THE PRINCIPAL'S
ANNUAL REPORT
2012 – 2013

Dr. David Sylvester
Principal
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THE KING’S MISSION
King's is a Catholic university college committed to the ongoing creation of a vital academic community animated by a Christian love of learning and the pursuit of truth. The College strives to foster an environment based on open enquiry, Christian values and service to the larger community.

THE KING’S VISION
King's vision is to be the premier Canadian Catholic colleges and universities, and one of the best undergraduate liberal arts institutions of higher learning in the country.

INTRODUCTION

Though primarily an accountability document, and therefore never short on detail, the Principal’s Report is intended to demonstrate and celebrate how the entire King’s community seeks excellence in all things, and that what sets us apart is our foundational commitment to the people who live and learn in this community.

The guiding goals of the Principal’s Report arise from our continuing strategic plan, Vision, Values and Learning: A Strategic Plan for King’s University College, 2010–2014. As you read this Report, please keep in mind the primary aspirations of the King’s community articulated in this document, namely:

1. To establish a community of engaged scholars actively pursuing the acquisition, creation and dissemination of knowledge;
2. To articulate, realize and celebrate the Catholic vision in all dimensions of College life;
3. To enhance the spirit of community within the College;
4. To develop the College’s regional, national and global profile;
5. To consolidate and augment the legal, organizational and financial position of the College;
6. To create an environmentally sustainable College.

OVERVIEW: The 2012-13 academic year at King’s was marked by:

The detailed information provided in this report is assembled from the individual reports presented by the Senior Administrators of King’s and the Manager of Communications and Media Relations. I am grateful for their contribution and professionalism.

Jane Antoniak, Manager of Communications & Media Relations
Rev. Michael Bechard, Chaplain & Director of Campus Ministry
Claire Callaghan, Chief Librarian
Dr. Sauro Camiletti, Academic Dean
Veronika Elsie, Director of Human Resources
Tom Jory, Director of Information Technology Services
Erin Lawson, Executive Director of Alumni Affairs & Foundation
Jeff Major, Chief Financial Officer
Marilyn Mason, Registrar
Michael Tattersall, Director of Physical Plant
Mary Carol Watters, Dean of Students
- Enrolment & financial stability
- Continued implementation of the Academic Review, including faculty hiring for replacement and additions to complement
- Continuation of construction on the new Darryl J. King Student Life Centre
- Expanded academic and exchange partnerships, both international & with Catholic institutions
- Significant progress towards civil and canonical incorporation

**SELECTED HIGHLIGHTS FROM 2012-13**

1. **Fostering research, teaching and publishing:**
   - King’s students rated the faculty’s teaching as superior. In every department/school, across every year of study, teaching evaluation scores reached a median of 6.0 on a seven-point scale. King’s University College stands second to no other institution of higher learning in Canada in the quality of its teaching staff.
   - The faculty collectively authored/co-authored five books, 80 refereed journal articles/book chapters, co-edited four books, presented 72 refereed conference papers, and submitted 79 manuscripts for publication.
   - The College awarded 41 faculty internal research grants, totaling $136,402.
   - The College allocated $127,955 to 56 members of faculty who presented 85 refereed papers.
   - The number of full-time faculty has increased from 73 in 2005-06 to 97 in 2012-13.

2. **Celebrating the Catholic vision of King’s;**
   - Campus Ministry continued to develop its programming confirming the claim that it stands as the model for Catholic campus ministry in Canada. The highly-acclaimed *Religious Life Lecture Series* continued to flourish, attracting 150-250 attendees for each of its numerous lectures.
   - The circle of partnerships forged by the Office of the Registrar with Catholic School Boards in the province now includes all Catholic School Boards in Ontario as well as the Catholic Principal’s Council of Ontario.

3. **Enhancing the spirit of community at King’s;**
   - The enhancement of the physical plant, community space, and academic facilities continued apace.
     - The Foundation’s *Student Life Campaign – At the Centre of It All* progressed very well with over 78% of our campaign goal of $10.5 million raised as of April 30, 2013 which will go towards the Student Life Centre project and new student awards/bursaries.
   - The Alumni Office continued to organize a broad program of events for alumni in the London area, Hamilton, Ottawa, Toronto, Calgary, Edmonton, and Vancouver.
Campus Ministry, the established Centers for Catholic-Jewish Learning, Creativity and Social Concern, the new Centre for the Study of Research of European Philosophy, the School of Social Work, King’s University College Student Council, and student clubs (History, Political Science) offered lecture series, special events, workshops, and conferences that enhanced both the academic and spiritual mission of the College, and reached out to the wider community.

The range of academic counseling services, and student services (personal counseling, disabilities, career, residence) continued to blossom and stand as a model for affiliated/federated colleges across Canada.

The second King’s Fall Fair took place in September 2012 with a change in venue to Kusterman’s Berry Farm. Over 200 College employees, board members and their families come together for a day of fun activities and community building.

4. Developing the College’s regional, national and global profile;

The Principal and members of administration and faculty regularly appeared in the press, on national television, speaking to King’s role in post-secondary education in Canada.

The internationalization program at King’s continued to flourish and expand. The College is a leader in promoting internationalization both in London and on the national scene. In 2012-13 the international student population included 364 (visa) degree students, 30 exchange students and 75 2+2 degree students. Additionally, 25 King’s domestic students engaged in outgoing exchange programs to a total of 15 different countries.

King’s has expanded its recruiting efforts outside of the Ontario region to include Turkey, India, China, Brazil and the Caribbean.

5. To consolidate and augment the legal, organizational and financial position of the College;

The Administrative Organization Review process begun in 2011 continued in its study of the suitability of the administrative capacity of King’s in light of current and future needs.

Negotiations with the Diocese of London continued to achieve incorporation for King’s continued to move forward, promising a new and positive era of governance for King’s.

Human Resources, under the leadership of Director Veronika Elsie continued to ensure institutional compliance and institutional best practices and training in light of changing provincial guidelines.

The Finance Office of the College, under the leadership of CFO Jeff Major, continued to provide superior leadership for King’s.

Board renewal has continued with the appointment of dynamic community and College representatives with a new Chair, Ms. Lynne Cram, and Vice-Chair, His Worship Mayor Dan Mathieson (Stratford).

6. To create an environmentally sustainable College.
• New solar panels installed on the roof of Labatt Hall have doubled our existing capacity (created originally by those installed on Wemple in 2011) and continue to offset a considerable amount of CO\textsuperscript{2} and generate, on average, over 22,000kwh per year with over $20,000 in annual revenue.

• The King’s Green team remains a very active group on campus. Examples of the activities they have organized include:
  o Campus Green-ups
  o Plant sales
  o Tree-planting initiatives
  o Battery recycling days

• Student Life Centre planning, with the help of the KUCSC, continued with the goal of LEED silver construction.

• A second graduate intern was employed to monitor, investigate and promote opportunities across the campus for environmental projects and initiatives.

EXCELLENCE IN TEACHING

• Excellence in teaching is the highest priority at King’s University College. We believe that teaching is the critical function of every member of faculty. Again this year, students rated the faculty’s teaching as superior in every department, and across every year of study. Teaching evaluation scores reached a median of 6.0 on a seven-point scale, confirming our claim that King’s University College stands second to no other institution of higher learning in Canada in the quality of its teaching staff.

• Many of our young faculty continue to shine as excellent teachers and appear on the Dean’s Honour Roll of Teaching Excellence, including Tara Fidler, Grigori Erenburg, Graham Broad, Stephanie Bangarth, Krista Lysack, Coby Dowdell, Erin Hannah, Marcie Penner-Wilger, Kristin Lozanski and Andrew Mantulak. This group is complemented by a strong contingent of senior faculty who are regulars on the list and continue to be passionate about their discipline.

• The part time faculty situation is more complex. This group changes in composition from year to year, is growing in size and will continue to do so. They often teach courses that are not popular, are larger in size and are difficult to staff. Academic units are careful to retain good instructors and not rehire others. However, these efforts to improve the teaching effectiveness of the group are often compromised by our need for more instructors sometimes under difficult circumstances. This is far from an ideal situation and one that deserves our attention. That being said, Academic Units appear to be choosing wisely and we have had the best performance ever by part time faculty in the 2012 – 2013 academic year.

2012 Recipient of the King’s University College Award for Excellence in Teaching (Full-time Faculty)

Dr. Erin Hannah, Department of Political Science
Dean Camiletti’s Citation

Dr. Erin Hannah, Associate Professor of Political Science, is an exemplary teacher scholar with a wide range of expertise within her discipline, an extensive research agenda and the ability to teach exceptionally well at all
levels. She has been on the Dean’s Honor Roll of Teaching Excellence every year since her arrival at King’s in 2008.

Her teaching philosophy emphasizes student engagement inside and outside the classroom.

Inside the classroom she employs a variety of teaching styles to foster an environment where students can safely examine their preconceived notions about the world and the human condition in light of new knowledge and ideas. Her consistent incorporation of her research into the classroom motivates and excites students in their academic pursuits, reinforcing the relevance of their studies. Her students describe their classroom experience as awesome, challenging, enlightening and second to none and her organization, use of class time and dedication as outstanding.

Outside the classroom, she meets students individually to discuss their progress; helps clubs and groups organize panels, debates and speakers of the highest calibre; travels extensively to student organized events including debates and model UN activities; introduces students and research assistants to international conferences and world class scholars; and mentors students applying to graduate school.

Her colleagues and Department Chairs over the years have noted her exceptional commitment to her students, her concern for challenging and rigorous content in her courses, her enthusiasm for innovative teaching initiatives and her work as co-organizer of the College Pedagogy seminar series.

With consummate grace and apparent ease, she continues to provide her students with a transformative educational experience.

2012 Recipient of the King’s University College Award for Excellence in Teaching (Part-time Faculty)

Professor David Norton, Department of History

Dean Camiletti’s Citation at Convocation (June 11, 2013)

Part Time Faculty make enormous contributions to the University and carry a significant portion of the teaching load. Many are outstanding teachers and Dr. David Norton is one of the very best having taught a variety of History courses at various levels over many years and made the Dean’s Honor Roll of Teaching Excellence without fail. Professor Norton specializes in First Nations History and has had a strong connection with local First Nations reservations for decades.

His students and colleagues describe him as personable and empathetic; and his teaching style as familiar and conversational in a friendly and welcoming environment that promotes a high level of student engagement. He eschews modern technology in the classroom in favor of transparencies and an overhead projector – only fitting for a History professor. He focuses intently on skill development, often working with students one on one, educating transforming, empowering and instilling his infectious enthusiasm for his discipline.

His Department Chair writes, “The many hours that Professor Norton spends advising students on a range of academic matters, from library research to essay organisation and writing, reflects the simple belief that nothing
can take the place of human interaction and the exchange of ideas in a supportive and cooperative learning environment.”

Professor Norton is an Anglican Priest and so it is only fitting that he has his own “Ten Commandments of Teaching” that encapsulate his teaching philosophy. Here they are:

Enjoy teaching, Be vulnerable, Have fun, Encourage investigation, Appreciate students’ contribution, Be approachable, Clearly state expectations, Mark reasonably, Keep things simple, Be honest

That, my friends, says it all.

2012-2013 Dean’s Honor Roll of Teaching Excellence

<table>
<thead>
<tr>
<th>Full Time</th>
<th>Department</th>
<th>Part Time</th>
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<tbody>
<tr>
<td><strong>Interdisciplinary Programs</strong></td>
<td></td>
<td></td>
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<tr>
<td>Birnbaum, Rachel</td>
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<td>Arnold, Carrie A</td>
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<tr>
<td>Cushing, Pamela</td>
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<td>Dunne, Patrick</td>
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<tr>
<td>Fidler, Tara Leah</td>
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<td>Flesher, Grace Ann</td>
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<td>Gorman, Eunice E</td>
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<td>Machado, Rebecca Theresa</td>
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<td>Hammond, Bernard</td>
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<td>Mattys, Sean</td>
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<td>Harris, Darcy Lee</td>
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<td>Pizzale, Norman</td>
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<td>Heng, John</td>
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<td>Trojcak, Ronald</td>
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<td>Hurley, Pamela Mary</td>
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<tr>
<td><strong>Economics, Business and Math</strong></td>
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<td></td>
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<tr>
<td>Erenburg, Grigori</td>
<td></td>
<td>Adcock, James Robert</td>
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<tr>
<td>Hunter, Trevor Davis</td>
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<td>Bou Nassif, Ali</td>
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<td>Ibbott, Peter</td>
<td></td>
<td>Cho, Sunghoon</td>
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<td>Osborne, Theodore</td>
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<td>Deane, Robert Stewart</td>
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<td>Siambanopoulos, John</td>
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<td>Hassanmirzaei, Foad</td>
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<td>Weingartner, Shawna Lyn</td>
<td></td>
<td>Higgins, Janine Audrey</td>
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<td>Hill, Timothy D</td>
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<td></td>
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<td>Holt, Neil</td>
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<td></td>
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<td>Jeffrey, Jennifer</td>
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<td></td>
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<td>Kuzmin, Sergiy V.</td>
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<td></td>
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<td>Leizerovici, Gail</td>
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<td></td>
<td></td>
<td>Malloy, Brandon</td>
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<td></td>
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<td>McHugh Rivers, Emilie</td>
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<td></td>
<td></td>
<td>McKeon, Desmond</td>
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<td></td>
<td></td>
<td>Pourka, Arash</td>
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<td>Strickland, Ruth Ann</td>
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History
Bangarth, Stephanie
Broad, Graham Gordon
Jarvis, Eric James
Meek, Alison
Ventresca, Robert Anthony
Webb, Paul
Gucciardo, Dorotea
Gustavson, Wesley Carl
Krats, Peter
Norton, David Jeffrey
Temple, Jeffrey Wendell
Vacante, Jeffery
Virtue, Nicolas Gladstone

