Western asks faculty, staff to 'Speak' up

CRYSTAL MACKAY // SPECIAL TO WESTERN NEWS

"It's an opportunity for faculty and staff to give a voice to their experience in the workplace."
- Andrew Fuller

Next week, Western faculty and staff will again have their say about how satisfied they are at work.

"It's about an opportunity," said Andrew Fuller, Director (Learning and Development), Human Resources. "It's an opportunity for faculty and staff to give a voice to their experience in the workplace, with respect to the climate, and whether they feel engaged and fulfilled with their day-to-day work experience."

The WE SPEAK: Faculty and Staff Survey 2017 launches with an email from Western President Amit Chakma on Jan. 24. Metrics@Work, an organizational consultant based in St. Catharines, will follow that email with a link to the survey sent to 9,800 employees, including full- and part-time faculty and staff. The survey will remain open until Feb. 13.

All responses are confidential and go directly to Metrics@Work. Metrics then takes the data, groups it and reports aggregated or combined responses of an entire group, rather than an individual.

"Confidentiality is key," Fuller stressed. "That's why Western hires an external company."

The survey takes 15-20 minutes to complete and participants can start to fill it out and go back to it, if needed. It can be accessed digitally by phone, tablet or personal computer.

"It's a chance to make an impact on the university, your department, your work and it's a chance to have an impact on the future," Fuller said.

The university last surveyed faculty and staff in 2012. Metrics@Work also helped conduct that survey.

Questions on the current survey mirror those asked in 2012, focusing on subjects such as work engagement, workplace safety, communication and collaboration, involvement in decision-making, individual and team recognition, respect and opportunities for learning and career advancement.

The 2012 survey gave faculties and departments information to start a conversation about improvements, Fuller explained. Many units went on to implement WE ACT plans to increase engagement. The Faculty of Engineering was among of them.

"Engineering did an extensive amount of work and really took the responses to heart last time to bring about change," Fuller said. "It shows that if you are committed, you can make a difference."

After the 2012 survey, Engineering Dean Andrew Hrymak was not satisfied with both the results and the turnout from his faculty. So he took it upon himself to make some big changes.

"People were not engaged enough with what would happen once the survey was complete," Hrymak said. "One of the goals was to build awareness in terms of why the survey was important and also what we would do with the results. People seeing action on the items being raised was very important."

Hrymak organized a retreat to narrow down areas his faculty and staff wanted to focus on. "You cannot focus on everything," he stressed. "There were so many questions and a number of different views on what was important."
Research

Book links literature, environment

BY ADELA TALBOT

English and Writing Studies professor Joshua Schuster recently published a book that takes a closer look at environmental issues, published her semi-autobiographical novel, and how people engage with them. I found out it was recent, the world would have a clearer understanding of the crimes. In throwing the crimes that happened in Sierra Leone, a country that was once very flat – so it's supposed to pattern and feel like an environmental ethic in Modernist art. This was not an omission. In fact, it was suppose...
The Triumph of Teresa Harris, Kemp's play, is a great way for London to commemorate Canada's 150th anniversary, according to writer in residence Penn Kemp. The London and former Writer-in-Residence at Western, wrote the play about Teresa Harris, the youngest member of one of London's first pioneer families who is remembered as one of the greatest explorers of her time.

Harris was born in 1823 and died in 1900. She was a woman from colonial London, and the youngest of the Harris clan, Harris was a pioneer who had a thirst for adventure. She was a woman from colonial London, and the youngest of the Harris clan, Harris was a pioneer who had a thirst for adventure. She became one of the greatest explorers of her time, overcoming the colonial inhibitions of her age, Kemp said.

To commemorate Canada’s 150th anniversary, Kemp, BA’66, CertEd’68, will be performed at The Palace Theatre in late March, with a live music as it focuses on a local Victorian woman who went on to become one of the greatest explorers of the 19th century. The show will be performed at The Palace Theatre in late March, with a live music event to commemorate the legacy of Teresa and Little Teresa Harris, Kemp said.

Harris was a woman from colonial London, and the youngest of the Harris clan, Harris was a pioneer who had a thirst for adventure. She became one of the greatest explorers of her time, overcoming the colonial inhibitions of her age, Kemp said.

There was more similarity between my own life. Things have changed so much; I identified with her very much,” said Kemp, the first Poet Laureate of London and former Writer-in-Residence at Western. Harris was a woman from colonial London, and the youngest of the Harris clan, Harris was a pioneer who had a thirst for adventure. She became one of the greatest explorers of her time, overcoming the colonial inhibitions of her age, Kemp said.

