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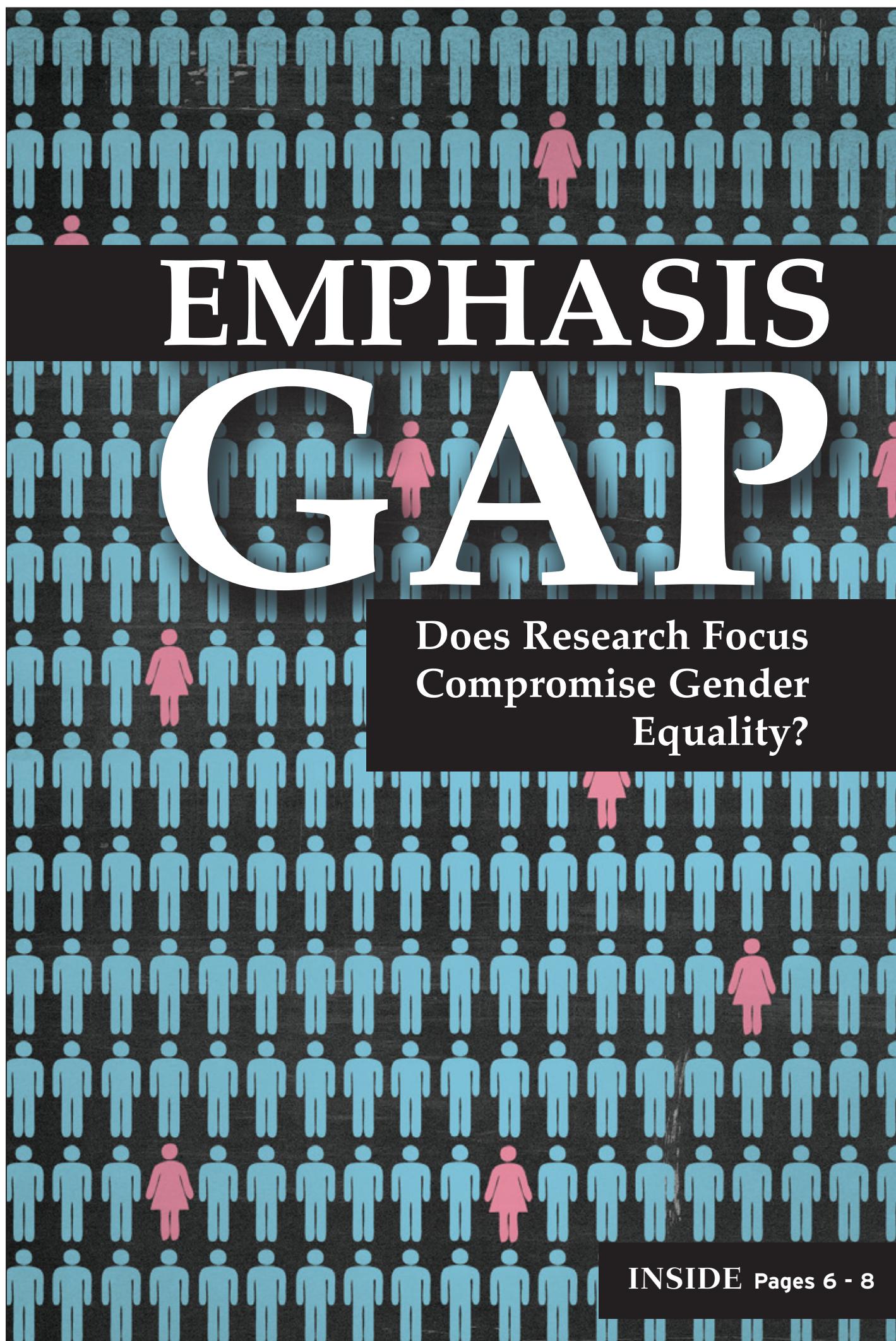
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November 4, 2010

## Western News: Rewriting the record on legs

Lesley Craig  
Paul Mayne

# WESTERN NEWS



## Tentative agreement reached

BY HEATHER TRAVIS

A tentative collective agreement has been reached with The University of Western Ontario Faculty Association (UWOFA) after lengthy negotiations stretching late into the night.

At nearly 3 a.m. Wednesday, about three hours past the strike deadline and after 18 hours of negotiating, the university administration and UWOFA reached a deal. A date for the ratification vote has yet to be set.

UWOFA represents 1,400 unionized full- and part-time faculty members who have been without a contract since June 30. Details, including the length of the contract, won't be released until after the union membership and Western's Board of Governors have ratified the agreement. The next meeting for the Board of Governors is Nov. 25, but the agreement won't be put to the board until it has been ratified by UWOFA.

"Collective bargaining is a complex process and reaching an agreement that is acceptable to both sides takes time," says Janice Deakin, provost and vice-president academic at Western. "I have tremendous respect for the negotiating teams on both sides of the bargaining table, and I greatly appreciate how incredibly hard they worked to achieve this settlement."

The agreement is a key element in enabling the university to continue to attract and retain the best faculty and further Western's commitment to academic excellence, Western president Amit Chakma said in a statement to the university community.

"Negotiation is never a simple matter, and I sincerely thank UWOFA and the university bargaining team for their dedication and professionalism throughout this process," he says. "I also want to thank all members of the Western community for their patience, understanding and support during this time."

"We are enormously pleased we got a deal," says James Compton, UWOFA President. "It's probably the toughest round of bargaining that this university has ever seen. We believe it was the best deal we could get at this time."

To keep the Western community up-to-date on negotiations, information was posted regularly to Western's home page and the Contract Negotiations @ Western website. Posts were also added to Western's Twitter and Facebook pages.

Overnight Tuesday, Western's website traffic was so high it received nearly 16,000 hits in less than 10 minutes, overloading the communications server on the home page and Western News. Within the past week, thousands of people visited Western's home page and the Contract Negotiations @ Western websites for updates.

Using these new media channels of Twitter and Facebook proved to be efficient. The number of Twitter followers jumped from 2,200 on Nov. 1 to 2,700 on Nov. 3 (with 450 of those join-

Continued on page 8

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**CAMPUS DIGEST**

**PHYSICAL PLANT TARGETS CONVENIENCE**

Physical Plant's Service Centre is targeting improved customer convenience and lowered wait times as it announces the latest adjustments to its communication tools. Using customer feedback as a guide, Physical Plant is making enhancements it anticipates will improve the experience for those requesting work.

The Service Centre is the primary point of contact for Physical Plant customers, accounting for roughly 150 inbound calls each day. To help handle those calls, Physical Plant introduced an inbound phone tree to decrease wait-times for callers. The system manages incoming calls for work orders, construction projects and general inquiries. Recently, the options have been altered to further enhance usability. Such updates include a better description of options for 'Facility Emergency' and 'Service Requests.' The changes have been added to the quick reference guide.

A fine tune to the electronic Work Order Request (eWORq) form means users will now receive a unique ID number with their order confirmation. The request for work will still follow standard priority sequencing, however, customers can use the number as a reference when requesting status updates.

Furthermore, the ID will make billing inquiries and journaling easier for our customers as the number will be associated with related charges. The eWORq form is accessible on the Physical Plant website.

**DAWES HONOURED FOR BARGAINING**

University of Western Ontario associate professor Mike Dawes has been awarded the Lorimer Award by the Ontario Confederation of University Faculty Associations (OCUFA). This honour recognizes individuals who have worked to protect and promote the interests of Ontario's academic staff through collective bargaining.

"As The University of Western Ontario Faculty Association (UWOFA) chief negotiator, Dawes has been a tireless champion for the rights of academic staff at Western," says Mark Langer, OCUFA president. "Since 1978, his inclusive leadership style, commitment to team building and deep knowledge of labour practice has made him an invaluable asset not only to his home institution, but to professors and academic librarians across Ontario."

**KONRAD TAPPED AS DIFFERENCE-MAKER**

University of Western Ontario professor Alison Konrad was one of 17 Canadian women recently named to The International Alliance for Women (TIAW) "World of Difference 100 list." The list recognizes unsung heroes who have championed for gains on behalf of women.

Konrad, who holds the Corus Entertainment Chair in Women in Management at the Richard Ivey School of Business, was an award recipient in the academic category and was lauded for her research on women on

corporate boards of directors, which was cited as "one of the three pillars" of the argument for putting more women on boards.

