BY JASON WINDERS

Western employees are building more resourceful, resilient teams in the face of internal and external challenges – and that kind of response bodes well for a university facing the same uncertain future as all other public-sector institutions, according to organizers of a recent survey of campus work culture.

"Postsecondary education is going through difficult times, as has been the case for multiple years now. That is reality, and it is unlikely to change. Government constraints are going to be around for a long time," said John Yardley, President of Metrics@Work, the company that conducted the university's We Speak survey in 2012 and 2017. "But there are opportunities on the human side of what we do, in spite of constraints. Some of the things we do are not dictated by dollars – some are, yes, but not all. Most of what we measure, however, speaks to the way people interact with each other on a day-to-day basis."

Overall, the We Speak survey showed Western community members with higher-than-average engagement with the university and their particular faculty/department/division. The numbers topped comparisons to both overall organizational and postsecondary-specific databases of hundreds of institutions measured by Metrics@Work.

Much of that employee confidence was driven by staff members, who showed record-shattering engagement with the university, topping all measured organizations. Staffers were less engaged with their faculty/depart - ment/division, with a number slightly below database averages, but the number was still quite strong overall.

Faculty members flipped that equation, however, by showing lower engagement with the university than with their faculty/department/division. Faculty still bested the postsecondary-specific average for university engagement, and fell just short of doing so in faculty/department/division engagement.

Western's overall survey score – called the Grand Driver Average – grew survey over survey. That is an excellent sign for the university, Yardley said.

"Because there were five years between the surveys – and a lot has gone on for you and your sector – this is a positive thing and trend you want to continue," he continued.

When comparing Western numbers from 2012 to those released today, the areas that saw the most survey-over-survey growth focused exclusively on what the survey called 'work area,' defined as the space closest to the employee (i.e. your faculty/department/division). All 10 of the Top 10 categories with the most growth
Western students help name craters on Mars

Welcome to the surface of Mars:

BEST BETS
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POSTTRUTH. ALTERNATIVE FACTS. FAKE NEWS. BLOMIEY.
Letters to the Editor

With few survivors, advocacy falls to us.

The London Run for Ovarian Cancer began in 2005, organized by Amanda Cameron. Each year, the run raises money for ovarian cancer being conducted right here in London at the London Regional Cancer Centre. The Run is directly engaged in cutting-edge research. Prior to the London Run for Ovarian Cancer, no research on ovarian cancer was being conducted in London.

In 2009, I became involved in the run after my wife, Mary, was diagnosed with ovarian cancer in November 2009. At first, I was a participant in a team. Mary's passion for helping others and giving back to the community was inspiring. As the years passed, Mary also ran the run, and this year will be her fifth year as chair of the executive committee.

Mary was 54 when she was diagnosed. Our two daughters were 22 and 19. Mary had always adhered to a healthy lifestyle – she never smoked or drank alcohol and we all know the benefits that come with a healthy lifestyle. So, it was a shock when she became sick.

Ovarian cancer is called “the disease that whispers” because its symptoms are vague and easy to misinterpret, such as experiencing abdominal discomfort. Therefore, women often do not perceive the disease until the tumor is large enough to be felt. Mary did – she was diagnosed late.

The run became very important to Mary – it gave her a sense of purpose, a reason to get up every day. Mary was passionate about the run and always adhered to a healthy lifestyle – she never smoked or drank alcohol and we all know the benefits that come with a healthy lifestyle. So, it was a shock when she became sick.

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The recent release of the Naylor Report marked an important development in the Canadian research ecosystem, and it is appropriate for Western to “applaud federal re-investment in scientific research,” said the Dean of Science. The Naylor Report, more formally known as Canada’s Naylor Report (the “Report”), is a federal government report on the future of Canadian research. The Report’s findings are timely, as they come from years of neglect, while it is at the same time at risk of being attacked in many other countries. The perspective pervades the document, but one additional point that significantly shapes the Report is the issue of innovation and opportunity. According to the Panel’s Note on Terminology, the term “research” is used here to encompass “science, scholarly inquiry.” Furthermore, “the Panel’s assessment and recommendations are informed by a recognition of the complex relationship between research and innovation – this is an argument that explains why policy research rather than science and technology is a proposed focus.”