Modern Languages
Clausius, Claudia
Dicicco, Lorraine
Dowdell, Coby Joshua
Koski, Raija Hellevi
Lysack, Krista Colleen
Nielsen, Dorothy M.
Patton, Brian L.
Rae, Ian
Small, Susan Elizabeth
Werstine, Paul
Brooks, Sarah Anne
Cormier, Andre
Fanni, Kenan Gerald
Hartley, Michelle Rose
Joseph, Nigel Leo
Kelly, John Christopher
McQuaid, Brenda
Morley, Patrick
Natarajan, Srividya
Robinet, Alicia
Suranyi, Clarissa
Thompson, Peter James
Whitehead, Oliver
Zucchero, James Charles

Politics
Bahcheli, Tozun
Hannah, Erin
Muller, Benjamin
Dunne, Patrick
Fragiskatos, Peter
Harrington, Cameron David
Long, Douglas G.
Mustapha, Jennifer
Narain, Nigmendra
Nater, John
Noel, Sidney J
Sarkany, Laszlo
Scapillato, Peter James

Philosophy and Religious Studies
Brown, Hunter
Calcagno, Antonio
Heng, John
Yenson, Mark
Baltzer-Jaray, Kimberley
Bechard, Michael
Chow, Sheldon
Di Giovanni, Andrea
Killoran, John
King, Matt
Marsh, Jonathan Patrick
Massecar, Aaron Raymond
Mueller, Phillip
Proessel, Dean
Robb, Ryan Douglas
Snyder, John
Tait, Morgan Christopher
Tremblay, Michael Francis
Vearncombe, Erin
Walsh, Corrine & Bartley

Psychology

Baruss, Imants
Chovaz, Cathy Jean
Jackson, Lynne Marie
Melnyk, Laura
Penner-Wilger, Marcie
Roney, Christopher J R

Sociology

Cushing, Pamela
Fidler, Tara Leah
Lozanski, Kristin
Michalski, Joseph
Yeager, Matthew G
Zawilski, Valerie

Banasiak, Krista Nicole
Cambre, Carole
Cassidy, Gale Lynn
Cushing, Neisha Lynne
Dowler, Ken
Erdogan, Secil
Fthenos, Georgios
Glatt, Pamela
Gordon, Catherine Elizabeth
Haight, Michael
Harel, Jordan
Klein, Michal
Kobayashi, Brenda S.
Maynard, Donna Karline
Newnham-Kanas, Courtney E.
Instructor Evaluation Chart

- The table below demonstrates that our full time faculty continue to provide our students with a first class academic experience. In fact, their Student Evaluation of Teaching (SET) ratings over the past year are among the highest in a decade. Our part time faculty ratings continue to improve and are now comparable to those of full time faculty.

<table>
<thead>
<tr>
<th>Faculty</th>
<th>2008-09</th>
<th>2009-10</th>
<th>2010-11</th>
<th>2011-12</th>
<th>2012-13</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>All</td>
<td>Honor</td>
<td>All</td>
<td>Honor</td>
<td>All</td>
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<tr>
<td></td>
<td>%</td>
<td>Roll</td>
<td>%</td>
<td>Roll</td>
<td>%</td>
</tr>
<tr>
<td>Fulltime (-leaves)</td>
<td>74.2</td>
<td>49</td>
<td>66%</td>
<td>78.5</td>
<td>47</td>
</tr>
<tr>
<td>Part time</td>
<td>110</td>
<td>67</td>
<td>61%</td>
<td>114</td>
<td>73</td>
</tr>
</tbody>
</table>

- Other quality indicators of teaching at the College include:
  - Number of PhD’s among fulltime faculty: **90 out of 97 or 93%**.
  - Courses taught by full-time/part-time faculty (including MSW, but excluding faculty on leave):

<table>
<thead>
<tr>
<th>2012-2013 (17.5 on leave)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
</tr>
<tr>
<td>Fulltime/LTA</td>
</tr>
<tr>
<td>Part time</td>
</tr>
</tbody>
</table>

A Culture Of Scholarship

Faculty at King’s are actively engaged in all aspects of scholarly endeavor, including research, publication, and conference participation. These scholarly endeavors are aided significantly by the College’s policies supporting research, conference participation, professional development and sabbatical leaves.
Among the many scholarly accomplishments of our faculty in 2012-13 are the academic volumes published during the past year.

- Five faculty authored or co-authored 5 published books.
  - Ayoub Yousefi, Economics, Business & Math
  - Imants Baruss, Psychology
  - Benjamin Muller, Political Science
  - Robert Ventresca, History
  - Paul Werstine, Modern Languages

- Three faculty edited or co-edited 4 published books.
  - Claudia Clausius, Modern Languages
  - Shawna Weingartner, Economics, Business & Math
  - Paul Werstine, Modern Languages

- Over the past year King’s faculty:
  - authored or co-authored 78 refereed journal articles and book chapters;
  - presented 71 refereed conference papers;
  - had 67 manuscripts submitted or approved for publication.

- The following table summarizes research activity by outcome over the last eight years:

<table>
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</thead>
<tbody>
<tr>
<td>Books authored</td>
<td>2</td>
<td>1</td>
<td>6</td>
<td>2</td>
<td>6</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Books edited</td>
<td>3</td>
<td>3</td>
<td>5</td>
<td>3</td>
<td>7</td>
<td>6</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Refereed Articles &amp; Chapters</td>
<td>49</td>
<td>51</td>
<td>68</td>
<td>53</td>
<td>74</td>
<td>85</td>
<td>78</td>
<td>80</td>
</tr>
<tr>
<td>Refereed Conference Papers</td>
<td>75</td>
<td>66</td>
<td>80</td>
<td>55</td>
<td>81</td>
<td>83</td>
<td>71</td>
<td>72</td>
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<tr>
<td>Manuscript Submissions</td>
<td>80</td>
<td>56</td>
<td>92</td>
<td>71</td>
<td>107</td>
<td>81</td>
<td>67</td>
<td>79</td>
</tr>
</tbody>
</table>

### Internal Research Grant Program

- The College continued to support research through its Research Grant program. The following table outlines the level of support over an eight year period that includes six past academic years, the current one and the next.
External Research Funding

- Our faculty continue to seek external funding from SHHRC primarily and from other granting agencies.
  
  o **SSHRC Insight Grants**
    - Part I: Grants
    - Part II: Recommended – not supported for Lack of SSHRC Funds
      - Coby Dowdell
      - Steve Lofts
      - Dora Tam
  
  o **SSHRC Insight Development Grant**
    - Part I: Grants
    - Part II: Recommended – not supported for Lack of SSHRC Funds
      - Maria-Carolina Cambre
      - Kristin Lozanski
  
- Course buy outs have been introduced this past year for recipients of large external grants from Tri Council Agencies or similar granting bodies. The new guidelines provide for up to two course buyouts per year to be distributed on a competitive basis. The list of successful applicants for buy outs is given below.

  o Buy outs for the 2012 -13 academic year
    - Rachel Birnbaum 1 course
    - Paul Werstine 1 course
  
  o Buy outs for the 2013 -14 academic year
    - Rick Csiernick (Social Work) 1 half course

**Funding to Support the Presentation of Papers at Learned Conferences**

- The College also allocates funding to those giving papers at learned conferences. Approximately $128,000 was allocated to 56 professors who gave 85 conference presentations in 2012/13. Many faculty continue to present their research work at conferences. This past year 80 presentations were given by 63 faculty. Among these six faculty (Stephanie Bangarth, Antonio Calcagno, Pamela Cushing, Steve Lofts, Kristin Lozanski and Ian Rae presented on three occasions.
Appointments, Promotions and Tenure

Additions to Complement
- Dr. Marcie Penner-Wilger (Psychology)
- Dr. Tara Fidler (Sociology)

Replacement Positions
- Dr. Tracy Smith-Carrier - probationary appointment replacement for Ken Gordon (Social Work)
- Dr. Andrew Mantulak - probationary appointment replacement for Alan Irving (Social Work)
- Dr. Carolyn Chau - probationary appointment replacement for Gil Brodie (Religious Studies)
- Dr. Adam Bohnet - probationary appointment replacement for Renee Soulodre-La France (History)

Leave Replacements
- Professor Murshed Chowdhury - 1 Year LTA renewal (Economics)
- Professor Allyson Larkin - 1 Year LTA renewal (SJPS)
- Dr. Richard Matthews - 1 Year LTA renewal (SJPS)
- Professor Shawna Weingartner - 3 year LTA at the rank of Lecturer (EBM)

Retirements 2013
- Dr. Kathy Kopinak

Approved Parental Leaves 2012 – 13
- Dr. Ian Rae
- Dr. Wendy Ellis

Academic Appointments approved for 2013–14

Additions to Complement
- Dr. Anisha Datta - Sociology
- Professor Allyson Larkin - 1 Year LTA with likely conversion to Tenure Track Appointment (SJPS)

Replacement Positions
- Dr. Thomas Tieku - probationary appointment replacement for Will McKercher (Political Science)

Leave Replacements
- Professor Murshed Chowdhury - 1 Year LTA renewal (Economics)
- Dr. Richard Matthews - 1 Year LTA renewal (SJPS)
- Professor Carrie Arnold - 1 Year LTA (Thanatology)
- Professor Linda Hutchinson - 1 Year LTA (Psychology)
• Professor Jennifer Reynolds 1 Year LTA (Sociology)

Addition to complement in Philosophy for 2014 – 15 – search will begin in the fall of 2013

Promotions
• Dr. Grigori Erenburg to Associate Professor with tenure
• Dr. Chaya Halberstam to Associate Professor with tenure
• Dr. Erin Hannah to Associate Professor with tenure
• Dr. Sergio Janczak to Full Professor
• Dr. Kristin Lozanski to Associate Professor with tenure

Contract Renewals
• Dr. Krista Lysack two year at rank of Assistant Professor (to June 30 2015)
• Dr. Mark Yenson two year at rank of Assistant Professor (to June 30 2015)

The following table (which includes ALL FT academic appointments with 1 or more teaching assignments) traces the development of the full-time faculty complement over the past eight years.

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• Four promotions to associate professor, one promotion to full professor, one retirement of a full professor, two probationary track hires and two additional LTA’s (as sabbatical leave replacements) were the major factors causing the shift in numbers from the previous year. The pool of assistant professors is indeed a very talented pool of teacher scholars with significant research agendas.

Gender Balance 2005 – 2012
• Gender balance has improved slightly in favour of women this past year, although the proportions are not uniform across academic units. The majority of full time faculty in Interdisciplinary Programs, Psychology, Social Work and Sociology are female while Economics, Business and Math and Philosophy and Religious Studies continue to have a disproportionate number of males. However, a male hire in Social Work, a female hire in Religious Studies and a female LTA in MOS will help restore some balance.

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• King’s is blessed with a faculty and staff of highly committed, dedicated, efficient and service-oriented people who care deeply about our students, their colleagues, and the College they serve. By precept and example they give authentic meaning to many of the College’s primary values – community, collegiality, inclusiveness, fairness, service and social justice. To retain these people, King’s has been replacing all retiring faculty, administrators and staff, while hiring additional full-time complement in all areas to offset workload demands created by the growing student population, the larger physical plant, and the increased service expectations of students and their parents.

Sabbatical Leaves 2012-13

• Nine faculty were on sabbatical leave this past year.
  Full Year:
  Hui Feng (Economics, Business and Mathematics)
  Jae-Dong Han (Economics, Business and Mathematics)
  Ken Bowlby (Economics, Business and Mathematics)
  David Meredith (Economics, Business and Mathematics)
  Sally McNamee (Interdisciplinary Programs)
  Megan Shore (Interdisciplinary Programs)
  Steve Lofts (Philosophy and Religious Studies)
  Jonathan Geen (Philosophy and Religious Studies)
  Julius-Kei Kato (Philosophy and Religious Studies)
  Hugh Mellon (Political Science)
  Donald Gorassini (Psychology)
  Dora Tam (Social Work)
  Christine Lavrence (Sociology)
  David MacGregor (Sociology)

• This year the Leave Committee recommended and the Board subsequently approved the following fourteen sabbaticals for 2012/13:
  Full Year:
  Ayoub Yousefi (Economics, Business and Mathematics)
  Robert Ventresca (History)
  Darcy Harris (Interdisciplinary Programs)
  Ian Rae (Modern Languages)
  Hunter Brown (Philosophy and Religious Studies)
  Antonio Calcagno (Philosophy and Religious Studies)
  Gyongi Hegedus (Philosophy and Religious Studies)
  Tozun Bahcheli (Political Science)
  Wendy Ellis (Psychology)
  Christopher Roney (Psychology)
  Don Kerr (Sociology)
  Matthew Yeager (Sociology)
Half Year: Glen Copplestone (Economics, Business and Mathematics)
Bernie Hammond (Interdisciplinary Programs)

Sabbatical Leave Pattern

- Please note that the timing of sabbaticals is associated with our hiring cycles following academic reviews and is therefore not uniformly distributed. The table below illustrates the leave variability.

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- The number of part time and overload contracts fluctuates accordingly.
ACADEMIC PROGRAM DEVELOPMENT

The various academic departments and the School of Social Work continue to develop new modules and courses to meet the needs of our students, to provide distinctive modules of study within the broader Western community, and to complement the research of our faculty.