According to TIAW, Konrad's research has significantly advanced the understanding of the factors that can accelerate or hinder the ability of women to fulfill their career and earning potential.

"We have been inspired and humbled by the stories of women like professor Konrad, leaders of their communities, organizations, regions or countries who, often without fanfare, have taken action to support women's advancement in society and business," says Maxine Westaway, TIAW executive director.

"One of our goals at Ivey is to increase the exposure of young women to the world of business," says Carol Stephenson, Ivey dean. "So I am especially delighted that professor Konrad has been making strides in that area and is included in this worldwide group of notable women."

TIAW, an umbrella organization of women's networks, represents more than 50,000 women worldwide whose mission is the economic empowerment of women. Each year, TIAW honours up to 100 women each year in categories such as public service/government, corporate/entrepreneurial and community.

The awards were presented on Oct. 25 at a ceremony in Toronto.

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Thanks to four anonymous London donors, who believe so much in the importance of United Way of London & Middlesex, your donation could actually double in size with this year's Leadership Challenge Grant.

Their challenge to the London and University of Western Ontario communities comes in the form of a \$250,000 donation to match dollar-for-dollar new contributions in excess of \$1,000.

In the midst of increasing social needs in our community, the Leadership Challenge Grant is a significant boost to the 2010 Campaign and could, when matched, potentially total an additional \$500,000 investment for people who need it the most.

"This challenge grant has the ability to literally double the impact you can have on your local United Way," says Western sponsored employee Alex Kulczycki. "By giving that little bit extra - be it a one-time donation or conveniently through payroll deduction - it's safe to say the difference you're making will be more than you can imagine."

There are two ways to double your giving. Any new Leadership gift pledged will be matched dollar-for-dollar. If you have already donated to the 2010 Campaign, but not at the Leadership level, you can still take advantage of the Challenge. Any new pledge that brings your 2010 donation to \$1,000 or more will be matched.

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# LHLC sees first graduate

Paul Mayne, Western News

BY PAUL MAYNE

Deciding to go back to university in your late 30s may not be for everyone. But for Lisa Walker, who picked up her BA in sociology this past week at The University of Western Ontario's 296th Convocation, the learning isn't about to stop anytime soon.

"It's more that I'm a life-long learner. Knowledge, I love it," says the 41-year old Goderich resident. "I feel the more you know the more effective you can be. There's a saying 'We don't stop learning because we grow old; we grow old because we stop learning.' So I figure I'll never grow old."

While most students find themselves running from class-to-class on campus, through the Lake Huron Learning Collaborative (LHLC), which provides low-cost, accessible education to residents of Huron and Bruce counties, Walker did the majority of her learning online as well as right in her own community.

It was in January 2004, when a group of interested residents of Goderich formed a not-for-profit organization, which would soon become the LHLC, a fully recognized, charitable organization that has formed partnerships with local teachers, universities, colleges and professors.

By concentrating on the local environment – social and physical – it promotes education for all residents whether they are completing high school certificates, working on post-secondary degrees or taking interest courses.

Over the past four years, Western has offered courses in Goderich and Southampton and most recently in Kincardine. Courses have been offered in social sciences, biology, business and environmental studies.

Western writing program lecturer John Smallwood founded and continues to head up the LHLC. He says after many years of teaching in secondary schools he realized he had taught a generation of students who had the ability but not had the opportunity to attend post-secondary institutions – often lacking the confidence or funding to even consider further education.

"We have had some of the country's best professors teach our stu-

dents, and the students have risen to the occasion," Smallwood says. "The key seems to be to have professors teach students face-to-face in smaller classes. This gives first-time students who are not familiar with the university system an opportunity to interact with their professors and to gain the much-needed confidence."

While several students will be graduating from the program over the next year or so, Walker is the first to do so. The single mother of three daughters – and four grandchildren – says she initially took a single sociology course and the learning bug quickly took over.

She followed that with an online course in the summer and a full five-course fall class load, quitting her job in order to concentrate fully on school. She applied for OSAP and bursaries to help with finances and was working hard to make it happen. She wasn't going to take no for an answer.

"It's never been easy. Financially, it was a struggle, but I don't let anything stop me. I keep going until I find what I need," she says.

Walker says the support she received from many along the way kept her going, such as her friendship with Donna Moore in the Student Success Centre, and with Smallwood. "He's been a huge supporter of mine," she says.

While she would love to do more schooling – wanting to pursue a master's degree – finances are the current stumbling block. But Smallwood is the first to say Western hasn't seen the last of Walker.

"Seeing Lisa graduate was a dream come true," he says. "She has worked very hard, taking every possible course that was available

to her. She has grown tremendously, gaining confidence as well as expertise in her own field of study. Grads such as Lisa help to create a culture that values and promotes post-secondary study in areas such as ours."

In rural Ontario, having parents gain further education means their children and grandchildren will be motivated to do the same, adds Smallwood. So earning degrees, as in Walker's case, will have long-term results that go far beyond the obvious outcomes in having an individual succeed in higher education.

Admittedly having struggles along the way, including the death of a sister, Walker knew this was something she had to do – and not just for herself. "I want to be able to empower other people, especially in my community, to do something like this," she says. "It gives you the sense of accomplishment that sense of 'Hey, I'm worth something, I know something, I can contribute to my community.'"

Smallwood is hoping more individuals take advantage of the LHLC program. Some provincial funding has been cut for outreach programming. It has meant fewer courses may be available to students in the community, meaning more of the course delivery will be online.

"Real difficulties will ensue in our attracting new students who greatly benefit from the small, introductory classes that create that initial enthusiasm and interest," he says.

To that fact, the LHLC recently received \$500,000 from Ontario Power Generation to assist us in creating a Centre for Learning in Kincardine.

"We continue to hope that an interest in doing lake-based research will develop and that Huron and Bruce

Counties can serve as centres for environmental research in a time when water is the new oil and when foreign species and water protection are foremost in the minds of many who live on the Great Lakes."

www learn more about the Lake Huron Learning Collaborative, visit [www.lakehuronlearning.ca](http://www.lakehuronlearning.ca) or use the QR Code.



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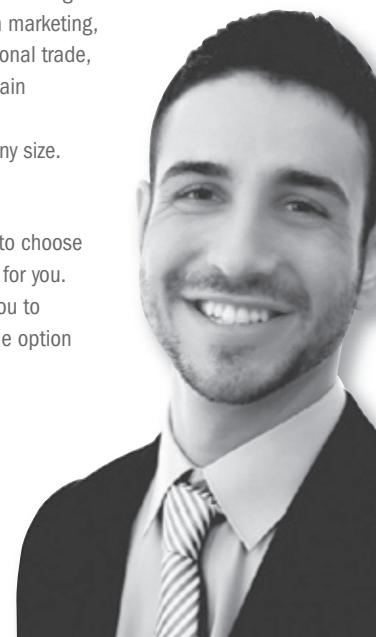
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*An award-winning weekly newspaper and electronic news service, Western News serves as the university's newspaper of record. The publication traces its roots to The University of Western Ontario Newsletter, a one-page leaflet-style publication which debuted on Sept. 23, 1965. The first issue of the Western News, under founding editor Alan Johnston, was published on Nov. 16, 1972 replacing the UWO Times and Western Times. Today, Western News continues to provide timely news, information and a forum for discussion of postsecondary issues in the campus and broader community.*

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Letters can be submitted via email to newseditor@uwo.ca. Letters should be less than 250 words and are published at the discretion of the editor. Deadline is noon of the Friday prior to desired publication date.

#### GUEST COLUMN

Members of the university family and its extended community are invited to submit guest columns on any topic. Columns should be 500 words or less and are published at the discretion of the editor. If interested, please contact Jason Winders, editor, at jwinder2@uwo.ca or 519 661-2111 Ext. 85465 to arrange a column.

#### STORY IDEAS

Know interesting people, events or research connected to Western? Tell us. Contact Jason Winders, editor, at jwinder2@uwo.ca or 519 661-2111 Ext. 85465.