In addition to this important perspective, the document concludes that the Report is not just about science – rather it is about innovation and opportunity. “Science” and “scholarly inquiry” constitutes the “core” of the Report’s title, as per the minister’s mandate. Seize the moment: Canada’s Naylor Report (as per the minister’s mandate). This perspective is illuminated by the report’s findings. This perspective is illuminated by the report’s findings. This perspective is illuminated by the report’s findings.

The Report is a unique Canadian document that recommends an enlightened call for increased investment in research broadly conceived. I encourage the Western research community to respond to this report by thinking broadly about new departures, disciplinary and faculty lines and by establishing new strategic initiatives to support the research and innovation ecosystem. We should not wait for the government to respond to these recommendations, but we must be ready when it does. Andrew Nelson is a Western Anthropology professor.

We are very fortunate to live in Canada right now – and the panels, including science, is recovering here from years of neglect, while it is under attack in many other countries. The Report could be a turning point for research in Canada.

The criticism is real and troubling, but misguided. They are reacting rather than thinking about what the faculty should look like in the future, given the realities on the ground. The arms folded across your chest saying ‘hell no’ is not helpful. 

— Michael Milde

Office of the President & Vice-President (Academic)
Alumna sets sights on world’s tallest peak – and beyond

BY KRISTA HABERMEL

Only two years ago, Illina Frankiv had never set foot on a mountain. Today, she has successfully summited some of the most formidable peaks in the world, and now has her sights set on the Earth’s tallest – Mount Everest.

“Climbing a mountain has a very clear definition of success. You either make it to the top, or you don’t. And when you do, and you’re coming down, it’s the most exhilarating feeling that lasts for quite a long time after you’re off the mountain,” said Frankiv, BSc’11, MES’13. “When you come back down to society, nothing seems difficult after that. Everything seems manageable, because you were on the mountain alone and you could have died – but you didn’t. You succeeded. When you’re at sea level, everything’s a piece of cake.”

Climbing Everest is part of a bigger challenge – the Seven Summits – where climbers tackle the tallest mountain on every continent. Richard Bass was the first person to do so in 1985; Junko Tabei became the first woman in 1992. In total, only 417 people have climbed all seven; 71 have been women.

Frankiv hopes to increase those numbers by one. She has already ascended two of the seven and plans to climb Mount Kilimanjaro (the tallest peak in Africa) in September and Everest (the tallest in Asia) in April 2018.

And to think it all started with Mount Denali (formerly Mount McKinley) in Alaska, the tallest mountain in North America. “When we climbed that, I didn’t really have the intent to do the Seven Summits, or Everest at all, but I found a friend who was willing to climb with me on Denali. We were in South America by the time we made the decision to climb Mount Everest together.”

Frankiv, who works as a project manager for Jones Lang LaSalle’s renewable energy group in San Francisco, Calif., had never tried mountain climbing before moving to the West Coast in 2014. A new friend simply offered to take her climbing and she accepted.

The first mountain she ever climbed, Mount Rainier, has an elevation of more than 14,000 feet and is the tallest mountain in the state of Washington. It is one many mountaineers train their entire lives to tackle. Frankiv prepared in two months.

“I didn’t know what I was getting myself into, but I knew it was pretty big and was just trusting my friend to lead the way. We started from nothing; I had no gear, no knowledge. We sat down and for multiple days we searched for used and new items. We combined – I’m MacGyver – all the gear together.”

INTO THIN AIR // CONTINUED ON PAGE 10

SPECIAL TO WESTERN NEWS
Mount Kilimanjaro (the tallest in Africa) in September and Everest (the tallest in Asia and the world) in April 2018. Illina Frankiv, BSc’11, MES’13, is taking on the Seven Summits – seeking to climb the tallest peaks on each of the seven continents. She has already climbed two, and plans to climb

“For me, it was the closest I’ve ever been to failure,” said Frankiv. “I’m not a climber that’s going to start climbing great mountains because I know I can climb.”

Frankiv is training hard. She’s been doing 100-mile rides on the weekends. I’ll do swims in the winter. I’ve been training, she admits to not doing anything special beyond staying active.

“I’m a weekend warrior. I do century bike rides (100-mile rides) on the weekends. I’ll do swims in the winter. I’ve been training, she admits to not doing anything special beyond staying active.

“The feeling of success comes from the fact that you’ve achieved it, but the exhilaration from the process is what you feel right after,” said Frankiv.