Economics Business and Mathematics

- The new Accounting stream of the MOS program is in high demand;
- There appears to be considerable demand for a specialization in accounting;
- The accounting program at King’s has received full support from the Institute of Chartered Accountancy of Ontario – following protracted discussions and changes in content to two of our courses;
- Mathematics registrations were down about 14%;
- Economics registrations were up about 1%;
- MOS registrations (including Business) were up about 2.6%;
- Honours program registrations were up slightly in both Economics and MOS and in EBM as a whole;
- MOS is stable with modest growth in some streams;
- The Financial Economics Specialization continues to grow and fulfill its intended goal of being a program alternative;
- The HSP in Economics continues to deliver graduates to prestigious graduate schools;
- The Specialization in Financial Economics is becoming the program of choice for many students;
- EBM has a strong commitment to internationalization, guiding the many students through its programs and continuing to teach courses in China;
- EBM will investigate the feasibility of introducing an HSP in Financial Economics;
- EBM completed two IQAP reviews (one for Economics and one for MOS) this past year;
- The external consultants were generally pleased with our programs but had suggestions for improvement;
- The reports of the external consultants will be addressed by the Department with the goal of generating a response for the university with a strategy for addressing the recommendations;
- In Economics, the focus is on understanding the social implications of economic policy;
- In MOS, the focus is on understanding the operation and social implications of global commerce;
An emerging focus within EBM is Finance, an area that requires the participation of faculty from all areas of the Department.

Interdisciplinary Studies

Childhood and Social Institutions

- The mandatory CSI 3300F/G (Childhood, Citizenship and Participation) was introduced in September 2011. The following year the mandatory first and second year core full year courses were changed to half courses (1020E to 1025F/G and 2200E to 2210F/G). The purpose is to offer a half term core foundational course in each of the three perspectives used in the program: Agency and Voice in Year 1, Discourse in Year 2, and Context in Year 3. CSI 3300F/G is mandatory for students in the CSI Major module and in the new Certificate/Diploma program in Childhood and the Justice System. CSI 1025F/G and 2210F/G are mandatory for all CSI students. The Honors Specialization students can take CSI 3300F/G as an option and also receive a research version of the Context perspective in the mandatory core CSI 4411F/G and CSI 4412F/G research seminars restricted to the Honors Specialization students.

- A new Certificate/Diploma program was introduced in the September 2012. It operated at 94% capacity in the first year despite a late start up. We expect to be full this coming year. To support the new program Dr. Rachel Birnbaum’s appointment was changed from full time Social Work to half Social Work and half CSI. So far we have directed our attention to meeting the program needs of our current students but will soon start advertising in the general public. We eventually intend to increase our cooperation with the UWO Faculty of Law. Over the past two years under the leadership of Pamela Hurley we have partnered with the Federal Department of Justice to offer two information exchanges: one on childhood and the law in February 2011 in Ottawa and a second on child advocacy and the law in April 2013 in Toronto (website at http://cac-cae.ca which also archives the 2011 exchange).

- Starting in September 2013 CSI Majors are being required to take an additional 3000 level course in addition to CSI 3000F/G. To meet the demand we have expanded our 3000 level offerings to include five 3000 level half courses not offered this past year. This expansion partly reflects student demand but also growth in the Childhood perspective which underpins the program and the creativity of Sally McNamee. All 3000 level courses are currently at or near capacity enrollment as of this writing. Included among the new courses is an offering on Childhood and Advocacy which we are using to assess the feasibility of offering a second Certificate/Diploma program.

- Our three week third annual Summer Institute with Malmo University in Sweden took place in May with 10 CSI students and 9 Swedish students. We have signed exchange agreement with Leeds Metropolitan University and Manchester Metropolitan University in the UK. We are also in negotiations with Greenwich University and Winchester Universities in the UK for exchange agreements.

Disability Studies

- At an EPC gathering about three years ago the chairs were informed of a number of potential upcoming challenges to our student enrollment levels, including the lifting of the first year registration cap at UWO. As one response to this emerging situation we were asked to look into developing unique program offerings to attract new students to King’s. Current UWO arrangements inhibit UWO and the Colleges
from raiding each other’s programs. At about the same time Disability Studies was presented as one such program. Over the next two years we consulted with a wide array of people inside and outside the Department on this issue. Once we determined that there was sufficient support for a DS program we began discussing courses and a module. As a trial run, two 3000 level half courses and one 2000 level full year course were offered in September 2012 under the energetic and innovative leadership of Pamela Cushing. They filled up quickly. This coming September we added a half year introductory course. That course has proven so popular we have mounted a second section for January 2014. All DS courses are at or over capacity.

- We had anticipated bringing a DS minor module for consideration to the Department this past March but ran out of time in what has proven to be a very crowded year. A proposal will now be forthcoming in September for implementation in September 2014. The DS program fits in well with the department in the terms of its foundational philosophy as well as its appeal to our students. We see DS as a significant integrative component for the Department as well as a future growth area.

**Social Justice and Peace Studies**

- The SJPS program started a comprehensive review of its offerings this past year. Patrick Ryan agreed to co-ordinate the program during this two year period and was aided by the formation of a special Development Committee (DC) consisting of SJPS faculty and student representatives as well as three faculty members from other College academic units. Good progress has been made despite challenging circumstances.
- The Development Committee, which will function as a hiring committee for the coming year, produced a recruitment ad for a new faculty position.
- In addition, the DC reaffirmed the significance of the Year 2 Community-Based Learning offerings. We have been able to hire Allyson Larkin to continue offering considerable competence and stability to this programmatic area.
- The DC was also able to agree upon a mission statement for the SJPS program:
  - Social Justice and Peace Studies is an interdisciplinary academic program committed to experiential education and inspired by the Catholic Social Teaching tradition. It encourages critical reflection on oppression and injustice, locally and globally, and it examines theoretical and practical approaches to justice and peace. It calls students to social action that transforms the world in the interests of human dignity, equality, sustainability, and peace.
- The review is by no means complete and will continue during the coming year to include the base and methodology courses.

**Thanatology**

- Thanatology continues to be well-attended and is gaining some international attention. There have been several inquiries from people in Japan and China, as well as from the U.S. Many of the contacts from Asia are also interested in coming to London to take the classroom sections of the Program, which is interesting. The Program is also seen as a community resource for local organizations that address issues related to loss and grief, such as the Alzheimer's Society, the Parkinson's Society, the local chapter of the Canadian National Institute for the Blind, and the Grief and Loss Resource Committee of London.
• There are ongoing efforts to collaborate with other Departmental Programs, such as the Social Justice and Peace Studies Program and with the new Disability Studies Program, because there are many overlaps in regards to applicability of the research and materials.

• A good number of students who complete one of the Thanatology modules continue their studies into graduate school. Eunice Gorman and Darcy Harris are often asked to supervise these students' theses and clinical work in their programs of study.

• Thanatology is currently in a steady state condition, a testament to the program leadership of Darcy Harris. The program is perhaps the most self-contained of all the Department’s offerings, a situation which is under discussion. It is also the only program with online courses. While course registration remains at or over capacity modular enrollment is somewhat low.

Politics

• Delivers all political science fields including theory, comparative, international, Canadian and public administration;

• In a bid to enrich its offerings the Department added Politics 2225E: Developing Countries in Global Politics; Politics 4430E: Critical Security Studies; and Politics 3357E: International Political Economy (the new hire, Dr. Tom Tieku, a specialist on developing countries will teach the first of these);

• With the addition of these courses the Department has taken strides to achieve its goal of offering courses that focus on global politics and globalization including International Political Economy, Humanitarianism, International Law and Critical Global Security Issues;

• Enrolment has been stable with some modest increase;

• This has been a banner year with the extraordinary success of Political Science students being admitted to graduate schools and professional programs;

• The quality of teaching in the Department is excellent and the quality of the students is fine;

• Two students in Dr. Newman’s Politics 4485 have jointly presented a paper at the Canadian Political Science Association conference in June 2013 in Victoria, BC.;

• During the week of February 2012, Dr. Hannah, Dr. Broad and Dr. Soulodre-La France accompanied political science and history students on a trip to Washington, D.C.;

• Dr. Hannah arranged for a group of senior students to attend the semi-annual Munk Debate, “Taxing the Rich” and to have a private meeting with the Nobel prize winning economist Paul Krugman, one of the Munk debaters;

• Dr. Muller supervised Masters student Brendan Clements at the Centre for American Studies and served as Reader for Inna Viriasova, a Doctoral student at Western’s Centre for Theory and Criticism;

• Among the notable activities, organized by Dr. Hannah and the Political Science Club, were several panels and presentations by guest speakers that have generated great College-wide interest, as well as interest by the community at large. The following were the most notable presentations:
David Welch of the Balsillie School of International Affairs who spoke on “East Asian Territorial Disputes: What is at Stake in Japan’s Island Disputes, and Can They Be Solved Peacefully?” on November 14, 2012.

Samantha Nutt, co-sponsored by the King’s Political Science Club and the King’s University College Student Council, addressed issues raised by her acclaimed book Damned Nation on March 21st 2013.

Robert Rotberg of the Balsillie School of International Affairs spoke of leadership in the developing world in an address entitled “Making a Difference in the Developing World” on March 26, 2013.

**Political Science Student Activities and Achievements**

- The McGill Model United Nations in Montreal with the King’s Debating Society - 22 students competed, chaperoned by Erin Hannah, Renee Soulodre-La France and Kristin Lozanski.
- The Washington Trip with 50 students consisting of meetings with public figures and varied educational activities – led by Erin Hannah, Graham Broad and Renee Soulodre La France s and co-organized by the History and Political Science clubs.

**Politics students who have won scholarships and acceptance at graduate and professional programmes**:

- Dave Ennett won an Ontario Graduate Scholarship (OGS) and an internal scholarship for the American Studies MA at Western.
- Garett Hunter has been admitted to the Law programme of the University of Toronto.
- Amy Wood won the President’s Scholarship and a Balsillie Junior Fellowship. Amy also won a SSHRC Canada Graduate Scholarship (CGS)
- Amberley Ruetz won a SSHRC Canada Graduate Scholarship (CGS)
- Azra Avdagic has won admission to the University of Geneva
- Nick Dagostino has won admission to the Munk School of Global Affairs.

**Social Work**

- The cross-appointment to the Department of Interdisciplinary Programs of Dr. Rachel Birnbaum has worked smoothly, allowing for the development of inter-professional dialogue across programs.

- The School supported a very successful experiential learning trip for a group of nine 3rd Year students, three 4th Year students and one MSW student to the Institute of Palliative Medicine in Kerala, India, in April 2013. Dr. Laura Béres, Chair of the Social Work International Committee, accompanied the students along with Dr. Pamela Cushing, Department of Interdisciplinary Studies.

- This year saw the completion of a formal partnership agreement between South China Agricultural University (SCAU) and King’s on the admission of two students from SCAU into the BSW program in a 2x2 arrangement between both universities, to commence in September, 2014. Much of the credit for the development of the agreement goes to the tireless efforts of Dr. Siu Ming Kwok who has worked with the Office of the Registrar for many years on this project.

- The School has moved ahead on initiatives from the Office of Interprofessional Health Education and Research at Western University. Under the stewardship of Suzanne Book, Coordinator of Field Education, and Dr. Andrew Mantulak, the School has agreed to the participation of all incoming BSW
students in an onsite Western program beginning in Fall, 2013. The Inter-Professional Education (IPE) program will see Social Work students engaging with other allied health professional students from fields such as medicine, nursing, etc.

- In March 2013, the School was delighted to host Dr. Bruce Thyer, Fulbright Specialist from Florida State University who is the Founder and Editor of the Journal of Social Work Practice and is an expert on Evidence Based Practice in Social Work for which he has received a pro Humanities award from the North American Centre for Child Welfare. During his time with us Dr. Thyer participated in a number of professional events at King’s which included classroom lectures with BSW students, meetings with MSW students, individual and group consultation on research projects with social work faculty and other disciplines. In addition the School hosted a morning of Inter-professional Education and Research to examine empirically based clinical practice in human service disciplines. Dr. Thyer took the time to read all of the documents relating to the BSW and MSW programs and offer sage advice on how to position the School toward negotiating the next CASSWE accreditation process.

- Significant changes to the BSW curriculum have been initiated under the leadership of Dr. Rick Csiernik and Prof. Dermot Hurley, Chair, Curriculum Committee.

- Changes to the pre-program curriculum were approved and were introduced in September 2012.

- New admission requirements for the BSW program were introduced and these will take effect for the incoming class of 2013.

- Changes to the professional program have been approved and will result in a number of new courses being offered as well as changes in the sequencing of some courses for 2013-14.

- We continue to work closely with our Sessional Faculty and have initiated a number of team teaching courses for Fall and Winter 2013-14. This is an effort to develop collaborative teaching strategies as well as to provide mentorship and succession planning for program integrity.

- We arranged three meetings for Sessional faculty during the year to allow the Director an opportunity to keep them apprised of School practices and expectations and to discuss issues of joint concern.

- We utilized a voluntary mid-term evaluation process for those Sessional faculty teaching for the first time and also made it available to others interested in obtaining student feedback. Those who participated found it very helpful toward planning future courses and improving pedagogical strategies.

- Fall and Winter BSW course planning 2013-14 will see the introduction of one on-line (partially blended) pre-professional introductory social work course offering. In the MSW spring term 2013 Dr. Tracy Smith-Carrier offered a blended learning course in Social Policy.