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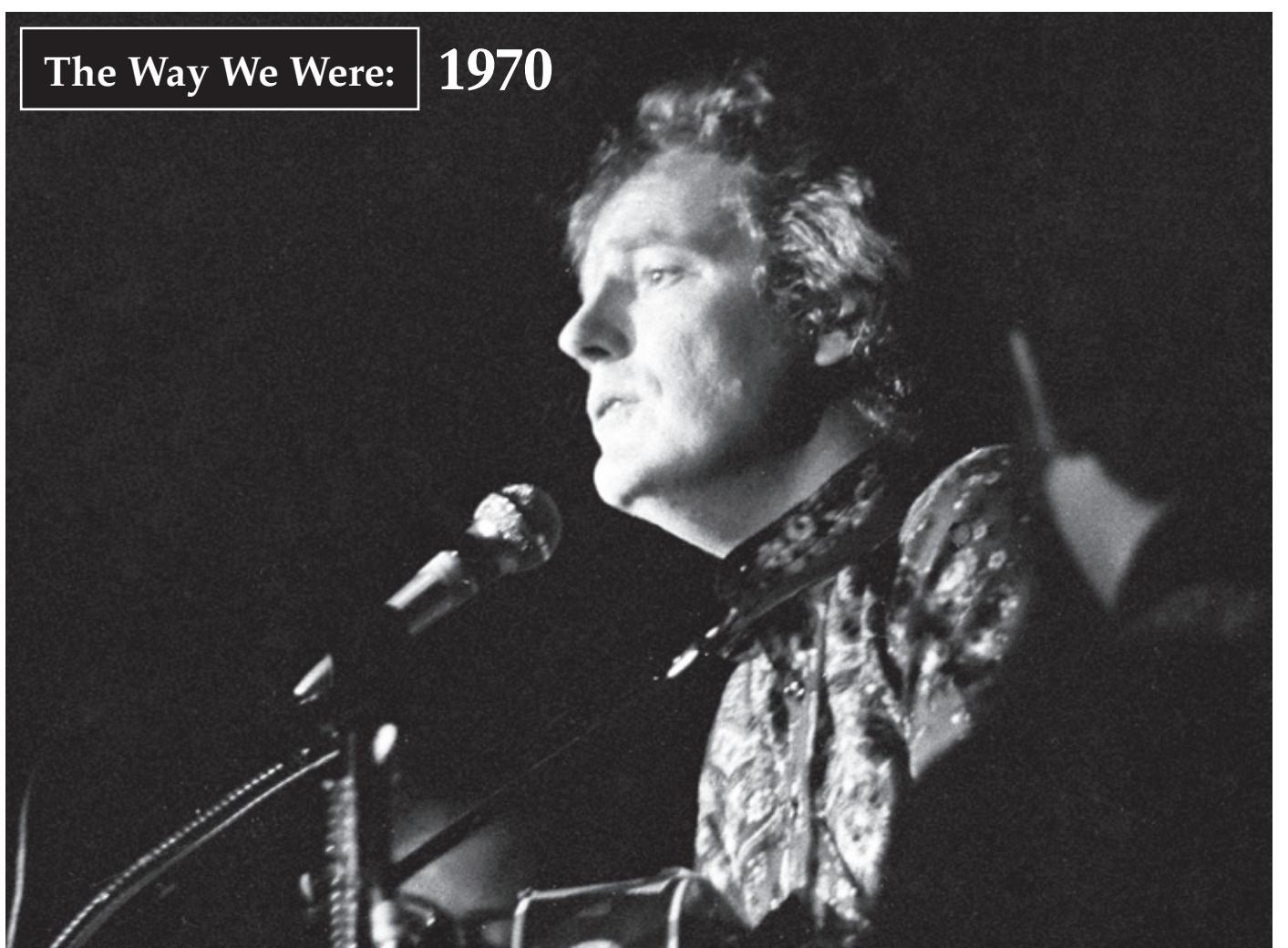


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—L.T. Moore,  
University Relations  
and Information director,  
Nov. 16, 1972

## The Way We Were: 1970



Contributed by Alan Noon (anoon@uwo.ca)

London Free Press Collection of Negatives/Western Archives

For many years following its opening, Alumni Hall was the main venue in London for touring Canadian and international stars. Beginning with his first appearance in 1968, Canadian folk icon Gordon Lightfoot always filled the hall to capacity. This 1970 concert was no exception. During this performance he introduced a new song, "I Heard You Talking in Your Sleep."

## LETTERS TO THE EDITOR

### TIME TO SPEAK OUT AGAINST STRIKE

Professor Albert Katz advances a coherent, if flawed, argument as to why he voted "Yes" in support of strike action. ("Yes" vote cast toward greatness," Oct. 21)

Katz says as chair he has seen many colleagues leave for universities paying a better wage. I would like to know if these include any of our large local comparator universities of Toronto, McMaster and Waterloo, all of whom offer competitive salaries without having followed us down the unionized road we embarked upon 12 years ago. Secondly, why haven't 12 years of unionization already delivered here?

I note Katz tellingly did not address my central tenet that while we may have the legal right to strike, I believe we do not have the moral right to do so.

By the time this goes to press, a strike may have commenced; hopefully, it will have been avoided. The central point is collectively, by electing to go on strike, we subject our 30,000 student to far more grievous harm than we some 1,300 or 1,400 faculty can hope to gain, economically or academically.

A colleague at Windsor estimates his daughter lost \$1,000 as a direct result of their strike a year ago. Not to mention reduced quality of education for that cohort in terms of shortened and/or extended semesters, foregone plans, lost job prospects, etc.

I agree with Matthew Cloutier, Science IV, who wrote in the Gazette recently that this is a major disruption to his life, not just this year. There is an important aspect of social justice at play here, and I refuse to ignore it.

It is the 21st century, and blunt instruments like a strike, which cause such widespread harm, have no place in it. Surely, with all of the range of negotiating tools are our disposal, an alternative can be found. To paraphrase Katz, "We dearly need to do better here."

Lastly, we should display a greater degree of solidarity with the local populace. In a city with pronounced levels of unemployment, very few will harbour any sympathy for academics who gripe over a scale proposal of a freeze for two years followed by 0.5 per cent. (For that matter, why not agree to no raise at all for salaries more than \$100,000, and redirect all to those below that threshold?)

I urge all faculty who agree with these views to manifest their disagreement with The University of Western Ontario Faculty Association strike as publicly and respectfully as possible.

David Stanford

Professor, statistical and actuarial sciences



Paul Mayne, Western News

## POUND ON SPORTS

Former International Olympic Committee (IOC) vice-president Dick Pound spoke to a packed Moot Court Monday afternoon, part of the Western Law Distinguished Speaker Series. Pound addressed the issue of "When is sport no longer sport?" and the ongoing issue of performance-enhancing drugs in professional and amateur athletics. Pound has been a member of the IOC for more than 25 years and has served as a member of the IOC Executive Board, vice-president and acting president.

# Guidance on life's challenges

*Editor's Note: The University of Western Ontario's 296th fall convocation honoured three exceptional individuals for their distinct roles and contributions to education and learning in Canada and worldwide. Marlene MacLeish, a professor of Medical Education at Morehouse School of Medicine in Atlanta, was lauded for her dedication to the improvement of science education; The Honourable Thomas Hockin was commended for his role as an educator, public servant, and supporter of London and Western; and former Western President Paul Davenport was praised for his 15 years as the university's visionary leader. The following is the address Davenport gave to the graduating class on Thursday, Oct. 28, when he spoke of his life as an economist, his devotion to the liberal arts and, of course, his love of Western.*

President Chakma, distinguished platform party, colleagues and friends, graduating students and parents.

Quel plaisir de revenir sur le plus beau campus universitaire du Canada, de marcher parmi ses beaux arbres et bâtiments admirables, et surtout de revoir de bons amis, ceux qui travaillent à Western aussi bien que ceux qui servent notre Université comme volontaires.

It is wonderful to be back on Canada's most beautiful university campus, to walk our splendid grounds and admire our lovely buildings, and especially to see old friends who work and volunteer for Western. Those friends bring back a rush of memories from 15 marvelous years that I will always recall with great happiness and gratitude. My warmest thanks to all of those friends who are here today, and to the countless others who supported Western and me during my time as president. I also want to thank my wife Josette and our children, Eric, Leslie and Audrey, who have given me their love and support over so many decades.