“Climbing a mountain has a very clear definition of success. You either make it to the top, or you don’t. When you do, and you’re coming down, it’s the most exhilarating feeling that lasts for a long time after you’re off the mountain.” — Illina Frankiv

Special to Western News
WE SPEAK... A聲 From Front Line! 与相关

Western employees said they are happy with the performance of the university, support for improvement/innovation, change management, support for diversity, collaboration, communication, decision-making, and leadership within the teams. They also feel strong collaboration between their teams and others.

Some important points from the survey results:

- **Importance of a University Degree**: There is a general agreement among those surveyed that the value of a university degree is important. However, the specific factors that contribute to its value vary among individuals.
- **Factors Contributing to the Value of a University Degree**: These factors include personal development, career opportunities, financial benefits, and the ability to network. The results show a high level of agreement on these factors.
- **Challenges in Leadership**: Participants highlighted the importance of leadership in creating a positive work environment. They emphasized the need for strong leadership to ensure a supportive and engaging workplace.
- **Work-Life Balance**: There is a strong indication that work-life balance is a significant issue for employees. Suggestions for improvement include better work scheduling and flexible working arrangements.
- **Communication**: Employees see communication as a critical component of workplace satisfaction. Clear and open communication is seen as essential for fostering a cohesive team environment.

In conclusion, the survey results confirm the importance of a university degree and the positive impact of strong leadership and effective communication on employee satisfaction. These findings can guide the university in making necessary improvements to enhance the work environment and support the professional growth of its employees.
Mapping the uncharted territory of social cues

BY PAUL W
Western's Building Servic- es team is undertak- ing a little-known chang- e in order to help the campus handle all the social changes.

When you think of building services, you might picture a team of people fixing up a campus building or making sure the building is running smoothly. But the services team is also working on something else: helping people navigate the social landscape of the campus.

In partnership with the Department of Psychology, the services team is conducting a research project that involves video capturing and analysis. The goal is to better understand how social interactions take place on campus and how they affect people's experiences.

The project involves capturing video footage of social interactions in different locations on campus, including dorm rooms, cafes, and outdoor spaces. The team is using software to analyze the footage and identify patterns in social behavior.

The research team is made up of students and faculty members who are interested in social psychology. They are using a variety of methods to collect data, including surveys, interviews, and observations.

The project is part of a larger initiative to improve the social environment on campus. The team is working with campus partners to identify areas where social interactions could be improved and to develop strategies to address those areas.

The research will ultimately help the services team make more informed decisions about how to support the social needs of campus community members. By understanding how social interactions take place, they can work to create a more inclusive and supportive environment for all.

Western Libraries issues

Western Libraries recently published its first online privacy policy guide issued by a Canadian university for a general audience.

The new policy guide is part of a larger initiative to improve the library's privacy practices. It provides guidance on how the library collects, uses, and protects personal information.

The guide is available on the library's website and is available in both English and French.

The goal of the guide is to ensure that the library is transparent and accountable in its use of personal information. It also aims to promote a culture of privacy and respect for user privacy.

This initiative is part of a larger effort by the library to improve its practices in the area of privacy and security. It is one of several ongoing projects that are aimed at ensuring the library is a safe and secure space for all users.
Western opening eyes to details of the Red Planet

Between April 15-29, a Western-based team is helping execute a two-week set of HiRISE – high-resolution imaging science experiment – photographs of Mars utilizing a high-resolution camera on the Mars Reconnaissance Orbiter. The Western team is led by Earth Sciences professor Livio Tornabene, a veteran HiRISE Science team member, and includes Earth Sciences masters student Gavin Tolometti, Earth Sciences doctoral candidate Zach Morse and Electrical Engineering PhD student Jon Kissi. This is the fifth time the science-planning of HiRISE images has been led from Canada, taking place in the Centre of Planetary Science and Exploration's (CPSX) mission control facility, housed in Physics and Astronomy.

This image shows how HiRISE can ‘peer’ into shadowed areas at high latitudes to see if frost or ice is present. Monitoring the extent of frost or ice during the Martian year helps scientists understand the planet’s seasons and climate. This image shows a heavily shadowed cliff-face located in the high-latitudes of the southern hemisphere, where it is currently late summer and transitioning into fall. Processed to ‘peer into the shadows,’ this image shows patches of frost (whitish materials) in the shadows. With the deep shadow, we should see more frost accumulating here as fall continues and temperatures drop.

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