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She travelled extensively around the world. The pair even worked together as spies for England, documenting the people, plants and animals they encountered. The pair even worked together as spies for England, documenting the people, plants and animals they encountered. The pair even worked together as spies for England, documenting the people, plants and animals they encountered.
By Paul Manwe

When Tristan Johnson, MA'14, MA'15, decided to step back, he didn’t know he would talk about the 1970s. As the creator of Step Back: swings into its third season, he’ll share his non-traditional, quirky and, oftentimes, enlightening views on the world’s history.

Johnson is a Western graduate student, and he has created for his own idiosyncratic takes, relates those stories to a popular audience.
At the Schulich School of Medicine & Dentistry, distributed medical education is an integral part of medical training. It provides undergraduate medical students and residents experiences outside the academic setting, ensuring a part of their learning takes place in community hospitals and clinics, working as part of care teams in numerous medical disciplines.

By participating in placements across rural and regional centres, students get hands-on experience with a wide range of patient populations of all ages in offices, clinics and hospitals of varying size and complexity. They come away with an enriched education that teaches them about the unique needs, challenges and advantages of working in rural and regional settings.

Distributed medical education learning at Schulich takes place thanks to 60 partners across southwestern Ontario, including Elgin-Middlesex, Lambton-Kent, Huron-Perth, Oxford, Grey-Bruce and Essex, each led by a regional academic director. Hundreds of passionate faculty members in these six regions act as mentors, teachers and advisors, providing training and delivering key elements of the medical curriculum.

To help capture the unique learning moments that happen every day, Schulich’s communication team members took cameras behind the scenes of a typical day in five of distributed sites: Chatham, Hanover, St. Thomas, Sarnia and Woodstock. Dubbed the R.E.A.L. (Rural and Regional Education and Learning) Life Project, it provides a glimpse into the everyday life of distributed faculty members and students.

To view the full photo essays, visit schulich.uwo.ca/REALLife.
WOODSTOCK

Dr. Rachel Orchard, a second-year Family Medicine resident, and Dr. Puneet Seth, Director of Hospitalist Medicine, discuss the day ahead as they walk through the hallways of Woodstock General Hospital. Seth is a faculty member with Schulich Medicine & Dentistry, and this is Orchard’s final day of a four-week rotation with him at the 178-bed community hospital. Hospitalist Medicine is a newer model of care in Ontario, assigning one physician to coordinate and manage medical patient care across a variety of hospital services. “A lot of the teaching here focuses on the day-to-day realities,” Seth said. “My goal is to demonstrate a typical real-life community hospitalist practice, so residents can glimpse what life might be like a year or two down the road.”

Orchard checks the lungs of a patient with Chronic Obstructive Pulmonary Disease (COPD). “Being in this environment, I get to do a lot more as a resident than I would at a larger centre,” she said. “I appreciate being able to come to this community to advance my training.” The team also talks to the patient about mobility, with the hope he will soon be able to return home. “Hospitalist medicine is a very personal way to manage patients, to provide a full package of care,” Seth said. “I find it very fulfilling.”

Orchard and Seth visit a patient who is waiting for a room on the palliative care ward. The two physicians ask questions about pain and discomfort, and explain what it means to move into palliative care. “In the community setting, learning opportunities are fantastastic, and residents get exposed to a wide variety of patients and services,” Orchard said. “These experiences strengthen my independence and my ability to think quickly on my feet.”

ST. THOMAS

Long-time faculty member Dr. Timothy Burns (second from left) and Schulich Medicine residents Drs. Nicole Quigley, Mark Moussas and Vidya Susanna Kumar gather in the Cardiac and Intensive Care Unit at St. Thomas Elgin General Hospital. It’s 8 a.m. and the unit is full with critically ill patients. “The ICU is usually haunted or frenetic, you never quite know what you’re going to get,” Burns said. With three residents in the ICU on this day, he is letting them take the lead on initial patient rounds. “Having residents here is a huge benefit; I often learn as much from them as they do from me,” he said.