- Dr. Barbara Decker Pierce, along with colleagues across disciplines, continues to work on the development of a graduate level program for the study of management and leadership in human service organizations. Last year a working committee prepared a proposed curriculum and arranged a day-long focus group of over 30 community agency leaders to provide feedback and advice. Initial responses were that Western’s School of Graduate and Postdoctoral Studies would not be supportive of a second graduate program at King’s; however Barbara and colleagues continue to work on a proposal to take before the Senate.
Three of our Full-Time Faculty and eight of our Sessional Faculty were listed on the Academic Dean’s Honor Role of teaching for 2011-2012.

All course offerings in the School utilized OWL course sites, and our first-year Social Work courses (SW 1021A/B Introduction to Social Welfare and SW 1022A/B Introduction to Social Work) underwent course redesign to incorporate web-assisted pedagogical techniques.

New practicum opportunities this year included undergraduate placements with Veteran’s Affairs Canada, Victoria Order of Nurses, and United Way Oxford. New graduate placements were negotiated with the Middlesex London Health Unit, St. Clair Child and Youth Services in Sarnia, and St. Joseph Health Care Hamilton. Nearly half of our graduate students were placed in hospitals associated with London Health Sciences Centre.

**History**

- Professor Adam Bohnet, a specialist in East Asian History, began a tenure track appointment in History;
- Professor Bohnet is developing senior-level courses on such themes as: *Trade and Exchange between East Asia and the World from 1200 to 180 and the Memory of War in East Asian History* for the 2013–2014 academic year;
- The Department is seeking to diversify the geographic and thematic range of its course offerings as a prelude to substantive curricular reform and new program development;
- The Department is seeking to modify its modular requirements to include an additional core course in world and/or comparative history;
- The development of a new interdisciplinary module or joint honors program tentatively titled Culture, Conflict and Conciliation is still being considered by some Department members;
- The Department has offered to develop History courses to support programs outside of the Department – these initiatives failed to receive support from other departments;
- The Department is interested in supporting experiential learning by developing courses and or seminars offered annually for credit possibly titled Historical Thinking and Contemporary Issues;
- The Department is open to developing course offerings or even an eventual addition to complement to teach in the growth area of digital history;
- The Department introduced several new History courses into the academic calendar covering such themes as the philosophy of History and historical methods, conspiracy theories in history and sports history.

**Modern Languages**

**English**

- The Department continues to place students in prestigious graduate programs;
• Dr. Michelle Hartley, a long serving part time faculty member at King’s won the Arts and Humanities Teaching Excellence Award;

• The English program checklist is now fully updated with all the recent changes to the programs in English;

• The Department has attempted to develop interdisciplinary initiatives with mixed success
  o a Catholic Authors course
  o Psychology and Literature: Tortured Minds and Twisted Tales
  o The Literary Undead: The Vampire in Literature

• The Department has put “Introduction to Cultural Studies” on its honors offerings. The subject matter is of direct relevance to students in Psychology, Sociology, Social Justice and Peace Studies, and the Interdisciplinary program;

• The Department has introduced “English 1027F/G and 1028F/G: Storytelling I and II to broaden its first year offerings;

• The Department has worked diligently to upgrade the description of courses comprising the various modules but has met IT challenges along the way. This matter deserves more attention;

• The Department has taken the important initiative of writing individualized letters to promising students inviting them to consider modules in English and program counselling with the Department Chair;

• Other initiatives under consideration by the Department but not implemented include:
  o An editing course with a focus on the publishing of an annual undergraduate journal comprised of the year’s best essays from across the disciplines at King’s
  o An undergraduate conference where students would present papers based on exceptional essays they had written during the year
  o Extension of the Foundations in the Humanities to upper years – discussions to this end are ongoing;

• The Canadian Studies course will be offered in alternate years to increase demand;

• The Department has an excellent complement of full and part time instructors.

  **Communication Courses: Writing and Speech**

• Writing and Speech courses continue to be well subscribed;

• Although most classes are designated first year courses, the students taking them are mostly not first year students – but range across all years – some with other degrees;

• The degree of student engagement was for the most part extremely high;

• The structure of the courses was seen to be unlike most others because instead of a typical lecture format – mostly imparting information-- these classes fostered, developed and polished awareness and skills in Critical Thinking and Communication: “Such a course means the course is part lecture, part team learning, and part seminar – which places a higher level of responsibility upon each student to participate, and to produce, than a typical lecture”;
This year saw a dramatic increase in the number of students using THE WRITE PLACE;

THE WRITE PLACE continues to nurture King's students who are creative writers with a series of well-attended (in fact, often bursting-at-the-seams) Visiting Author talks along with several more intimate, hands-on workshops.

**French**

This year we did not have a French lectrice from Nice, but, in keeping with the College's new exchange program with the Université Catholique de Lille, welcomed our first lectrice from Lille, Mlle Marie Dubois-Monvoisin, who served as the lab monitor for our French courses and whose help with the oral component of the French program was invaluable;

Our high school recruitment program continues to draw a large number of students;

Professor Small’s FR 3900 class presented *Cyrano de Bergerac* to a full house in March. The performance was attended by students and professors from King's and Western and from French immersion high schools in the city as well as family and friends;

This past year, we sent three students (Ariel Faw, Lisa Pace, and Juan Pablo Ramirez) to Nice, and one (Deanna Nemeth) to Lille;

The selection process for the exchange program, which is designed for students of French who will complete the third-year of their French module requirements during their year abroad, is competitive. Candidates are evaluated on their academic performance, their language proficiency, the degree programme in which they are registered, and their cultural awareness. Students must go through an interview process and final decisions are not made until the end of the academic year when their academic performance in their second-year courses can be assessed. When they are in France, our students attend regular courses along with native French students, not the specifically tailored French for Foreigners courses that are part of many other exchanges.;

The expansion of our professional relationship with the Université Catholique de Lille has led to an exciting development in the area of our French Language Lab program. The success of our partnership was reflected in our choice of Marie Dubois-Monvoisin as our first language lab assistant from Lille this year, and led us to consider the possibility of re-structuring our lab program in order to offer our students both language lab instruction and French conversation sessions;

Professors Small, Koski and McKellar continue to supervise independent research papers through Fr 4100F/G. This year, we supervised three students in Fr 4100F/G on top of our regular teaching load;

The French Program at King’s is flourishing.

**Philosophy and Religious Studies**
• PRS continues to think of innovative courses and has substantially altered its programme offerings over the past few years in order to attract more students;

• A good number of students were placed in graduate programmes both in Philosophy and Religious Studies. The number of placements continues to increase and this is in part due to the growing quality of our programmes but also the new mentoring systems that have been put into place, especially in Philosophy, which has resulted in both increased graduate placements but also numerous OGS and SSHRC winners;

• Department teaching evaluations continue to be strong;

• The King’s Students’ Philosophy Association continues to thrive. Their numbers are excellent and they host all kinds of events and talks;

• The Department introduced a new experiential learning course, the “Pine Channel Experience”;

• The Department hosted various speakers, including Professors Daigle (Brock University), Enns (McMaster), Black (Toronto) and Carr (Emory). In conjunction with the Foundations in the Humanities Programme, Professor Olga Zorzi Pugliese was welcomed to campus (Toronto). These lectures were on topics relevant to students’ topics and focused on authors that students were reading;

• The Department is working on creating a Center for Catholic Theology and Thought.

**Psychology**

• Dr. Marcie Penner-Wilger completed her first year with us with great success. For example, she redesigned our core program course in research methodology, and established an active lab with numerous student volunteers interested in gaining research experience;

• Dr. Chris Roney was the recipient of the King’s Award for Teaching Excellence. Dr. Roney is a committed and capable instructor who adds great value to our programs;

• Two faculty members travelled with four of our thesis students to the annual undergraduate thesis conference in Toronto where students presented their undergraduate thesis research. We are proud of the quality of our thesis students’ research;

• An increasing number of our graduates are applying to graduate schools. For example, all 12 students enrolled in PSY4692E this year have applied to graduate programs and at least 8 of our HSP students have been given offers of admission already;

• Department goals:
  o To enhance research opportunities for all faculty members in the Department of Psychology;
  o To develop formal methods of tracking graduates;
  o To hire one new faculty member beyond replacements of retirees, thus attaining our goal from the previous review – achieved last year;
  o To continue refining our programs to provide the best education in Psychology possible, meeting the needs of all of our students, whether their aim is for graduate school, or to find employment after graduation;
To obtain a full-time administrative assistant for the department;
To receive teaching credit for thesis student supervision – achieved last year.

- The Department maintains rigorous standards while keeping course averages in the expected range and graduates many exceptional students;
- Department enrollment numbers remain strong;
- During the 2012 – 2013 academic year, faculty in the Department of Psychology continued to show strong commitment to teaching as evidenced through research on pedagogy (Skinner), receipt of strong teaching evaluations, development of new courses (Penner-Wilger), and ongoing supervision of honours thesis students (all full time faculty). Dr. Roney was the recipient of the Award of Excellence in Teaching at King’s.

**Sociology**

- Anisha Datta accepted a tenure-track appointment in Sociology at the rank of Assistant Professor, effective July 1, 2013;
- Ms. Jennifer (Jennie) Reynolds accepted a one-year LTA position in Criminology for the 2013-14 academic year;
- The Department of Sociology participated in an External Review conducted by Professor Roberta Hamilton (Queen’s University) and Professor Ronald Hinch (University of Ontario Institute of Technology);
- In part to help prepare for the External Review, the Department of Sociology held a Faculty Retreat at the Windermere Manor on October 26, 2012. All full-time faculty members except for Kathy Kopinak attended the Retreat, as well as two part-time faculty members (Darlene Balandin and Gail Cassidy) and our Academic Program Assistant, Sandy Anderson;
- The retreat reinforced a shared sense of departmental values embodied in the acronym KITES (Knowledge, Integrity, Transformation, Engagement, and Social Justice) and a Vision Statement: “To be recognized as an excellent small, yet innovative, trend-setting department to be emulated – while having a global impact through our students who embody our vision and values to transform the world.”
- As mentioned previously, our faculty continue to be committed teachers who by and large have excellent reputations among the students. Yet we have simultaneously attempted to institute an increasingly more rigorous and demanding set of requirements, as there have been some concerns raised previously in regard to “grade inflation” or the perception that our program may not be as challenging or have the same level of demands that other programs require. To that end, we first introduced changes to our curriculum three years ago that are now in full effect. In particular, students enrolled in a Major in Sociology or Criminology must complete two full courses at the third- or fourth-year level (which in effect has become university policy for new programs at Western). One somewhat controversial result has been that students graduating with an Honors Double Major degree in Sociology/Criminology must complete at least four senior-level courses. Under the previous requirements, students could receive an Honors Double Major degree without completing a single senior-level course. We have since discussed the possibility of amending these requirements to ease the burden with respect to student demand for upper-year courses;
The only new course we have introduced has been a 4000-level course on Population Change in Canada, which we hope will increase the diversity of courses that we have to offer our senior students. Lesley Harman will be “pilot-testing” a 3000-level special topics course on the Sociology of Pilgrimage next year, but a formal DAP has not yet been proposed;

One noteworthy development has been Professor Don Kerr’s collaboration with IT Kings and the Canadian Population Society (CPS). The initiative means that we are now hosting at King’s the website for the CPS, including the transferal of the association’s web content and the back issues of their journal dating to the mid-1970s. Professor Kerr, working with the Secretary Treasurer, assisted as well with their membership drive, doubling the CPS membership over last year.
Student-Enrolment and Admissions Standards

- The median average of the 794 Ontario Secondary School Registrants entering King’s in September 2011 remained stable at 82.08%. The admission averages for the students was 80% for Arts, CSI, SJPS and Social Sciences, and 83% for Management and Organizational Studies. The CST program admission average remained in the mid-80s for the third year running. The Foundation in the Humanities program has enabled King’s to admit 21 students with a minimum admissions average of 80%.

- The 2011-2012 admissions season was very challenging. Despite a small increase in the system in applications from Ontario high school applications, King’s applications dropped again slightly. We spent the entire summer making admissions offers. We were able to increase the final admissions average to 75% and our median admissions average increased from 81.5 to 82.08%. The quality of our first year class improved resulting in an increase in scholarship offers. Despite a decrease in the size of our first year class (especially the number of Ontario high school registrants) we were able to reach the overall enrollment target with an increase in upper year retention. In addition, we continue to be pleased with the introduction of applicants and registrants from Catholic schools across the province. We believe that the growth in our partnerships and increase in presence in Catholic education will continue to benefit our recruitment. Our work to increase the number of students from Metro and the GTA continues. Our new partnerships will assist in this focus—in fact, the Director of the Toronto DCSB, Bruce Rodrigues has already assisted us in getting into a number of Catholic high schools this coming fall.

- Retention rates were very strong- unprecedented in the fourth year (82%) and very strong in the second and third (101% and 89%). We believe that our commitment to increasing the final admissions average will insure that these high retention rates will only increase. Other trends remained constant including longer periods to finish degrees and the growing popularity of double majors to the advantage of honours degrees. Course demand met at King’s remained constant at 84%. The annual Admissions and Enrolment Report remains an invaluable source of institutional information as well as a vibrant document which changes according to the needs and interests of the College.
The table indicates that the number of students enrolled in continuous 3 or 4-year programs has stayed consistent over the past three years.
CAMPUS MINISTRY AT KING’S

The Mission Statement of the Office of Campus Ministry

Firmly rooted in the Roman Catholic tradition, Campus Ministry seeks to nurture and challenge students, staff, faculty and the wider community in order to bring all into a deeper relationship with Jesus Christ. To this end, we provide programs and services in the areas of advocacy, catechesis, evangelization, community life, prayer and worship, justice and peace, leadership development and pastoral counseling. We promote ecumenical and interfaith dialogue and prayer and seek to understand and serve the People of God and the entire human family. Campus Ministry thereby fosters an inclusive environment where people of diverse backgrounds walk together on the faith journey.