Our university is blessed with strong leadership, from our Chancellor John Thompson, our Board Chair Frank Angeletti, our President Amit Chakma, and all those who work with them to make Western the home of the best student experience among the research-intensive universities of Canada. We were all thrilled when the Globe and Mail reported this week that for the ninth year in a row, Western was No. 1 in student satisfaction among large research universities in Canada.

Let me pay particular homage to Dr. Chakma, who came to Western after a stellar career as an academic scholar and administrator. Amit, thank you for bringing your drive, your values, your knowledge, and your leadership to our beloved university.

My friends and colleagues know me as a champion of the liberal arts in our knowledge-based society. I believe the arts, humanities, and social sciences have a central role to play in guiding individuals and society through the increasingly complex ethical and practical decisions they must make in the face of rapid advances in science and technology.

This convocation occurs at a time of stress in Canadian society. We have just been through a punishing recession and the path of our exit from it is still not clear. Difficult choices must be made in public policy and the allocation of public funding. It is essential that in our complex technological society, we keep before us the critical importance of the liberal arts in education, and the importance to individuals and society of questions common to all mankind: Who am I? Why am I here? How can we build a society with justice and compassion? How can we use new knowledge so that it betters mankind?

Western has long been distinguished in the liberal arts and the encouragement of critical, creative thinking. In this time of budgetary restraint, each of us must continue to celebrate the liberal arts and defend them, in our university and in society as a whole. Those graduating today include students in Education, Engineering, Health Sciences, Law, Medicine and Dentistry, Music and Business. You are on the threshold of rewarding careers in your chosen fields. I know that the liberal arts courses you have taken at Western will serve you well in confronting the difficult practical and ethical choices you will be called on to make in both your professional and private lives. I urge to you spread the word widely that the liberal arts are a key component

of our educational system at all levels.

Now I want to speak to the graduates about their futures. In his introduction Dr. Chakma noted that I am an economist, and we know that economists are very good at predicting the future – or not. Given the events of recent years, being an economist has frequently been a humbling experience. We economists are said to be often wrong, but never in doubt. As the Nobel Laureate Paul Samuelson once said of business cycle forecasting by economists: “The stock market is our best leading indicator. It has correctly predicted seven of the last four recessions.”

When I was vice-principal for planning at McGill University, I had to make predictions on two of the most unpredictable variables in the universe: student enrolment and government funding. In doing those projections, I always employed the economist's rule that it's better to make two predictions than one, so that when they are both wrong, you can argue that one was better than the other, or that if you average them together you get the right answer.

There's a nice story about three economists who go rabbit hunting. After much trudging around they finally see one. The first economist shoots 10 feet in front of the rabbit, and the second shoots 10 feet behind the rabbit, whereupon the third drops his gun and shouts, “We got him!”

So with my economist credentials as described, I want to look to the future and give our graduating students some guidance on how to face the challenges which life will put before them. I will offer five pieces of advice.

First, stay close to your family and friends. When you hit the bumps in the road of life, and you will, these are the people you can turn to for love, support and advice. No one knows that better than I. Don't let your careers separate you from those you love and those who care about you most.

Second, keep learning and discovering. You will find that you graduate today with only a small part of the knowledge and understanding you will need for the rest of your lives. Your future learning, however, will

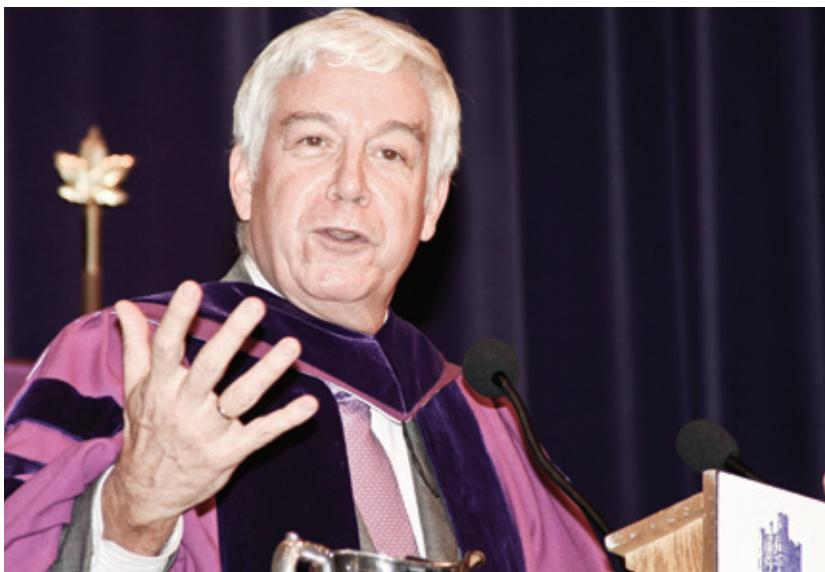
be cut off if you close your minds to new ideas. Never forget that minds are like parachutes; they only function when they are open. Keep your minds and hearts open to new people, new experiences, new ways of looking at old problems. Remember that you cannot discover new oceans unless you have the courage to lose sight of the shore.

Third, be leaders and active contributors to your communities and your country, and do so both in your professions and in your private lives. The great French novelist Francois Mauriac wrote: “Notre vie vaut ce qu'elle nous a coûté d'efforts” (“Our lives are worth what they cost us in effort”). Your efforts have made a real difference not only to the worth of your own educational experience, but to the reputation of your university. Take that same commitment out from this campus and direct it to building your communities and serving others.

Fourth, stay active physically. Albert Einstein once said, “Life is like riding a bicycle. To keep your balance you must keep moving.” While he was referring primarily to the life of the mind, his instruction is equally important for physical activity. As compared to those in previous centuries, your generation has a remarkably long life expectancy, and you will benefit from staying active throughout your lives. So find an activity which you love to do, and keep moving.

Fifth, and finally, keep in touch with yourself and your values. We can learn from others the range of values which contribute to the good society, but each one of us must define our own values in our own terms. I hope that the student experience here at Western has prepared you for that important lifelong quest. With your own values in hand, you can deal fairly and charitably with others. In Shakespeare's words, “This above all: to thy own self be true, and it must follow as the night the day, thou canst not then be false to any man.”

The great saxophonist, Charlie Parker, reminds us, however, that you need to live your values day to day, if they are to guide your life and contribute to your service to others: “If you don't live it, it won't come out of your horn.” Remember Charlie's words, and may the music of your lives be significant, compassionate, and joyful.



Paul Mayne, Western News

## Question. Verify. Always speak up.



By  
JASON  
WINDERS

Associate Director,  
Editorial Services

I'm not an advice-giving kind of guy. Even though folks seek it from me from time to time, even though I offer it up on occasion, I'm not sure I would buy everything I'm selling. But given our recent labour climate, I have one piece of advice for our student body: Stay loud.

You are the reason we are here. Take every opportunity to remind all involved of that fact.

It's your university and, in turn, your future on the table.

You are a generation who “unfriended” privacy and opted for transparency. Modern communications technology has created an amazing set of new expectations among its lifelong users. In just a generation, we went from waiting weeks to days to seconds for almost everything. Understand, that fact is hard for folks who still go to the video store or remember dropping film off to be developed to wrap their minds around. So forgive them.

I've seen it in political campaigns where young voters expect more than slogans; you expect access. Media. Government. Education. You are shaping how all do business because you are a beautifully demanding bunch.

If you e-mail Steve Jobs or Amit Chakma with a question, you expect an e-mail back from Steve Jobs or Amit Chakma with an answer.

Is that bad? No. Is that different? Wildly so.

You live different lives than most of the people who work on this campus. Connected. Immediate. Open. You crashed the university website demanding information on the pending, eventually settled UWOFA negotiations.

You expect the old ways of doing things to be reconsidered. Especially legacy institutions and mindsets, like labour negotiations.

In the days leading up to a Wednesday morning UWOFA settlement, many of you have called for information on the negotiations beyond talking points and propaganda. You didn't want to be told what to think; you wanted to see what both sides were offering and decide for yourself. That is a huge leap for participants on both sides of the table. Traditionally the domain of airtight backrooms, education-related labour negotiations everywhere are under new pressures to be more transparent.

And don't let anyone tell you that you are wrong to demand it.

You should no longer accept a pat on the head then told to go wait in the car while the grown-ups work out their differences. It makes me proud to see this university's students, goosed a bit by its outstanding student newspaper team, start pressing for answers.

