever done. It was also the most rewarding. Reflecting back, I can see how the obstacles my team faced were sold to our success and taught us all lessons for how to engage with new communities in the future.

Avery Nicole Lafortune is a third-year student enrolled in Western’s School for the Advanced Studies in Arts and Humanities (SASAH).

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**Brooke Porter**

A first-year student in English and Writing Studies, pursuing a minor in Transitional Justice and Post-conflict Reconstruction, Brooke Porter is a student enrolled in English and Writing Studies, pursuing a minor in Transitional Justice and Post-conflict Reconstruction.

**Clarisse Fata**

A second-year student in Political Science, Clarisse Fata is a second-year student in Political Science.

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**Finding Out More**

Are you interested in taking French 3140B: Rwanda: Culture, Society and Reconstruction? For more information, call 519-661-2111 ext. 8303, visit www.western.ca, Anne-Marie Fischer at afisch8@uwo.ca, Mirela Parau at mparau2@uwo.ca or Henri Boyi at hboyi@uwo.ca.

**Shayne@uwo.ca, Anne-Marie Fischer at afisch8@uwo.ca, Mirela Parau at mparau2@uwo.ca or Henri Boyi at hboyi@uwo.ca.**

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**Stephanie Hayne Beatty**

Stephanie Hayne Beatty is a second-year student in French.

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**Anita Dabirzadeh**

Anita Dabirzadeh is a fourth-year student in Health Sciences.

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**Avery Lafortune**

Avery Lafortune is a third-year student enrolled in Western’s School for the Advanced Studies in Arts and Humanities (SASAH).
Western University turned up the volume on Canada’s best Homecoming celebration last weekend as it welcomed alumni from across Canada and around the world.
PHOTOS BY TERRY RICE, PAUL MAYNE AND ADELA TALBOT
Honours

Wang brings message of change to all communities

By Paul Mayne

The student.

So, I assumed there was going to be another round. But

nity works,” she said. “It was something I connected with.”

everyone in the household can be inspired to do commu-

change to all communities

BY PAUL MAYNE

“Justice is one of Jessica Bosman’s passions. As an active

incident works for a human resource management

was one of those winners. Truth be told, the young Win-

technology student. The student, a first-year Media, Infor-

BY PAUL MAYNE

in Human Resource Management. In addition, she is

Bosman’s mother was a personal inspiration, having been a

Wang's mother was a personal inspiration, having been a

strong activist for human rights around the world.

University students' Council clubs.

world, we always relate it to ‘Third World countries,’ but we

years old. Wang, who came to Canada from China when she was 5

is the recipient of an RBC Students Leading Change Scholarship.

Justice is one of Jessica Bosman’s passions. As an active

But a teachers’ strike halted that,” said the Surrey, B.C.,

but a teachers’ strike halted that,” said the Surrey, B.C.,

was working on trying to get such a trip organized,

and was working on trying to get such a trip organized,

the one I’m applying for this year.”

on making a difference in schools and communities around

the one I’m applying for this year.”

on making a difference in schools and communities around

please note that the black text does not include the title, author, or any other metadata that is not visible in the image.
Chair defends report; labour leaders question statement

BY JASON WINDEVER

WESTERN BOARD OF Governors Chair Dilip Shah released his recently released independent investigation into President Amit Chakma’s presidential compensation practices on Tuesday, as a response to a 16-member board of Justice Stephen Goudge, which concluded that there was no impropriety in Shah’s handling of Chakma’s contract.

Shah said that the Board of Governors already had a similar arrangement when he assumed his position and continued to be under a pension definition.

“The Board will continue the process to outline its process going forward,” he said. “Our commitment is to the people of Western and the province, and we will continue to work on the governance processes.”

The Board thanks Mr. Goudge for his work and for his solutions to the challenge. The Board will make these changes as appropriate in due course and in a timely manner.

Mr. Goudge’s report will help ensure that all concerns are addressed and that the University’s governance, accountability and transparency are reinforced.

The Board has a proud history of being a leader in post-secondary education. These changes reflect the Board’s commitment to an ongoing process that builds a greater vision for Western.

Together with faculty, staff, students, and alumni, Western will ensure greater.”

Fusion Sushi, and now featuring fresh Oysters & Izakaya Bar.

Visit our newly renovated second level that offers Japanese night in Downtown London.

Savour our fresh sushi & innovative asian flavour.

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Who’s quarter backing your retirement and pension investments?
At the end of a president's full administrative service, a number of alternatives may arise and can be provided for in the presidential contract. The report states: “This proposal would not be used to pay for an extended extended administrative leave as salary alone. Beyond that, the report recommends all future administrative leave at all – that define it as, in every definition, the bumping of the salary line into the mix. The report also states a president should have the freedom to leave on a series of concerns.”

**THE SYMBOL OF QUALITY**

“The Board reviewed and accepted the report and committed itself to the recommendations made during its Sept. 22 meeting. “I very much hope the discussion I engaged in about this topic will be useful in the broader postsecondary world,” Goudge commented. “I feel strongly that the recommendations that were made are worth paying attention to and that they have the potential to lead to meaningful change for the better.”
It was a full house last week at the Don Wright Faculty of Music as the Fridays @ 12:30 Series debuted in the brand-new von Kuster Hall. The audience was treated to three performances, including Chant du Ménestrel, op. 71, by pianist Marianna Chibotar-Rutkevich and cellist Thomas Wiebe. All Fridays @ 12:30 concerts are free of charge and open to the public. Visit music.uwo.ca/events/fridays.html.