Liturgical Life

- The community celebrated daily Eucharist at the College at 9:00AM Wednesdays and Fridays and at 12:00PM Tuesdays and Thursdays in addition to the two Sunday liturgies at 10:30AM (Windermere on The Mount) and 5:00PM (Elizabeth A. “Bessie” Labatt Hall). In the second semester, the times for all daily liturgies were changed to 12:00PM.

- On Mondays, Sister Susan Glaab, CSJ and Annette Donovan Panchaud shared presiding and preaching at Midday Prayer. Devotional activities took place on the Mondays of Advent and Lent.

- Again this year, The Office of Campus Ministry offered evening celebrations of Adoration of the Blessed Sacrament on the second Wednesday of each month. Evenings were well attended and students expressed gratitude for the opportunity to gather, sing, pray and reflect in the presence of the Blessed Sacrament. Surprising, this event drew an average of thirty students per gathering. We will continue to do this next year. We also plan on training a number of students to lead exposition, as directed by the text “Worship of the Blessed Sacrament outside of Mass.” As always, our goal is to form men and women for leadership in the Church.

- Janet Loo trained two choirs to provide music leadership to the assemblies gathered at the 10:30AM mass (at Windermere on the Mount) and at the 5:00PM mass (at “Bessie” Labatt Hall). The number of choristers and instrumentalists has remained steady in both choirs – about 15-20 at the 10:30AM Mass and 10-12 at the 5:00PM Mass. The 10:30AM choir continues to rehearse on a regular basis on Wednesday evenings. As a result, the choir has been able to form community and have the time to learn more challenging pieces and to increase their repertoire. Each rehearsal begins with a reflection on the scripture for the coming Sunday. The purpose of this reflection is to make the music minister more aware of the connection of the text that they sing to the themes of that given Sunday Eucharist.

- In addition, Janet Loo trained and formed two new cantors who now serve regularly at the 10:30AM Sunday Eucharist. She has continued connection with the Sisters of St. Joseph by providing music ministers once a month to help provide music ministry leadership at their Sunday Eucharist.

- Now in its second year, the development of the Children and Youth Programs continue to be successful with increasing numbers of young families. The Sunday Programs for children feature lessons adapted from the Church’s liturgical calendar that are directed at children aged four to seven. Children under the age of four require a parent or caregiver’s supervision. The program focuses on prayer space, storytelling, hands-on activities, crafts and songs that are meant to act as springboards for learning about the Catholic
faith and values. Children in these programs were able to take up a central role in some of our liturgical celebrations. Packages with faith resources were distributed to families at Advent and Lent and were well received. As the new Roman Missal was implemented in November, children also began to take part in this new understanding using child-friendly resources. Since the lower level of the chapel became available, there has been an increase in our numbers and an opportunity to expand upon our regular Sunday lessons. Approximately 30 children attend the program each Sunday.

- Our Sunday celebrations have also been augmented with the addition of an on-line scheduling program.
- The annual Convocation Mass took place on June 14, 2011 and was a success. Members of Campus Ministry were responsible for organizing the elements of the Mass and ensuring engagement from very groups within the King’s community.

**Christ the King University Parish**

- Through diocesan mandate since canonical establishment, the parish is able to celebrate and record sacraments. Besides those connected to King’s University College and The University of Western Ontario, as staff, faculty, students and alum, the parish provision also extends to those who intentionally choose and register with our parish community.

- There are 221 families currently registered.

- During 2011-12, the sacramental registers indicate that:
  (i) 30 people were baptized (29 children/1 adult)
  (ii) 2 people received their first communion
  (iii) 3 people were confirmed
  (iv) Another 2 were received into full-communion with the Catholic Church
  (v) 2 individuals celebrated their first confession
  (vi) 15 weddings were celebrated
  (vii) 3 funerals were celebrated.

- The community gathered to use the Extraordinary Usage of the Roman Rite, continues to meet at The Chapel. There are less than 45 people that gather on a regular basis with this community and while they maintain their own accounts, they have contributed $150 per week to help offset the costs of using “The Chapel.” The Priestly Fraternity of St. Peter, who have been responsible for the community left the Diocese of London at the end of May 2011. Father Theo Pinto has assumed pastoral responsibility for this work. Though we have tried to get the members of this body involved in fundraising for the poor, social outreach, et cetera, there has been no interest.

- This year, the Office of Campus Ministry was more active in collecting donations from the parish and wider College community for natural disasters and took up collections for the Student Life Centre Sculpture ($3880.00) and the Horn of Africa Relief Fund ($4028.39). The monies collected for the Horn of Africa were sent to Development and Peace.

- In addition to the receipted donations, The Office of Campus Ministry assumed responsibility for all bookings in ‘The Chapel’ at 1486 Richmond Street beginning in March 2011. Between weddings, funerals, recitals and the weekly Sunday morning Latin Mass, we collected $9535.00 between May 1, 2011 and April 30, 2012.

- In addition to this, The Office of Campus Ministry continued to welcome a group of young men and women every Tuesday for formation from The Prelature of the Holy Cross. On Saturday, November 19,
2011 the “Strong Marriages…Strong Families Conference” was once again held at King’s University College.

Programming
Youth Ministry

- As a way to continue assisting parents and caregivers with busy lives, the Office of Campus Ministry under the direction of the Youth Minster, offered a program, Rest & Relaxation, on weeknights and/or Saturdays. The purpose of the program is three-fold. The first is to provide parents and caregivers the opportunity to attend other campus events while being assured their children are safely cared for. The second is to provide children with fun, faith-filled activities. The third is to allow our high school and university students an opportunity to develop leadership skills and abilities and much-needed experience volunteering with children and youth. The program began once a month in November 2010, we now average two or three nights a month with attendance ranging from five-ten children between the ages of two and eight. The families who take advantage of this program belong to faculty, staff, parishioners and student parents.

- In order to serve the youth of our parish between the ages of 8-12, a Youth Group has been established. The program has developed collaboratively with input from the families involved. Youth Group events continue to inspire excitement and interest and now meets bi-monthly in conjunction with special events in the liturgical calendar. The evenings focus on building a deeper understanding of faith in our lives and service to those in our community.

- The Leadership Program has been developed for youth aged 14-17. The main focus of this program is to integrate high school students into the community through service to others. A few opportunities have presented themselves this past year: One service project saw youth building relationships with the senior residents at Windermere on the Mount. Youth participants and our university volunteers connected with seniors from the Residence meeting once a month for an hour. The relationships have been very life giving. Another volunteer experience that became more available to the students was through the Sunday Children’s Program and as the Parish community began to host coffee houses at St. Joseph’s Hospitality Centre, this also became an option for them along with their families.

- More than anything else, it is hoped that the parish and The Office of Campus Ministry might provide a wide berth, where many forms of faith and witness might be welcomed in the building up of God’s Reign.

- New this year was an event entitled ‘24 Hours of Service’, taking place on Friday, November 18, 2011. To better accommodate the students throughout the Diocese of London, King’s University College in London and the University of Windsor (Assumption) Catholic Chaplaincy were the two locations for this event, in partnership with the Youth Ministry Outreach Office of the Diocese.

- While the title of the event was 24 Hours of Service and the group was only gathered for 17 hours (7:30AM- 12:30AM), the participants would be charged with accomplishing 7 more hours within their local community. The hope was that their experience of the 24 Hours event would shape and inspire their other seven hours. The day consisted of several service projects throughout the cities of Windsor or London. Following a “hand’s on experience” in the community, the students returned to their host locations where they would have the opportunity to share a meal and to reflect on the experiences of the day. This period of reflection included a keynote speaker, small group discussion, workshop rotation and the opportunity to celebrate sacramental Reconciliation.
This event proved to be very successful. Approximately 18 university students lead the day, and over 30 students were registered. Moving forward, Campus Ministry will take full responsibility for this event next year and will be renamed, “Come and Serve.” Regrettably, Assumption University and the Youth Ministry Specialist for the diocese did not honour the commitments which they had made to the project, leaving us at a loss.

Outreach Ministry

- In the past years, The Office of Campus Ministry has increasingly become the youth focus for “Development and Peace” in the Diocese of London and at a provincial level.

- The Office of Campus Ministry facilitated a weekly gathering of students for Development and Peace that reflected on the relationship between social justice and the Catholic faith in light of the Church’s seven principles of social justice as well as a bi-monthly meeting of members from the wider parish and London communities.

- Annette Donovan Panchaud focused on expanding the work of Development and Peace within the King’s community, which involved liaising with members of the Southwestern Ontario Chapter, participating in Diocesan meetings, assisting with the London Diocesan Council to plan the Ontario Provincial Meeting, held at King’s University College in May 2011, and providing leadership development experiences for high school youth.

- Other activities included participation in an annual Sharing Fair with the Sisters of the Good Shepherd of Toronto, in Development and Peace’s annual Share Lent Campaign and “Signing Campaign” on Agrofuels in the Global South. The “Signing Campaign” was very successful this year. Annette Donovan Panchaud assisted students working on the Signing Campaign to develop a presentation for fellow students, prepare display boards and collect donations/signature forms. We expect that the Development and Peace group, along with our work with L’Arche and the Intercordia movement, will continue to grow in the years ahead.

- On September 30 to October 1, 2011, the Office of Campus Ministry provided five students an opportunity to attend the Canadian Catholic Student Association Regional Conference held at the Mount Alverno Retreat Centre in Caledon, Ontario.

- This year, Catholic Students’ Week took place from February 4-11, 2012. Together with Annette Donovan Panchaud, a group of UWO students coordinated a number of special events including a Catholic Fair in the Atrium at Labatt Hall which held a variety of organizations such as Save-a-family plan, Development and Peace, Catholic Studies for Teachers, The Jesuit Vocations Office, The Sisters of St. Joseph, The Ursuline Sisters, St. Peter’s Seminary, St. Peter’s Institute, The Redemptorist Vocations Office and Campus Ministry. These organizations were present to raise awareness of the variety of opportunities and ministries available to students. An evening reflection, Encountering Christ, was organized as well, combining a centering activity, reflection and scripture.

- “The Message” continued this year, with participants meeting weekly throughout the year on Wednesday evenings at King’s University College for a scripture and faith group that provided a lectionary based catechetical and formation opportunity. The catechetical portions of these gatherings were led by Annette Donovan Panchaud.
- The **Global Connections** Weekend Retreat (January 2011) welcomed teams from across the country for the purpose of connecting students’ interest in social justice with the development of a tool to encourage and facilitate the creation of Catholic social justice groups across Canada. Campus Ministry developed a written program to accompany a social justice video that is meant to encourage other campus groups to reflect on and engage in a variety of social justice projects and assist in the forming people for justice and service from a Catholic Christian perspective. The Office of Campus Ministry actively encouraged students to participate in the Cuerevaca solidarity trip to Mexico.

- Annette Donovan Pancha spent a significant amount of time meeting and working with individuals and families involved in sacramental preparation. Concretely, this saw the development of a structured **RCIA** program to deliver catechesis to catechumens and inquirers as well as one-on-one meetings and the provision of faith resources to families seeking baptism for their child(ren). Members of the Office of Campus Ministry were available as required to assist with ongoing formation. A **Preparatory Retreat** for those receiving sacraments at the Easter Vigil was held at Windermere on the Mount in Holy Saturday.

- **Spiritual Direction and Pastoral Counseling** continued throughout the academic year at a significant and steady pace. Students from King’s, Brescia, St. Peter’s Seminary and UWO as well as parishioners form Christ the King University Parish and members of the wider community continue to make use of this service.

- Not included in this list are the visits made to hospitals and rest homes, the number of students who celebrated the **Sacrament of Reconciliation** or the time spent with students, staff and faculty who came to this office for **Pastoral Counseling**. By far, this is the most important part of our ministry and the object which is the most time consuming. Also absent from this number are the hours dedicated to preparing for events and regular programming.

- **Two Hospitality/Potluck Dinners** were held immediately following our Sunday Evening Eucharistic celebrations on September 18, 2011 and March 11, 2012. We received positive feedback from those students and members of the wider community who attended. Between 100 – 150 people gathered for food and fellowship including students from St. Peter’s Seminary, Brescia and Assumption Universities.

- Our **Lenten Retreat** afternoon with Most Reverend Douglas Crosby, OMI, was held on Sunday, March 11, 2012 and focused on the theme “Be Like Christ.” For the second year running, students from King’s, Brescia and Assumptions University Colleges, as well as students and faculty from St. Peter’s Seminary and members of Christ the King University Parish were in attendance.

- The **UWO Newman Club** continues to gather weekly. Named for John Henry Cardinal Newman, the Newman Group is a UWO sponsored club with the majority of its participants being students from King’s University College. This group has been a challenge the past two years and is seeking more autonomy from the structure which our office has provided them in the past. The relationship between this club and Campus Ministry continues to be evaluated.

**Ecumenical and Interfaith Dialogue**

- **Taizé Prayer**: As part of Campus Ministry’s ecumenical outreach, the prayer with meditative song and scripture in Christ the King Chapel is held on the first, third, and, when applicable, the fifth Monday of the month. The prayer is consistently attended by students, parishioners, and people from the greater university community and London from various Christian denominations. Members of the L’Arche communities in London have continued to join us in prayer. The average attendance has been steady this
year at 25-30 people, as high as 40 on occasion.

- Working with King’s University College Students’ Council, an ecumenical prayer of welcome was organized for Orientation Week in September 2010. Approximately 30 students attended along with the “Soph Team.”