It'll be a great foundation for what you'll face in the future.

From here on out, people are going to try to lie to you, spin you, even attempt to use you. So build that filter today.

Don't believe everything you read, see or hear and just because you found it on the Internet doesn't lend it any more validity than if you read it on a bathroom wall. I'm not saying question your mother when she tells you she loves you. However, a second source never hurts. A well-fitting suit, a microphone or a spot in front of a classroom does not make someone an arbiter of truth.

Question. Verify. And always speak up.

I have great hopes for the generation we're educating on this campus. They will shape the world my young daughter will grow up in. So know I'm counting on you.

And maybe through this whole labour mess, you will learn a lesson far more valuable than anything you can pick up in a classroom: Skepticism and critical thinking aren't bad things. Sometimes, like in cases like these, they are the only things.

And that's the best advice I can offer.

# Questioning focus: Research priorities may have uninten

BY HEATHER TRAVIS

**T**racy Isaacs feels pulled in two directions. The Women's Studies and Feminist Research chair supports The University of Western Ontario's desire to prioritize research areas of widespread public appeal in which Western demonstrates excellence. But she remains cognizant of how this kind of focus compromises the goals of gender equity.

Isaacs isn't alone in her concern as the question has been raised across campus, most recently at last month's Western's Caucus on Women's Issues.

In Western's 2008-2011 strategic research plan, 10 signature areas are outlined: business; environmental sustainability/green energy; health education; imaging; literature and cultural theory; materials and biomaterials; music; neuroscience/brain and mind; philosophy of science; and wind engineering and natural disaster mitigation.

The problem is, as Isaacs and others point out, women are underrepresented in at least seven of those areas. "If Western is truly committed to improving its scorecard on gender equity, then we need to think carefully about how to appreciate and support areas in which there are deeper pools of excellent female candidates from which to draw," Isaacs says.

As a research-intensive university, Western plans to lend these areas an enhanced profile in terms of publicity, fundraising efforts and presentation of Western to the world. Isaacs expresses concerns about

the potential fallout of giving these areas celebrity status.

"I worry that it is difficult to celebrate signature areas without making people working in other areas feel that the institution does not value their research contributions," she says, noting this may affect faculty retention. "My research does not fit into any of the signature areas and I have no plans to make it fit into them."

Western needs to make a more serious effort to recruit women faculty members into those areas where women are underrepresented, adds Isaacs, noting celebrating signature areas may also make faculty members working in other areas feel alienated.

"I don't think I'm alone in thinking that there is more interest in my work from audiences outside of Western than there is from within," she adds.

For the past three years, Western has had slightly more than 1,080 probationary and tenured faculty members, of which 320 are women. While male faculty members dominate the overall numbers across campus, there are two faculties where women outnumber their male counterparts – Information and Media Studies (59.5 per cent) and Health Sciences (59.3 per cent).

According to Western's data on faculty recruitment and retention (as of May), women are also highly represented in the faculties of Arts and Humanities, Education, Social Science and the Don Wright Faculty of Music. Faculties where women hold the lowest percentage of positions include Engineering (11.8 per cent), Sci-

ence (19.1 per cent) and Schulich School of Medicine & Dentistry (19.5 per cent).

The university is about two per cent below the G13 average (which includes Western among other leading research-intensive universities in Canada) for number of female faculty members, and this shortfall is higher among the senior ranks, says Janice Deakin, provost and vice-president academic.

In 2008, Statistics Canada's University and College Academic Staff System survey reported among the G13 universities, Dalhousie University had the highest percentage of women faculty appointments (39.1 per cent). Waterloo reported the lowest number (25 per cent), followed by McGill University (29.9 per cent).

\* \* \*

Like Isaacs, Regna Darnell, a Distinguished University Professor, recipient of the Hellmuth Prize and Royal Society of Canada fellow, doesn't feel her work has been appreciated internally to the extent it has been received from outside Western.

"I have never had the feeling that Western, in general, embraces my research, though the institution certainly and properly takes credit for its successes," says the anthropology and First Nations studies professor. "My collaborations are with people in other departments or faculties in particular projects, or with colleagues elsewhere. Sometimes I'm lonely."

She understands – and accepts – the university's need for clearly defining areas

of excellence as a way of 'sticking out in the crowd' and developing sightlines for focusing fundraising strategies, but Darnell doesn't want the university to overlook research opportunities for individual scholarship and small group collaborations.

She also encourages the university to take a closer look at how faculty members fit into the areas of excellence.

For example, Darnell considers herself to be studying philosophy of science as someone who examines the history of anthropology and related disciplines, but she doesn't feel recognized as a colleague of the Department of Philosophy. Also, she is involved in cultural theory, and the ecosystem health program through a cross-appointment with the Schulich School of Medicine & Dentistry – checking off several boxes in the areas of research excellence.

"I don't think it's an accident that men dominate the academy and that fields dominated by men have higher prestige," Darnell says. "There are some women in all disciplines now, but that does not mean that opportunities are equal or that those women have been welcomed."

Western recently commissioned an Employment Systems Review (ESR) to identify employment barriers for members of four designated groups: women, Aboriginal persons, persons with disabilities and members of visible minorities.

As pointed out in the ESR, the university's collegial process of engaging faculty from across campus to establish the university's academic priorities might have



Tracy Isaacs



Regna Darnell

# Gendered consequences for female faculty

its pitfalls. With fewer women at the top making decisions about the university's priority areas, it's not surprising concerns about gender bias have reared their head, particularly in how the university determines areas of excellence.

"Since women represent slightly less than one-third of all faculty, and even less among senior faculty, the priority areas in our Academic Plans can tend to be male-dominated, and reflect research fields and perspectives that may be of less interest to women faculty," Deakin says. "Clearly, we need to be aware of the possibility for unconscious bias when renewing Academic Plans as well as the University's Strategic Research Plan and Western's overall Strategic Plan."

Deakin, who took over as provost in August, is the first female in Western's history to hold this senior post. Of the 12 faculties and schools at Western, four women are in the role of dean or vice-provost.

But Western is not alone in facing concerns about gender equity in research areas of excellence.

Annamarie Adams was hired in 1990 as the first tenure-track woman professor in the School of Architecture at McGill University. Today, she is still the sole tenured woman in the school of 13 full-time faculty members.

"In retrospect, this isolation has shaped my career decisions more than I realized at the time for both good and bad," says Adams. "I think because I was quite young when I was hired (29 years old), in addition to being a woman, it meant I developed

some pretty close working relationships with women students with whom I had much in common. I think it also meant I sought out colleagues in other departments more actively as quite a few young women were hired at McGill in the early 1990s."

Being the only woman in the School of Architecture may have inspired her to be more interdisciplinary, she notes.

The School of Architecture is in the Faculty of Engineering at McGill. In 2009, Engineering had 154 full-time faculty and 15 are women. "I am very concerned about gender equity on campus," she says.

The McGill Centre for Research and Teaching on Women (MCRTW) was an important meeting place for women faculty. Adams recently was appointed director of the successor unit to the MCRTW, the Institute for Gender, Sexuality and Feminist Research (IGSF).

"Certainly I've had negative experiences being the only woman," she says. "We've had guests to the department who automatically assumed I was the departmental secretary, for example, and wanted me to stamp their parking ticket."

"My advice to young women who are the first in their departments would be to try and maintain a sense of humour if possible. Laugh about it, but try and fix it too."

In spite of the challenges and stereotypes she has faced in her career, Adams feels she has been well supported at McGill.

"I do think the CV's of women academics are often judged more harshly – there are studies that show this to be true – but personally I feel my research has been

well supported at McGill," she says. "Since much of my research is about women and architecture, this has been particularly heartening."

The Canadian government's Science and Technology strategy prioritizes investments in these areas. While these fields of study are not exclusive, many of them are male-dominated. The issues are also systemic; it echoes which areas of knowledge are perceived as valuable in society and it fails to recognize how these disciplines are gendered.

The recently awarded Canada Excellence Research Chairs program underscored the issue of gender equity in research, as no chair positions were awarded to a woman.

"Those kinds of things send a message about who counts and what counts in academia," says Rebecca Coulter, Faculty of Education professor.