Dr. Rochelle Dworkin, a family physician and chief of obstetrics, meets with her first patient of the morning, Bentley, a 4-month-old baby in for a check-up and vaccinations. Not only did Dworkin deliver Bentley, she also delivered his mom. “I call myself a ‘grand doctor’ now,” she said with a smile. “This is what rural family medicine is all about – the continuity of care, knowing and caring for several generations of a family.” Her residents are completing independent rounds this morning, and they will meet with Dworkin to discuss each case individually afterward.

Quigley completes her rounds checking on one of her patients suffering from ventilator-assisted pneumonia. The fifth-year Anesthesiology resident has been working with the team to wean the patient off the ventilator so he can be moved out of the ICU. She will later debrief with Burns and the team. “The diversity of cases is greater in the community hospitals,” she said. “It helps develop flexibility in my style of practice.”

HANOVER

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In the afternoon, resident Dr. Andy Walus begins OB rounds at the Hanover and District Hospital. Walus is a first-year resident with the Rural-Hanover Program and is completing his first four-month block in the community. This afternoon, he is doing prenatal check-ups and meeting with a patient who is six months pregnant. “It’s very rewarding and special to be part of the pregnancy, the birth and to watch the children grow up,” Walus said.
REMINDER

Board and Senate Elections - 2017

Elections for membership on the Board of Governors and Senate will take place in February 2017.

Nominations for membership on the Board of Governors in the administrative staff and undergraduate student constituencies are now accepted until 4:00 p.m. on Thursday, January 26, 2017.

Nominations for membership on the Senate in the faculty, administrative staff, graduate student and undergraduate student (academic) constituencies are also accepted until 4:00 p.m. on Thursday, January 26, 2017. Nominations for Senate undergraduate student “At Large” constituency close at 4:00 p.m. on Friday, January 27, 2017.

Full information on the Board and Senate elections (including the election procedures and schedule, the nomination form and voting procedures for each constituency) can be found at:

Board elections: uwo.ca/univsec/board/elections.html
Senate elections: uwo.ca/univsec/senate/elections.html

SARNIA

Dr. Sarah Sikkema, MD’15, a second-year Family Medicine resident with plans to practice in a rural-regional setting, is currently completing a four-week elective in palliative care in Sarnia. She checks blood pressure for a cancer patient at St. Joseph’s Hospice. “I want to provide continuity of care in my future practice,” she said. “As a rural family doctor, I know my patient’s story and have been through the journey with them; they are comfortable with me. It makes sense to follow them through to end of life.”

Dr. Glen Maddison, a palliative care physician and faculty member, debriefs after Sikkema’s visit with the patient. Maddison serves as the Medical Director at St. Joseph’s Hospice and mentors trainees in both the hospital and hospice setting. “My teaching is about exposing residents to palliative care so we can address some of the common myths about it,” he said. “Most people, including doctors, think palliative care is the last week of life, but we’re involved right from the get-go of treatment for a terminal or life-threatening illness.”

Sikkema returns to see the patient she met earlier. This time, Dr. Glen Maddison joins her and leads the conversation so Sikkema can observe. “I’ve learned that the communication piece is so important, listening to what the patient has to say and giving them time to tell you how they’re really feeling,” she said. “It can be challenging, but it’s a privilege to be a part of this time in someone’s life.”
Conference puts spotlight on student research

By PAUL MAYNE

The Faculty of Science is inviting applications for the June 2017 Convocation and In Absentia Convocation. The Faculty has available to assist as judges for the day. Details and application information for the June 2017 Convocation and In Absentia Convocation can be found at the website: careerconference.uwo.ca.

The conference will be held at Western’s Alumni Centre on Friday, January 20, 2017. The conference will feature a keynote address, networking sessions, and panel discussions. The conference will also feature a career fair, where students can meet with employers and explore career opportunities.

The conference is open to all students, regardless of academic year or major. Students are encouraged to attend and take advantage of the many opportunities available at the conference.

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Prime seating for the prime minister

Prime Minister Justin Trudeau brought his London Town Hall event to Western’s Alumni Hall last week after overwhelming demand from the community forced a late change of venue. After more than 1,000 people were turned away from the event due to space limitations, the capacity crowd questioned Trudeau on everything from the needs of veterans and those with mental-health issues, to concern over what some call the Liberals “overspending issues” with regards to fiscal policies. Trudeau’s campaign-style tour is an attempt to reconnect with grassroots Canadians. Trudeau – who recently shuffled his cabinet – now heads to British Columbia, Quebec and the Prairies, with events also planned in the Atlantic provinces. The tour is expected to conclude before Parliament resumes later this month.