- Father Béchard has begun the process of welcoming members of the UWO Chaplaincy Team to the college to offer occasional ecumenical Sunday gatherings in Labatt Hall. This will be done in such a way that will enhance the spiritual values that our Catholic identity promotes.

- Janet Loo participated in the first Multi-Faith Seder Supper at Western, organized by Jewish, Muslim, and Christian student groups. The event was very well attended. It gave an opportunity for the students from each of the religious backgrounds to speak of similarities and differences in each of the rituals of Passover, Easter, and Ramadan.

- This is all in addition to the work of the Centre for Jewish-Catholic-Muslim Learning which has been provided in another report.

- Monthly visits to our parishioners who live at Windermere on the Mount Retirement Residence continued, beginning in September 2010 through to the end of June 2011. Group activities included the recitation of the Rosary as well as reflections on the Advent, Lenten and Easter Seasons. Individual pastoral visitation also continues to occur with the seriously infirm.

- Our parish continues to prepare for Christmas by engaging in a fundraiser to support the London Crisis Pregnancy Centre.

- Janet Loo helped organize prayer and music for Carpe Diem Catholic Student Leadership Conference (May 2011). For the first time this year some schools opted to have their students stay overnight in the residences at King’s. Janet Loo organized an evening prayer for those particular students. During the day programs, Janet Loo ran two workshops on Taizé Prayer as well as lead music for morning prayer. The conference attracted nearly 600 students from various schools involved in King’s educational partnerships.

- Janet Loo presented a workshop for elementary school music teachers of the London District Catholic School Board on the topic of “The New Translation of the Mass and Introduction of New Musical Settings of the Mass” on Monday, October 31, 2011 at the school board. The workshop, which was put together at the request of Joe Bezzina, Religious Education Curriculum Coordinator at the LDCSB, covered topics such as the reasoning behind the changes in the new translation of the Mass as well as an opportunity to learn the new mass settings so that teachers would be able to teach these to their students. About 30 teachers took part in the workshop.

- On March 7, 2012, Janet Loo was invited by the teaching staff at Blessed Trinity Catholic Secondary School in Grimsby, Ontario to present at a faith formation session on "The Prayers and Songs of the Taizé Ecumenical Community." The presentation was received very well and was attended by the great majority of the teaching staff at the school.

- Campus Ministry was invited to lead a grade eleven retreat on Tuesday, February 21, 2012 at Jericho House in Port Colborne. Five University Students volunteered their time, along with Maija Wilson, to facilitate this symposium. The focus of the grade eleven and twelve retreat was social and ecological justice and through the university students’ leadership skills and involvement within the university and
work experience with social justice concerns, this was a vibrant experience for all.

- Working with the Niagara Catholic District School Board, Maija Wilson, in Campus Ministry along with her father and retired secondary school teacher Mike Chalut, spoke to over 190 grade eleven students on March 29, 2012.

- Members of the Office of Campus Ministry assisted students with the preparation of social justice programs for their home parishes, raising awareness of/and developing further relationships with the L’Arche Community and Intercordia.

**UWO Chaplains’ Association**
- As part of one of the Roman Catholic affiliated universities, The Office of Campus Ministry works collaboratively with the UWO Chaplains’ Association. Membership in the UWO Chaplains’ Association no longer necessitates sharing and staffing the Chaplains’ Office in the UCC. Members of the Chaplains’ Association came together several times throughout the year to discuss further collaboration and ways to increase our presence and visibility at UWO Main Campus.

- Ministry to Schulich Faculty of Medicine and Dentistry - An Anatomy Service for the Schulich School of Medicine and Dentistry was held on May 7, 2011. Campus Ministry assisted with organization of the service including preaching and leading music. Once again, the service was a moving tribute to those who have generously donated their bodies’ in the name of furthering medical research and learning. The room was to capacity. On July 8th, Janet Loo and Michael Wagenman (Christian Reformed Church) led internment services at Woodland Cemetery.

- Prayer for Christian Unity: - On January 23, 2012, the Office of Campus Ministry hosted a Prayer for Christian Unity Choral Evensong in ‘The Chapel’ at Revera’s Windermere on the Mount. This was a gathering to pray for the gift of unity amongst all Christians and was led by Michael Bechard (Roman Catholic), Karen Low (United Church), William Cliff (Anglican), and Catherinanne George (Roman Catholic). The service interwove scripture with hymns common to the various churches. Janet Loo organized the service and the music for the event. In terms of format, this was a departure from those of past years in which we had a series of shorter services throughout the Week of Prayer for Christian Unity, but with a smaller number of participants. About 75 people took part in this year’s service.

**Staff and Faculty Formation**
- Campus Ministry worked to coordinate a King’s Faculty retreat held at the Medaille House, facilitated by Genevieve Anderson, MRE. Genevieve had facilitated the two six-week programs for Faith Connections of Fontbonne Ministeries in Toronto, “Eat, Pray and Love”. The focus of the “Soul Food” retreat was to reflect on graced moments and how God is experienced through the communal experience of a meal. After dinner participants explored gospel stories pertaining to food with the discussion centering on God’s presence with us in communion and communal experiences.

- Ministry with and to the faculty continues to be the greatest challenge that we know. While their participation in the parish's sacramental life is still low, they have become more familiar with our work and ministry. The development of programs for children and youth has already increased participation in our ministry from the wider King’s community. Time has been set aside over the summer months to discuss this issue and make plans for September.

**New Initiatives**
After a lengthy discernment process, the parish community has decided to work with the Sisters of St. Joseph in their work at the Hospitality Centre on Dundas Street. Each month, parishioners prepare food, our young people facilitate activities with crafts, a number of volunteers and our parish musicians. These gatherings take place monthly and have been very successful. The work is simple, concrete and ministers to some of the poorest in our area.

In keeping with the desire of Pope Benedict XVI to engage in new evangelization during the “Year of Faith,” the office of Campus Ministry will be hosting a monthly Movie Night. The movies will all deal with faith and religious experience through a modern cinematic lens. Paul Baillargeon, Chancellor and Judicial Vicar of the Diocese of London will facilitate these gatherings.

Agape Latte is a new program based on the popular “Theology on Tap” program. Wanting to be more inclusive of students who may not be comfortable in a bar or tavern, Agape Latte will bring in speakers from across the region to engage students on various current topics over coffee. This project is being done in collaboration with Richard Corneil from the Institute for Catholic Formation. Gatherings will take place monthly during the academic year.

First Nations Issues continue to be a priority for King’s and for our nation. Father Bechard has become a frequent visitor with David Norton to the three reserves which border the City of London. As part of this growing awareness and the need to introduce students to these concerns, Father Bechard and Susan Glaab CSJ will be bringing 13 students to the Fond Du Lac Denesuline First Nation on Lake Athabasca, northern Saskatchewan. This experiential learning trip received some sponsorship from the Sisters of St. Joseph and was accompanied by a semester of preparation and gatherings. As part of the program, our students will be required to facilitate a faith based activity while in the north for the youth of the area and will have to write a research/reflection paper upon their return.

King’s University College and Brescia University College will be co-sponsoring the national “Canadian Catholic Students Association” gathering in the fall of 2012. Bishop William McGrattan will offer the keynote address and ministers from across the SW Ontario will be engaged as presenters. We anticipate welcoming nearly 100 students and chaplains from across the country.

A monthly pastoral visit to the senior residents of Windermere on the Mount was reinstituted in May in the hope of providing a sense of continuity and well-being among those involved. Activities include prayer, rosary, scripture and faith sharing. These monthly visits will continue into the next academic year.

The newest and most exciting initiative underway are the plans to creative a course around ecology, sustainability and nutrition through study and an experiential learning component. The experiential component would involve the creation of a community garden with staffing to take place cooperatively between students and recent immigrants to the area. Conversations have been had with the London Community Foundation and with Richard Corneil from the Institute for Catholic Formation, a proposal is being drawn up so that we might enter the next stage to obtain the necessary grant. This is a long term program which will require a great deal of effort and an anticipated $250 000 in start up costs.

This year, the following members of the department received accreditation through Canadian Catholic Campus Ministry: Michael Bechard, Susan Glaab and Annette Donovan Panchaud. Janet Loo’s is pending and Maija Wilson has yet to meet the required number of hours. This process has been helpful as it has been done in collaboration with ACCUC and under the guidance of Bishop Fred Colli as Episcopal Liaison of the CCCB.
Finally, by far the greatest amounts of our energies are directed towards one-on-one pastoral counseling, spiritual direction, or sacramental reconciliation. This reality is difficult to quantify in such a document but it is undoubtedly central to our ministry.
A VIBRANT ACADEMIC, CULTURAL AND SPIRITUAL MILIEU

The Religious Life Lecture Series

- This year’s series, “Ecclesia Semper Reformanda” The Church Always Being Reformed, addressed some of the changes that occurred as part of the Second Vatican Council, which was announced by Blessed John XXIII in 1962. The ageing pontiff summed up his intentions when he said: “I want to throw open the windows of the Church and let the Spirit of God blow through and cause a rebirth of the Church.”

- The following individuals and groups presented in 2011-2012:
  - Reverend John McCarthy, SJ, “The Re-enchantment of Nature as the Word and Beauty of God” (Sponsored by the London District Catholic School Board)
  - Sister Miriam Martin, PBVM, “A New Dreaming, the Ancient Seeking: Living Religious Life Since Vatican II” (Sponsored by the Sisters of St. Joseph of London)
  - Reverend Gordon Rixon, SJ, “Remembering Sacred Scripture: Growing in the Word”
  - Therese Koturbash, BA, LLB, “Visiting Women’s Ordination: Baptismal Priesthood” (held at London Public Library)
  - Most Reverend Brian Joseph Dunn, DD, “Liturgy and the Call to Holiness” (Sponsored by St. Peter’s Institute for Catholic Formation)
  - Damon Owens, “God, Sex and the Meaning of Life”
  - Jesse Manibusan, “Taking our Team”
  - Reverend James Puglisi, SA, “The Second Vatican Council’s Concern for Christian Unity and Inter-Religious Relations: Hopes and Challenges for the Continual Renewal of the Catholic Church” (Sponsored by the Centre for Jewish-Catholic-Muslim Learning)

The Centre for Studies in Creativity

- The Centre for Creativity at King’s began the year with Re/Visioning Frida in October 2011, a commemoration of the life and oeuvre of the famous Mexican artist Frida Kahlo. The evening included an art exhibit of Frida-inspired photographs and paintings; poetry reading by London’s Poet Laureate, Penn Kemp, and Gloria Alvernaz Mulcahy; ekphrastic poetry inspired by Frida’s paintings, by the Write Place Writers; and music by the Alfredo Caxaj Latin Trio.

- In November 2011, Dr. Imants Baruss from the Psychology Department presented a lecture exploring the fascinating idea that human beings could be co-creatively responsible for the reality they experience.

- In February 2012, Pier Giorgio di Cicco, urban theorist and Toronto’s Poet Laureate gave a well-attended reading of his poems, and addressed student questions about the world of the creative writer. Canadian Studies at King’s co-presented this event—all credit to Dr. Ian Rae for organizing it.

- The student art contest, held in March 2012 as part of the KUCSC’s Student Art Appreciation Month, and co-organized by the KUCSC (with Amy Wood overseeing the arrangements), saw a remarkable collection of artwork in a range of media being displayed in the Student Lounge extension. Students responded with conte crayon drawings, oil paint, watercolours, photographs and poetry to the theme of justice.
• The Centre’s final event of the year was an evening of Japanese classical and contemporary dance, on March 22nd, 2012, by Hiroshi Miyamoto and Masumi Sato of the Green Tea Collective in Toronto.

The Centre for Catholic-Jewish Learning

Fourth Annual Abrahamic Road Trip (April 1, 2012)

• The Fourth Annual Abrahamic Roadtrip was hosted by the Centre for Jewish-Catholic-Muslim Learning, and with some funds being provided by Campus Ministry at BresciaUniversity College. Participants moved from King's University College to The London Muslim Mosque, to Temple Israel, to the Residence of the Sisters of St. Joseph. There were three speakers: Mohammed Hamou, Rabbi Debra Dressler and Sister Joan Atkinson CSJ. Each was asked to speak about how their faith tradition addresses the needs of the marginalized in the city from the perspectives of justice and charity. Refreshments and a discussion followed at King's. The gathering was featured in the London Free Press.

Religious Life Lecture Series

• Sponsored by the Centre for Jewish-Catholic-Muslim Learning
  o Reverend James Puglisi, SA (February 9, 2012)
  • Workshop - Reverend James Puglisi SA was asked to facilitate a workshop with the Board of Directors on the afternoon of February 9, 2012. Puglisi worked with the board on three different documents promulgated by different dicastrie of the Holy Season. The focus of these articles was the different forms and methods of dialogue. Later that day, Puglisi offered a public lecture on the theme "Christian Unity and InterReligious Relations". This lecture illustrated the innovative teaching of the Second Vatican Council concerning the search for Christian unity, and for a positive relationship with other religions. He spoke regarding some practical challenges in terms of education, especially in post-secondary education for improving the reception of the Church's teaching.

Interreligious Dialogue and The Peace Process (December 11, 2011)

• The Centre for Jewish-Catholic-Muslim Learning in collaboration with the Office of Campus Ministry at King's University College and Or Shalom Synagogue, welcomed Rabbi Ron Kronish, the Director of The Interreligious Coordinating Council of Israel (ICCI). ICCI is Israel's best-known and most-respected interreligious organization. A meal was shared by 125+ members of the Jewish, Christian and Muslim communities. After the meal, Rabbi Kronish spoke of the importance of interreligious dialogue in the peace process with reference to his personal witness of such dialogue through ICCI. The gathering was featured on CTV news.