"By feeling forced to follow the dollars, without any pushback ... we again distort the opportunities for female scholars in those areas. At the same time we have lots of examples of the ways in which people can work around targeted funding areas to be more inclusive of the full range of what a university offers in terms of thinking critically about society," Coulter says.

All research in science, technology or business fields, for example, have social implications, notes Coulter, explaining this is where such strategic areas can be more inclusive of other faculty members' areas of study.

One concern voiced by female faculty members is by celebrating signature areas,

those researchers who do not fall under these categories will feel their work devalued. Some male faculty members are also marginalized by these trends, but women are disproportionately disadvantaged.

"We are a research-intensive university, but we are also a university that works in a lot of different areas and we need to think more carefully about involving all elements of the university in the strategic directions we take," says Coulter. "We need to go in with our eyes open about the gendered impact of these strategies and to think about them."

\* \* \*

Like Western, other Canadian universities are trying to recruit more women and promote all areas of research.

For example, at the University of Waterloo (one of the G13), Western President Amit Chakma's previous institution, the number of female faculty members made up 23 per cent of the overall total in 2009. To boost the number of women faculty, all advertisements and faculty searches at Waterloo specifically encourage members of visible minorities, native peoples and persons with disabilities to apply, says Geoff McBoyle, vice-president academic and provost.

Among the contributing factors to the low number of women professors is the fact Waterloo has a higher number of faculty in mathematics, engineering and science –

Continued on **page 8**



Rebecca Coulter



Janice Deakin

Continued from page 7

areas with a smaller applicant pool of eligible female hires. But, each decade Waterloo establishes a new target for increasing the number of women faculty members and has surpassed its target for 2010.

McBoyle also notes gender is not a factor in its promotion of research excellence. "(University of Waterloo) celebrates all areas of research in which it excels, irrespective of the representation of a specific gender," he says.

Bringing the equity question to the forefront, McGill is currently undertaking a Principal's Task Force on Diversity, Excellence and Community Engagement.

Aware of its shortfall of female representation, Western's attempts to recruit more women faculty in recent years are showing success as the proportion of women among assistant professors equals the G13 average.

Not all 10 signature areas in Western's Strategic Research Plan are science and technology based, nor are they all male-dominated, Deakin notes. Western has made it a priority to promote opportunities for recruitment of women into faculty positions and Canada Research Chairs in all areas of strategic priority, she says.

The results of the ESR are also not getting shelved. The President's Standing Committee on Employment Equity is currently formulating the university's response to the findings and recommendations.

"As provost, it is my role to be vigilant on all equity matters with a view to ensuring our policies and actions are consistent with our multiple goals on this complex file," Deakin explains. "I have every confidence that the issue of equity on campus is something my male colleagues in senior positions take seriously, and I know they believe that the weight of promoting equity and the interests of women faculty must be carried equally and not left solely upon the shoulders of the women in leadership roles."

Some faculties, such as Science, have taken the matter into their own hands.

In January 2009, the Faculty of Science created the position of Diversity and Outreach assistant dean to which professor Carol Jones was appointed.

"This position was created to recognize and enhance the diversity of the faculty, staff and students, and foster a culture of inclusion, equity and respect in which diversity can thrive," says David Wardlaw, Science dean, noting female scholars contribute significantly across Science's five research themes.

"With the help of the departmental outreach committees and other interested groups, Jones has been working to improve the extent and effectiveness of outreach activities in the Faculty of Science. We want to ensure that all outreach activities reflect a welcoming, diverse, tolerant Western community. In this way, outreach activities can enhance efforts related to diversity issues and raise the profile of Science at Western."

The faculty currently has 27 externally funded, occupied research chairs (Canada Research Chairs and NSERC Industrial Research Chairs); 10 of the incumbents are women. Women are encouraged to take on leadership roles in the departments and faculty, and act as role models for the next generation of leaders, researchers and teachers, he says.

At the Schulich School of Medicine & Dentistry, Terri Paul, equity and professionalism associate dean, says it is important to recognize the contributions of women who have gravitated to areas such as family medicine, pediatrics, psychiatry and internal medicine, but also encourage women to enter the more male-dominated fields. Another issue is gaining recognition and awards for areas that have not traditionally been a priority at Western, but are areas in which women

are excelling.

The need to increase the number of female faculty in engineering is an action item for all deans of Engineering and Applied Sciences in Canada, says Andrew Hrymak, Western's Faculty of Engineering dean.

"At Western, the percentage of female faculty is about the same as the provincial and national averages, but this is well below where we would like to be," he says, noting Engineering is involved in several faculty searches and is targeting areas with a higher proportion of female doctoral students, such as biomedical engineering science and technology.

As well, NSERC recently announced a new competition for the NSERC Chairs for Women in Science and Engineering, for which Hrymak will work with colleagues to put in a competitive proposal.

"I am also interested in developing mentorship opportunities to provide support for women faculty who would like to lead larger research competition proposals for competitions in the Canadian Foundation for Innovation or Ontario Research Fund - Research Excellence," he says.

"The number of female faculty in Engineering is very important and part of the broader issue of encouraging women to choose science and

technology as career choices in undergraduate education, graduate studies and professional careers ... There is a lot that has been done, but much more that we need to do."

Continued from page 1

ing on Nov. 2). On average, Western's Twitter account, "westernu," receives five to 15 new followers a day. Hundreds of comments and questions, mostly by students, were added to posts about the contract negotiations on Western's Facebook page.

The university administration is not out of the woods yet, as contract negotiations continue this week with The University of Western Ontario Staff Association (UWOSA). The staff association, which represents about 1,000 employees engaged in administrative and technical roles, was in a strike position as of 12:01 a.m. today (Thursday, Nov. 4).

Negotiations with UWOSA and the university administration are scheduled today and a meeting with members is scheduled for the afternoon of Friday, Nov. 5.

"Bargaining meetings with UWOSA are scheduled to continue this week, and we remain hopeful that a settlement can be reached to avoid a strike," Deakin says.



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# Dragging research outside academia

BY PAUL MAYNE

Current and prospective Western graduate students and postdoctoral scholars will explore how they can take their innovative ideas and find applications for their research outside academia.

Organized by the Student Success Centre and The School of Graduate and Postdoctoral Studies, a 'Put It Into Practice' conference is being held Saturday, Nov. 13 (North Campus Building, Room 101) to address the gap that currently exists between what is accomplished and learned in an academic setting and how to bring that out into society.

"Far too often graduate students and postdoctoral trainees are unaware of how they can apply their skills and knowledge outside of academia," says Clare Tattersall, School of Graduate and Postdoctoral Studies recruitment, retention and communications manager. "Outstanding research spanning all disciplines is being produced, turned into academic papers and publications, but not necessarily making the leap from the shelves of labs and pages of texts to the world outside of academia."

Part of the motivation behind the dramatic increase in enrolment in graduate education in Ontario is the recognition that in order to be competitive in a global market, research and innovation is going to

be at the forefront of new industry development, Tattersall adds.

"It is imperative that we prepare our graduate students and postdocs with the expertise needed to take their ideas and 'put them into practice,'" she says.

The one-day conference will feature guest speakers Munir Sheikh, the former Canadian chief statistician, and Linda Campbell, Canada Research Chair (Tier II) in Aquatic Ecosystem Health at Queen's University. The two will speak on the importance of applying knowledge, being effective leaders, and changing the world.

Tattersall says the conference will expose graduate students and postdoctoral scholars to the abundance of opportunity that exists for getting involved in local and global communities. There will also be sessions relating to patents, intellectual property, and entrepreneurship.

"They will learn how they can apply their knowledge and skills now and build the much needed practical experience that will help prepare them for successful academic and non-academic careers," she says.

WWW To learn more about the conference, and to register, visit <http://grad.uwo.ca/PIIP.htm> or use the QR Code.





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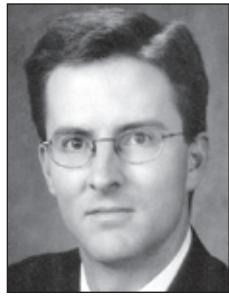
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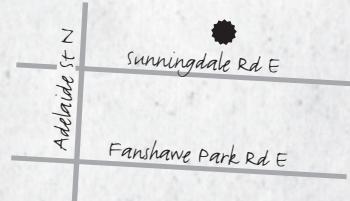
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Canada Research Chair  
Faculties of Law and Medicine  
Dalhousie University

**Dr. Robyn MacQuarrie**  
PhD Candidate, Bioethics  
5<sup>th</sup> Year Resident, Ob/Gyn  
Dalhousie University

**Rev. Michael Prieur**  
Professor of Moral and  
Sacramental Theology  
St. Peter's Seminary

**Moderator:**  
**Prof. Carolyn McLeod**  
Department of Philosophy  
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Western



Paul Mayne, Western News

Masters student Maher Sabalbal's research, with the help of thesis supervisor Vivian McAlister, may change the way doctors look at leg injuries.

## Rewriting the record on legs

BY LESLEY CRAIG

When Maj. Vivian McAlister was in Afghanistan, he didn't have a lot of time for clinical research. He was too busy saving lives. But that didn't stop him from noting anomalies in blood flow in some of his patients. He filed the thoughts away for future investigation and went back to work.

"While I was looking after soldiers who had been shot through the thigh, I noticed that blood sometimes made it to the lower leg even though the main supply artery was damaged," he says. "This is known

to happen when older patients gradually develop a blocked artery ... but soldiers don't have time to develop collateral circulation when they are injured, so the blood must be bypassing the injury via a natural arterial anastomosis (a cross-connection of arteries)."

Collateral circulation is the work-around the human body develops when an artery is not allowing enough blood flow. When this happens, small, normally closed arteries open up and connect two larger arteries or different parts of the same artery.

In the first year of his master's studies at The University of Western Ontario, Cpl. Maher Sabalbal, a reservist with 4 Royal Canadian Regiment, took a mandatory anatomy class. During a dissection, his attention was caught by the same artery McAlister had noticed. "I found it strange that this artery that we were looking at wasn't very constant in its pattern," he says, "so I brought it up to my professor as a potential research project."

When it came time for him to select a thesis supervisor, Sabalbal chose McAlister, based on his reputation at the university for doing clinical work. When they started discussing what topics Sabalbal could study, the descending branch of the lateral circumflex femoral artery was a no-brainer.

The first stage of any master's thesis is a comprehensive literary review. When Sabalbal started digging into the anatomy books, he was surprised to find that all the pictures and descriptions of this particular artery were idealized "as if the authors had never actually seen the anastomosis." He traced the source back to a schematic drawing in the second edition of Gray's Anatomy, published in 1860.

To properly construct his thesis,

Sabalbal dissected 10 lower limbs and examined them carefully. He found that the artery itself is quite variable and does not always connect to the lateral circumflex femoral artery, making the schematic drawings less than accurate and the artery's name misleading.

When the main femoral artery is functioning as it should, the artery of Sabalbal's study is often eyed by doctors for use in bypass or reconstructive surgery. However, based on his research, Sabalbal believes that the artery should remain untouched due to its potential uses in collateral circulation.

"If we can use it (the artery) to try and encourage a collateral circulation through that natural anastomosis, there may be ways with new drugs to increase the blood flow," explains McAlister. "It isn't impossible that this would become a way to treat lower limb injuries without specialist surgery sometime in the future. We hope that this information will allow doctors to develop new ways to treat soldiers who injure the main supply vessel to the leg."

Sabalbal is proud of the Master of Science he now holds, and is busy applying to medical school. "Any time you feel like you've discovered something, it feels exciting," he says. "You're anticipating that maybe what you've found will help others, whether it be in surgery or in combat - what you found will actually be of benefit to humanity in general."

"He's managed to revise anatomy that we've accepted as dogma for 150 years," McAlister says. "That's no small achievement."

Lesley Craig is a journalist with *The Maple Leaf*, a Department of National Defence/Canadian Forces publication.

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## COMING EVENTS

## November 4

**Department of English** - Margaret McGlynn, Dept. of History, Western. "Using the Church to avoid the Gallows in Tudor England" University College 224a, 1 - 2:30 p.m.

**Physics & Astronomy Colloquium** - Sajeev John, University of Toronto. "Photonic Band Gap Materials: Light Control at Will" Chemistry, Rm. 9. 1:15 p.m.

**Writing Support Centre Workshop** - Overcoming Writer's Block. WSS Room 3134. Register at: [sd.c.uwo.ca/writing](mailto:sd.c.uwo.ca/writing). 1:30 - 2:30 p.m.

**Brescia University College** - Helwa. Sound Opera & Dance Performance. Brescia Auditorium. 7:30 p.m.

**Men's Waterpolo** - McMaster at Western. 8:30 p.m.

## November 5

**Department of Biochemistry Visiting Speaker Seminar** - Martin Holcik, University of Ottawa "TBA" MSB 384, 10:30 a.m.

**Don Wright Faculty of Music** - Eckhardt-Gramatté Competition winner Claudia Chan, piano, offers something old, and much that is new. von Kuster Hall. 12:30 p.m.

**Sociology Colloquium Series** - Joseph Michalski, King's University College, "The Sociological Structure of Domestic 'Violences'." Sociology welcomes everyone to join us 1 p.m. SSC 5220. Contact: [socevent@uwo.ca](mailto:socevent@uwo.ca).

**Department of Biology Seminar** - James Thomson, Department of Ecology and Evolutionary Biology, University of Toronto. "Pollen-transfer effectiveness, pollinator switches, and convergent floral evolution in penstemon". North Campus Building, Room 114. 2:30 - 3:30 p.m.

**Department of English** presents William Wycherley's *The Country Wife*. Performances Nov 5-6 and 11-13, 8 p.m. Conron Hall, University College 224. More info: [uwo.ca/english/WhatsNew/whatsnew.html#countrywife](http://uwo.ca/english/WhatsNew/whatsnew.html#countrywife).

**Don Wright Faculty of Music** - Recital by pianist Michel Fournier: Debussy *Ppréludes*, Book No. 2. von Kuster Hall. 8 p.m.

**Don Wright Faculty of Music** - Winds and Percussion. Shared concert by the Wind Ensemble and the Percussion Ensemble. Featuring clarinetists Jana Starling, Arizona State University and Wesley Ferreira, Mount Allison. Paul Davenport Theatre. 8 p.m.

## November 6

**Don Wright Faculty of Music** - Fournier Masterclass. von Kuster Hall. 1 - 4 p.m.

**Men's Rugby** - OUA Semi Final at Western. 1 p.m.

**Men's Football** - OUA Semi Final at Western. 4:30 p.m.

**Men's Volleyball** - York at Western. 7 p.m.

**Men's Hockey** - Waterloo at Western. 7:35 p.m.

**Don Wright Faculty of Music** - Choral Celebration Tribute to Deral Johnson. All four choirs from the Faculty dedicate this concert to the memory of Western's founding choral conductor. First-St. Andrew's United Church. Tickets through Orchestra London at 519-679-8778. \$15/\$10 seniors and students. 7:30 p.m.

**Men's Hockey** - Waterloo at Western. 7:35 p.m.

**Department of English** presents William Wycherley's *The Country Wife*. Performances Nov 5-6 and 11-13, 8:00 p.m. Conron Hall, University College 224. More info: [uwo.ca/english/WhatsNew/whatsnew.html#countrywife](http://uwo.ca/english/WhatsNew/whatsnew.html#countrywife).

## November 8

**Dept of Mechanical and Materials Engineering Graduate Student Seminars** - Rory McIntyre, "A parametric study of a confined wall jet" 1:30 p.m. Yu Zhong, "Synthesis of 1-D Sn/SnO<sub>2</sub> based novel nanomaterials" 1:55 p.m. Spencer Engineering Building Room 1059.

## November 9

**Senior Alumni Program** - Kim Verwaayen, Women's Studies and Feminist Research, Western. "Intimate and Intimating Relations - What music videos suggest about gender, sex, race and power" McKellar Room, UCC. 9:30 - 11 a.m.

**Writing Support Centre Workshop** - Writing with Clarity. WSS Room 3134. Register at: [sd.c.uwo.ca/writing](mailto:sd.c.uwo.ca/writing). 1:30 - 2:30 p.m.

**Department of Physiology and Pharmacology** - Stevenson Lecture. Jeffrey Wrana, Mount Sinai Hospital. "Weaving the web of cell polarity, cell fate and tissue growth control" LHSC-UH Auditorium A. All welcome. 4 p.m.