Holocaust Memoir Project- Behind the Doors Book Launch (May 24, 2011)

• In the summer of 2007, The Centre for Jewish Catholic Muslim Learning was approached by Hayley Faulkner, a student at The University of Western Ontario, and her mentor, Monda Halpern, a Western professor of History and Jewish Studies. They presented the compelling narrative of Esther Warmerdam as told to and written by William Butt. The memoir relates the story of Esther (Etha) Warmerdam's experience growing up in Nazi-occupied Holland and her family's bravery in saving the lives of nearly 250 Jewish children and young adults. Unlike many Holocaust memoirs that focus on Jews that were hidden, this memoir tells the story of the hiders. After many years of silence, Etha shared the story with William (Bill) Butt. Etha and her family live in Woodstock, Ontario.
  • An educational study guide has been developed to accompany the memoir for use in secondary schools by King's University College graduate, Laurie Schultz. The Althouse Press published the memoir and study guide. Etha Warmerdam attended the event and William Butt's granddaughter, actress Alexis Sabino gave a reading from the memoir.

Abrahams Cafe

• Hosted at the London Public Library, Central Branch.

JEM at The Jewish Community Centre
Michael Bechard was asked in his capacity of the chair of this committee to speak about the work of the CJCML and the obstacles and gifts experienced by the community.

CBC also interviewed Michael Bechard about the work of the CJCML.

Centre for Advanced Research in European Philosophy

- CAREP sponsored a lecture series on the theme of rethinking philosophical traditions. The following people presented papers. There was a good turnout from across King’s and Western campuses:

  - “Re-Thinking Philosophy and Its Histories”
    - Philosophy has come to a critical juncture in its history. Older paradigms developed at the beginning of the 20th Century, including dominant analytic and Continental ones, seem to have come to a fruitful end. Where must Philosophy go? What must it do? This lecture series will mine the riches of philosophical traditions and histories in order to help us think potential future resources.
    - Dr. Nicholas Rescher, University of Pittsburgh
    - September 12, 2011, 4:30 p.m.
    - “Leibniz on Minds and Machines”
    - Dr. Damjana Bratuž, UWO
    - November 3, 2011, 4:30–6:30 pm
    - “Le connessioni invisibili/Invisible Connections: From the “Harvard Lectures of Bartók (1943) and Calvino (1985)”
    - Dr. Tilottama Rajan, UWO
    - January 26, 2012, 4:30 pm
    - “The Vitality of Idealism: Evolution and Involution in Schelling’s and Hegel’s System”
    - Dr. Philipp Rosemann, University of Dallas
    - March 22, 2012, 4:30 pm
    - “What is Tradition? Medieval and Contemporary Perspectives”

- We also hosted two outreach joint talks to reach out to the broader community:
  - Dr Richard Hamilton, PhD, The University of Notre Dame, Australia, “Making Sense of Animal Morality”, Wednesday October 26, 2011 at 4:30 pm [With Philosophy Dept as whole and with KPSA]
  - Dr Gilles Mongeau, SJ, Regis College, University of Toronto, “Religion and Culture in Aquinas”, Thursday March 1, 2012 at 3:30pm [with Religious Studies and Catholic Studies for Teachers]

The School of Social Work
The School of Social Work sponsored a variety of conferences, workshops and guest lectures during 2011-12
Social Work Research Day 2011

- The 8th annual Social Work Research Day was held at King’s on Friday, November 4, 2011. The event began with a keynote address by Dr. Rachel Birnbaum entitled "A Snapshot of Family Justice Research over Time: The Joys and Pitfalls of Applied Research." Dr. Birnbaum’s presentation reviewed the results of different research projects with collaborators in law, psychology, social work and medicine that focus on addressing the needs of children and families post separation and/or divorce as well as children’s participation during family breakdown.
- At morning sessions following the keynote address, the attendees could attend workshop sessions offered by members of the School’s faculty and for the first time, a workshop offered by a member of the Social Work community who had been invited by the committee to present. Mr. Jason Shim presented “Social Work Research Transcription Best Practices”, Dr. Barbara Decker Pierce presented “How to Write and Review Qualitative Research” and Dr. Claude Olivier presented “Performing Research Findings: Using Theatre to Promote Cross-Cultural Interaction”. All of the morning workshops were quite popular and received good reviews.
- After lunch, 12 concurrent paper sessions on various projects were offered by members of the Social Work faculty, MSW students, alumni and practitioner-researchers from the community. They were based on themes of Long Term Care, Self Improvement, Community Development, and Family. Topics covered ranged from long term care issues to research methods that can be applied to improving social work practice, issues of youth substance abuse and the realities facing Canadian families dealing with everything from immigration to health issues.
- 80 people registered to attend this year’s Research Day.

Social Work Week

- The School of Social Work celebrated Social Work Week with a number of events directed toward the theme Social Workers Help People Get Back on Track.
- The week began with “Through the Lens of Collaboration: Interventions in Addiction, Poverty and Mental Health”, a conference cosponsored by The School of Social Work, Ontario Association of Social Workers—Western Branch and the Association of Social Work Field Practice Educators. St. Joseph’s Health Care (Grosvenor site) generously provided the venue and approximately 150 students and community professionals were in attendance. The presentations addressed addiction and mental health issues from various perspectives including documentary photographer, consumer, consumer/advocate, social service provider and researcher.
- Recognizing the importance of self-care in the profession, the social work students organized a “Take Some Time for Yourself” event that included food, yoga, board games and instruction on making a dream catcher.
- Dr. Amanda Bell presented the annual faculty lecture based on the findings of her PhD thesis “Transforming Offender/Victim Relationships to Parent/Child Relationships that are Safe and Emotionally Beneficial for Child Sexual Abuse Victims”.

The Centre for Social Concern

This was again a very active year for the Centre with 17 events in total being sponsored from September 2011 to April 2012. The success of the Centre over the years has resulted in frequent requests from community and diocesan groups to host events and speakers at the college. The following is a list of events that the Centre organized:
- Canadian Boat to Gaza – Report by Tahrir delegates:
  - David Milne (Christian Peacemaker Teams),
  - Muhammed Hamou (UWO Muslim chaplain)
Panel members discussed their experiences on board the Canadian Boat to Gaza using photos and videos, and discuss plans for the Tahrir's future in the ongoing campaign to challenge the blockade of Gaza.

- Grahame Russell Of Rights Action, Talk: “Canadian Mining Interests in Guatemala”

THE DEATH OF AN IMAM
Following the viewing there was a discussion with

- Co-Producer, Professor Salah D. Hassan
- And Panelists:
  - Jeremy Copeland, Lecturer at Faculty of Information and Media Studies, UWO, a former Producer at CBC Television and currently a Videojournalist at Al Jazeera English; and
  - Richard Matthews, PhD, a philosopher and professor in Social Justice and Peace Studies, King’s University College, UWO

- Art for AIDS collage workshops supervised by Hendrikus Bervoets – Art for AIDS International Gallery
- Screening of the documentary by Saul Landau: "Will the Real Terrorist Please Stand Up" focusing on the “Cuban 5” with commentary by Professor Jeff Tennant.
- David Rovics – protest singer “Songs of Social Significance”
- Bishop Sebastian Adayanthrath from Kerala, India. Talk: “Transformative Development” Bishop Sebastian shared his experience with Save A Family Plan, a unique development initiative working with the poorest and most marginalized in India.
- Talk: “Contemporary Developments in the Cuban Economy and Social Life”, Cuban Consul General to Canada, Mr. Julio E. Pujol Torres
- Talk: Dr. Mads Gilbert “Eyes in Gaza” A physician gives a first-hand account of the bombing of Gaza.
- Talk: Dr Ivan Petrella “Imagining Political Possibility – Liberation Theology in the 21 Century (co-sponsored with SURLA)
- Talk: Dr. Bryan D. Palmer Trent University Professor of History, Chair of Canadian Studies and Canada Research Chair “Social Protest in the Occupy Era: Looking at Our Times through the Lens of the Minneapolis Teamsters Strikes of 1934.”
- Talk: Catalina Ponce de Leon “Estudiantes: The Chilean Student Movement and the Democratization of Political Spaces”
- Talk: Christine Sabas “Christian Peacemaker Teams: Getting in the Way”
- Artistic group, The Beehive Collective - A display of their most recent socially aware depictions of environmental issues.
- Talk: Dr. Marc Ellis “CONFRONTING ISRAELI POWER: Creating a Viable Future for the Palestinian people and a Moral Future for the Jewish people”
- Speaker: Linda McQuaig  Award-winning journalist speaking of her latest book: “The Trouble With Billionaires: Gluttony and Hubris in an Age of Epic Inequality”
PARTNERSHIPS IN LEARNING

- Through the Office of the Registrar, the College organized a variety of workshops, lecture series and programs for the Catholic Boards of Education in the Diocese of London and beyond.

- Some 600 Grade 11 and 12 high school students attended “Carpe Diem”: Seize the Day Catholic Student Leadership Conference. “We are the Difference,” May 24-25, 2012. The students engaged in workshops on the following subjects:
  - Global Citizenship..... Our Responsibility
  - He is a “Bleep”! She is a “Bleep”! This is a “Bleeping” School!
  - Taizé Prayer
  - Guided Meditation Workshop
  - What is fair trade and why does it matter?
  - L’Arche
  - Every Little Bit: A Journey to Haiti
  - Free the Children and Me to We Leadership and Social Justice Workshop
  - Become a Global Citizen!
  - For students interested in Social Justice
  - Developing a Safe Caring School Climate
  - You “R” Somebody
  - Social Justice Documentaries
  - Waste Free World: Our Role in Environmental Stewardship
  - One World

- King’s University College Model United Nations (KMUN) has brought the best and brightest high school students to campus to debate international political issues. The conference has been a collaborative effort between the Registrar’s Office, the Model UN Club at UWO, several faculty members, and the invaluable leadership of Dr. Erin Hannah.

- “Teachers as Scholars at King’s” (TASK), a program of discussion groups for Catholic teachers led by King’s faculty, was presented throughout the year. The philosophical underpinning of TASK is that intellectual leaders inspire and transform all educators across grade levels and disciplines.
  - Dr. David MacGregor, Canada and the American Revolution
  - Dr. David Norton, Contemporary issues in First Nations communities
  - Dr. Mark Yenson, Who did Jesus really think He was? Self-knowledge and why it matters
  - Dr. David Meredith, The face of mathematics
  - Dr. Antonio Calcagno, The contemporary problem of boredom and indifference: anxieties and relief
  - Dr. Jacquetta Newman, Occupy: democracy and the tragedy of the commons
  - Dr. Alison Meek, Racists, skinheads and modern America
  - Dr. Matthew Yeager, Bernie Madoff and the perils of capital accumulation
- Our vibrant Catholic educational partnership group has expanded enormously to 30 members including the leading Catholic educational organizations. King’s attends every Catholic educational conference in the province and many national events and is now seen as a highly-regarded resource and a well-liked and respected leader in Catholic education. Our new terms of reference have brought some structure and consensus to our partnership.

- CPCO and OCSOA courses will be hosted at King’s the summer of 2013.

- Educators from the Diocesan school boards who came to the Religious Life Lecture Series were issued certificates of attendance for their participation.

- Our extensive experience and leadership in collaboration with college partners has resulted in activity in three of the four working committees of ONCAT. Glen Tigert has invited us to participate in Western credit transfer projects and King’s has received funds for our own initiatives. We are delighted to have completed all the articulation agreements initiated. They are now awaiting their time on the SCAPA agenda. We have also sent over our DUFE and CTBU agreements for renewal and the new agreements with SCAU and Richmond will undergo the new process.
INTERNATIONALIZATION

The internationalization program at King’s continued to flourish and expand. King’s is now a leader in promoting internationalization both at Western and on the national scene.

- During 2012-13, the international student population included 364 (visa) degree students, 30 exchange students and 75 2+2 degree students from 28 different countries.
- The College’s International Student Advisor, Linda Weber, maintained regular contact with international exchange and degree students, as well as the domestic international students working as International Peer Guides (25) and seven student coordinators from the Work Study Bursary and International Work Experience Program.
- The following additional international university partners have been added in the past year: Geneva School of Business, Richmond University (UK), Universität Hannover (LUH), Germany in progress, IESEF, France is in discussion, University of Notre Dame, Australia, is in discussion.

| International Students From Partner Universities 2012-13 |
|---------------------------------|---|
| CTBU                            | 45 |
| DUFE                            | 30 |
| Kangnam                         | 5  |
| Sookmyung                       | 1  |
| Yeungnam                        | 2  |
| Sungkunkwan (SKKU)              | 1  |
| CUK (EIP)                       | 1  |
| Ryukoku                         | 1  |
| UEES, Ecuador                   | 2  |
| Federal, Brazil                 | 2  |
| Las Andes, Columbia             | 4  |
| BFI, Vienna                     | 1  |
| Moscow State, Russia            | 3  |
| Lille, France                   | 5  |
| Kwansei, Japan                  | 2  |
| **Total Number of Students**    | **105** |
| **Total Number of Universities**| **15** |

- King’s students engaged in outgoing exchange through various academic disciplines including Social Justice and Peace Studies, Social Work, Economics, Business and Math, and Modern Languages (French). Some students also engaged in international study through Western’s Exchange Program or through intercultural learning organizations such as Intercordia.

| Outgoing Academic Exchanges 2012-2013 |
|--------------------------------------|---|
| UNIVERSITE CATHOLIQUE DE LILLE, FRANCE (King’s Exchange) | 3 |
| UNIVERSITY OF CONSTANCE (IBH and OBW), GERMANY | 1 |
### International Student Events and Activities

- King’s International Student Services had a successful year with full attendance at student events. Linda and Regina worked together with a team of seven student coordinators (4 work study, 2 IWE and 1 volunteer) and 25 Peer Guide volunteers to provide services, events and activities for all international and exchange students. The Bridging Orientation Program had 65 exchange and international students in attendance and many of these students attended events and activities throughout the year. Receptions and parties such as the Welcome Reception, Thanksgiving dinner, Halloween Party, Christmas Party, Lunar New Year Dinner and Farewell Luncheon had 80-100 people in attendance. This year’s excursions to Toronto (and Cirque du Soleil), the Stratford Festival, the Arts and Cookery Bank (West Lorne), the Maple Sugar Bush, and the Mustangs Hockey game were highlights.