**Classes Without Quizzes** - Good Nights: Helping preschool-age children get to sleep and stay asleep. Graham Reid, associate professor of psychology, family medicine and paediatrics, Western and scientist with the Children's Health Research Institute. Problems with bedtime resistance and night-waking are common among 2 to 5 year-old children. Learn how sleep problems relate to children's emotional and behavioral adjustment and how parents can help their children get to sleep and stay asleep. Boys and Girls Club, 184 Horton St. E. Doors open at 6:30 p.m. Lecture start at 7 p.m. For more info or to RSVP: 519-661-2111 ext. 85739 or [programs@uwo.ca](mailto:programs@uwo.ca).

## November 10

**Toastmaster's Campus Communicators** - Build your confidence in public speaking. Meets every Wednesday 12-1, UCC 147B unless noted otherwise on website: [ctm.freetoasthost.info/](http://ctm.freetoasthost.info/). Contact Donna Moore, [dmoore@uwo.ca](mailto:dmoore@uwo.ca) or 85159.

**Sociology RDC Brown Bag Series** - Chantelle Richmond, Dept of Geography and First Nations Studies Program, "The Social Determinants of Inuit Health: A Focus on Social Support in the Canadian Arctic" Open to all faculty, staff and graduate students. Lunch: 12:00 SSC 5230. Talk: 12:30 SSC 5220. Visit: <http://rdc.uwo.ca/index.htm> Contact: [socevent@uwo.ca](mailto:socevent@uwo.ca).

**Writing Support Centre Workshop** - Writing in the Sciences. WSS Room 3134. Register at: [sd.c.uwo.ca/writing](mailto:sd.c.uwo.ca/writing). 1:30 - 2:30 p.m.

**The Department of Modern Languages and Literatures** presents "La Tertulia" Spanish Conversation Group. Anyone wishing to speak Spanish and meet people from different Spanish-speaking countries is welcome. Wednesdays at 3:30 p.m. UC 117. Email [tertulia@uwo.ca](mailto:tertulia@uwo.ca).

Please send submissions to [comingevents@uwo.ca](mailto:comingevents@uwo.ca).

## ACCESS WESTERN NEWS

## Advertising

For rates and information, contact [advertise@uwo.ca](mailto:advertise@uwo.ca).

## Coming Events

Seminars, sporting events, lectures and cultural events for the coming week. Send submissions at least two weeks in advance to [comingevents@uwo.ca](mailto:comingevents@uwo.ca). Events may also be posted on the online events calendar at [uwo.ca](http://uwo.ca).

## Conference Calendar

Scholarly conferences at Western or in London. [comingevents@uwo.ca](mailto:comingevents@uwo.ca).

## Faculty &amp; Staff

Have you presented a scientific paper, earned a milestone appointment or published a new book? [newseditor@uwo.ca](mailto:newseditor@uwo.ca).

## Letter to the Editor

Offer praise, criticism or a fresh take on the news, or any aspect of campus life. Up to 300 words. [newseditor@uwo.ca](mailto:newseditor@uwo.ca).

## Opinions

Western News welcomes Viewpoint articles of 600 words. Offer your perspective on campus and post-secondary issues. Send submissions or find out more at [newseditor@uwo.ca](mailto:newseditor@uwo.ca).

## Public Space

Tell campus neighbours what's new in your department in 500 words or fewer. [neweditor@uwo.ca](mailto:neweditor@uwo.ca).

## Tribute

We recognize significant accomplishments by faculty, staff and students. Submit 200 words or fewer about the award and the winner. [newseditor@uwo.ca](mailto:newseditor@uwo.ca).

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A central website displays advertisements for all vacant academic positions. The following positions are among those advertised at [www.uwo.ca/pvp/facultyrelations/jobs/index-jobs.html](http://www.uwo.ca/pvp/facultyrelations/jobs/index-jobs.html). Please review, or contact the faculty, school or department directly.

## FULL-TIME ACADEMIC APPOINTMENTS

Faculty of Engineering - Department of Mechanical and Materials Engineering  
Schulich School of Medicine & Dentistry - Department of Surgery

Applications are invited for a probationary (tenure-track) appointment in the area of medical mechatronics with specialization in bio-mechanics at the rank of Assistant Professor effective January 1, 2011 or as soon as possible thereafter. If qualifications and experience warrant a higher rank, consideration will be given to an appointment at the Associate Professor (probationary tenure track) rank. This is a joint appointment between the Department of Mechanical and Materials Engineering (<http://www.eng.uwo.ca/mechanical/>) and the Department of Surgery (<http://www.uwosurgery.ca>). The home department will be in the Department of Mechanical and Materials Engineering. Consideration of applications will commence on November 1, 2010 and continue until the position is filled.

All positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens 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.

## ACADEME

## PhD Lectures

**Changjiang Xu**, Statistics, Essays on Model Selection, Penalized Likelihood and Information Criteria, Nov. 5, WSC 248, 1:30 p.m.

**Murray Cutler**, Pharmacology and Toxicology, Pharmacokinetics and Therapeutic Uses of Mesna, Nov. 8, Aud C, UH, 1 p.m.

**Tami Oliphant**, Library & Information Science, The Information Practices of Depressives: Constructing Credibility and Authority, Nov. 10, NCB 295, 9:30 a.m.

**Anthony Francolini**, Business, The Information Object & Relations Uncertainty: Two Components of Perceived Environment Uncertainty, Nov. 10, IVEY 1N05, 10 a.m.

## Faculty &amp; Staff

## Appointments

**Marilyn Ford-Gilboe**, Echo Chair in Rural Women's Health Research, Arthur Labatt Family School of Nursing, Faculty of Health Sciences, July 1, 2010 - June 30, 2015.

## New books

**Software Product Lines**. By Luiz Fernando Capretz (University of Western Ontario, Software Engineering Program director), along with Faheem Ahmed (UAE University) and Piers Campbell (UAE University). Published by VDM-Verlag. Software Product Line engineering has gained tremendous popularity due to its profound impact on software cost, quality and development time. As a result of its popularity, a methodology is required for the process assessment of software product lines. In this book, the authors present a process management methodology for software product line engineering. This book aims to provide a comprehensive discussion about the state of the practice of software product line engineering in the context of process maturity assessment.

Please send submissions to [newseditor@uwo.ca](mailto:newseditor@uwo.ca).

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## Christmas Bazaar

**London Central Lioness - Annual Christmas Bazaar & Silent Auction**. Saturday November 6th. 11 a.m. - 2 p.m. St. Luke's (Broughdale) Anglican Church, 1204 Richmond Street at Bernard (just north of the University gates). Books, preserves, pies, toys and household treasures. Refreshments, free admission. All funds raised used to the benefit of the community.

## Bed and Breakfast

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## For Rent

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

## STUDENT SERVICES BULLETIN

## Student Central

Student Central is located in room 1120 of the NEW Western Student Services building attached to the UCC. Our regular office hours are now in effect. For more information about hours of operation please visit: [registrar.uwo.ca/index.cfm/general-information/student-central](http://registrar.uwo.ca/index.cfm/general-information/student-central). Hours are also posted at our location.

## Upcoming Fairs

## All-Campus Job Fair

Date: Thursday, February 3, 2011  
Location: Western Student Recreation Centre (WSRC). Fair Hours: 11 a.m.-4 p.m.

For more information, visit [success.uwo.ca/index.cfm/careers](http://success.uwo.ca/index.cfm/careers).

## \$6000 to Study in Scotland

Students with an 80% academic average are eligible to receive \$6000 to study at the University of St. Andrews during their 3rd year. An information session will be held on: Date: Wednesday, November 10th 2010. Time: 3:30 to 4:30pm. Location: 3134, Western Student Services Building. Contact: [exchange@uwo.ca](mailto:exchange@uwo.ca).

For more information, please visit us on the web at [studentservices.uwo.ca](http://studentservices.uwo.ca).



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**For more information**

<b>Joelle Nakhle</b> MBA 2011 Candidate <a href="mailto:iveybpc@gmail.com">iveybpc@gmail.com</a>	<b>Ellen Brown</b> Competition Director Richard Ivey School of Business
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**For competition details or to register your team, visit [www.iveybpc.com](http://www.iveybpc.com)**

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