- Additional excursions were offered to students in the experiential courses and to exchange students in the Canadian Culture and Oral discourse classes (non-credit). These excursions included trips to Eldon House; Museum London; the McMichael Collection in Kleinberg, Ontario; The Ontario Museum of Archeology; and London City Hall. This year’s experiential classes were more diverse than in previous years which allowed for more comparative discussions. The class included students from Austria, Brazil, Ecuador, Korea, Japan, as well as the Visiting Scholars from Lille University in France and from Dongbei University of Finance and Economics in China. There have been challenges with teaching non-credit courses at King’s and consequently the experiential culture class and oral discourses classes have been discontinued. The Canadian Culture and Oral discourse experiential courses for exchange students had been offered since 2002.

### International House

- The International House residents spoke highly of their experience in International House this year. In its third year of operation as an international student residence and gathering space, jointly managed by King’s Residence and International Student Office staff, it has met and exceeded program expectations each year.
THE KING’S UNIVERSITY COLLEGE STUDENTS’ COUNCIL

- The Executive Committee of KUCSC; Andrea Jolliffe, KUCSC General Manager; Jeff Major, King’s CFO; Doreen Vautour, (in her capacity as Campus Activities Coordinator); the Dean of Students and Matt Quin/Jane Antoniak, Manager of Communications assist KUCSC in management of the many and varied services and activities provided to King’s students through KUCSC. The positive, collaborative relationship between the KUCSC and the College continues to be one of the major contributing factors to the quality of the campus experience of King’s students.

- Under the direction of the KUCSC General Manager, Andrea Jolliffe, the consolidated financial management system was implemented for 2012-13. Due to the size and scope of KUCSC operations and budget, an accountant’s services were engaged and the practice of an annual audit (begun in 2011) continues.

- The Orientation Week (coordinated through USC) and KUCSC activities and special events were well planned and implemented during 2012-13. A guest speaker series and full complement of club events and activities filled the KUCSC calendar. Student participation varied considerably by event. Many student events are run as fund raisers for charities.

- Improvements to the KUCSC web site and communications continue to be realized through a strong, continuing relationship built with King’s ITS, King’s Manager of Communications and the efforts of the KUCSC Communications Coordinator (in its third year as an executive position).

- KUCSC developed an independent, on-line student satisfaction survey of campus food services. The results were not released until June 2013. Discussion is continuing with Aramark Campus Services, the new KUCSC President, Residence Manager and Dean of Students and has resulted in some new ideas and initiatives to improve student satisfaction.

- KUCSC funded an additional staff position (8 month, contract) to manage KUCSC retail operations and services beginning in August 2012. This position was developed in anticipation of KUCSC staffing the King’s Connection/Info Desk in the new Student Life Centre. This position was responsible for handling all processes for the retail operation (King’s wear and other items), the Bike Share program and locker rentals. Plans to offer on-line orders and sales for King’s items, including Alumni items (such diploma frames) were discontinued due to the cost of maintaining an on-line sales presence. Proposed costs far exceed the possible sales revenue. Orders have been and will be taken by email or phone however.

- Discussion of space needs, short and longer term, continued in planning for the move to the new King Centre. The increasing number of student groups, social activities and recreational/athletic activities, with necessary equipment and supplies, has resulted in additional requests for KUCSC storage space for the future. A storage space and contents inventory was undertaken and requests forwarded to the Director of Physical Plant for consideration.

- The multi-use sports pad continues to be heavily used for basketball, ball hockey and ice hockey. Ice preparation, snow removal and equipment and supply storage remain challenges. Planning for the purchase of exercise equipment for the recreational space in the lower level of the King’s Centre was undertaken.
A CULTURE OF SERVICE

Academic Counseling Services

- The service to students provided by the Academic Counseling team of the Office of the Academic Dean continued at a high volume both for general academic counseling and for specific requests such as academic accommodation, special examinations and letters of permission. Despite the heavy workload, the level of student satisfaction with the quality and professionalism of all staff in the Academic Dean’s Office and departmental units remains high. In short, the College is blessed with a highly skilled staff well versed in all dimensions of academic counseling support.

Academic Counselor Activity

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Personal Counseling Services

- During 2012-2013, 213 students received individual personal counselling. This total represents a slight decrease over the previous year. Some King’s students were seen for counselling at Western’s Student Development Centre (Western’s total is unavailable). Statistical reports are maintained annually recording the number of student users, counsellor appointments, cancellations and “no show” appointments.

- The presenting issues of students seeking counselling are increasingly serious, multiple and complex, requiring and utilizing more time and expertise. Complex and long-term counselling commitments are managed through community referral as appropriate and possible.

- The major issues facing students seeking counselling included trauma, anxiety, grief and bereavement, depression, relationship issues (violence), and issues faced by International Students. Waiting lists were managed within acceptable limits. Crisis or emergency counselling was available daily.

- Service user totals have remained reasonably consistent for the past 8 years in spite of the increased size of the student body. This is partially explained by the fact that SSD identified students with a diagnosed psychiatric disability are counted in SSD statistics (77 students in 2012-13) and do not appear in personal counselling statistics. (See SSD report below.)
Services for Students with Disabilities

King’s University College Students with Disabilities Requiring Academic Accommodations

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<td>15</td>
<td>15</td>
<td>25</td>
<td>36</td>
<td>39</td>
<td>55</td>
<td>77</td>
<td>79</td>
<td>77</td>
</tr>
<tr>
<td>Chronic Medical</td>
<td>25</td>
<td>35</td>
<td>25</td>
<td>9</td>
<td>14</td>
<td>14</td>
<td>17</td>
<td>33</td>
<td>32</td>
<td>31</td>
</tr>
<tr>
<td>Multiple Disabilities</td>
<td>16</td>
<td>8</td>
<td>14</td>
<td>8</td>
<td>9</td>
<td>10</td>
<td>5</td>
<td>6</td>
<td>0</td>
<td>9</td>
</tr>
<tr>
<td>Temporary Disability**</td>
<td>17</td>
<td>5</td>
<td>8</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>16</td>
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<tr>
<td>Unconfirmed Disability*</td>
<td>17</td>
<td>28</td>
<td>7</td>
<td>15</td>
<td>7</td>
<td>11</td>
<td>10</td>
<td>11</td>
<td>13</td>
<td>16</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>154</td>
<td>154</td>
<td>174</td>
<td>201</td>
<td>222</td>
<td>228</td>
<td>268</td>
<td>335</td>
<td>348</td>
<td>358</td>
</tr>
</tbody>
</table>

*Students in the “unconfirmed disability” category did not receive academic accommodations.
**2009-10-2011-12 “Temporary Disability” students were allocated to the appropriate Ministry classifications; in 2012-13 the general temporary category was reinstated (Ministry reporting).

- Continuing the trend of annual increases in the number of students requiring academic accommodation for disabilities, 358 students registered at King’s requested academic accommodation—a slight increase (2.8%) over the prior year. Following years of rapid increase (2004-05 to 2010-11) in the number of students registered with SSD, the last three years (2010-11 to 2012-13) show only slight growth in the number of students requesting SSD services. In addition, 92 students registered at Western required course accommodation at King’s. The Western student numbers have remained relatively constant as well.
Test and Examination Accommodation for Students with Disabilities

- The following chart outlines the number of tests and examinations that were administered by the Dean of Students Office:

### Tests and Examinations for Students with Disabilities

<table>
<thead>
<tr>
<th></th>
<th>02-03</th>
<th>03-04</th>
<th>04-05</th>
<th>05-06</th>
<th>06-07</th>
<th>07-08</th>
<th>08-09</th>
<th>09-10</th>
<th>10-11</th>
<th>11-12</th>
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<tbody>
<tr>
<td>Summer</td>
<td>23</td>
<td>39</td>
<td>103</td>
<td>60</td>
<td>80</td>
<td>92</td>
<td>87</td>
<td>136</td>
<td>111</td>
<td>133</td>
<td>135</td>
</tr>
<tr>
<td>Fall Term</td>
<td>231</td>
<td>232</td>
<td>292</td>
<td>307</td>
<td>299</td>
<td>307</td>
<td>399</td>
<td>393</td>
<td>430</td>
<td>490</td>
<td>531</td>
</tr>
<tr>
<td>December Exams</td>
<td>126</td>
<td>120</td>
<td>159</td>
<td>159</td>
<td>222*</td>
<td>243</td>
<td>236</td>
<td>241</td>
<td>356*</td>
<td>315</td>
<td>405</td>
</tr>
<tr>
<td>Winter Term</td>
<td>199</td>
<td>221</td>
<td>244</td>
<td>263</td>
<td>254</td>
<td>314</td>
<td>376</td>
<td>413</td>
<td>431</td>
<td>538</td>
<td>499</td>
</tr>
<tr>
<td>Final Exams</td>
<td>288</td>
<td>301</td>
<td>332</td>
<td>360</td>
<td>402</td>
<td>455</td>
<td>468</td>
<td>438</td>
<td>552</td>
<td>622</td>
<td>598</td>
</tr>
<tr>
<td>Total</td>
<td>867</td>
<td>913</td>
<td>1130</td>
<td>1149</td>
<td>1257</td>
<td>1411</td>
<td>1566</td>
<td>1621</td>
<td>1850</td>
<td>2098</td>
<td>2160</td>
</tr>
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</table>

# of SSD Students/Year in Program

<table>
<thead>
<tr>
<th>Year in Program</th>
<th>2008-09</th>
<th>2009-10</th>
<th>2010-11</th>
<th>2011-2012</th>
<th>2012-13</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
- Students with learning disabilities, psychiatric disabilities and Attention Deficit Disorder (ADD) continue to be the largest groups requiring accommodation. Two charts (below) show the past three years of King’s SSD by disability group and a chart provided by MTCU shows students with a disability in Ontario for the year 2010-11 (HEQCO report released in February 2013: Disability in Ontario: Postsecondary education participation rates, student experience and labour market outcomes).
Learning Skills

- Weekly Learning Skills presentations were offered at King’s in 2012-13. During the Fall Term, twelve (12) Learning Skills presentations were offered and in the Winter Term, nine (9) presentations were offered by Mike Allegretti, Doug Mantle, or Catherine Turner.

<table>
<thead>
<tr>
<th>Learning Skills Presentations</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction to Learning Skills</td>
<td>September 18</td>
</tr>
<tr>
<td>Reading Textbooks</td>
<td>September 25</td>
</tr>
<tr>
<td>Introduction to Learning Skills</td>
<td>October 2</td>
</tr>
<tr>
<td>Introduction to MS Office</td>
<td>October 9</td>
</tr>
<tr>
<td>Digital organization</td>
<td>October 16</td>
</tr>
<tr>
<td>Time management</td>
<td>October 23</td>
</tr>
<tr>
<td>Exam preparations</td>
<td>October 30</td>
</tr>
<tr>
<td>Multiple choice exams</td>
<td>November 6</td>
</tr>
<tr>
<td>Learning from your class syllabus</td>
<td>November 13</td>
</tr>
<tr>
<td>Intro to OneNote Part 1</td>
<td>November 20</td>
</tr>
<tr>
<td>Time management and procrastination</td>
<td>November 27</td>
</tr>
<tr>
<td>Study tips</td>
<td>December 4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Learning Skills Presentations</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bringing your brain back from vacation</td>
<td>January 16</td>
</tr>
<tr>
<td>Introduction to MS Office</td>
<td>January 23</td>
</tr>
<tr>
<td>Essays</td>
<td>January 30</td>
</tr>
<tr>
<td>Learning from your class syllabus</td>
<td>February 6</td>
</tr>
<tr>
<td>Digital organization</td>
<td>February 13</td>
</tr>
<tr>
<td>Multiple choice exams</td>
<td>February 27</td>
</tr>
<tr>
<td>Exam preparations</td>
<td>March 6</td>
</tr>
<tr>
<td>Apps</td>
<td>March 13</td>
</tr>
<tr>
<td>Time management</td>
<td>March 20</td>
</tr>
</tbody>
</table>

Career Services

- Two hundred sixteen (216) students were seen for career counselling at King’s—a significant increase over the previous three years (183, 151 and 118 respectively). All students were seen initially for a half-hour appointment to ensure all students were able to start their career exploration in a timely way; subsequent appointments are scheduled for a full hour. Seventy-five (75) King’s students received 94 career services appointments at the Student Success Centre at Western between September 2012 and April 30, 2013.
<table>
<thead>
<tr>
<th>Year</th>
<th># of Students</th>
<th>Male</th>
<th>Female</th>
<th>Under 25</th>
<th>Over 25</th>
<th>FT</th>
<th>PT</th>
<th>Alum</th>
<th>Int.</th>
<th>1st Nations</th>
<th>Social Work</th>
<th>1st Gen.</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012-13</td>
<td>216</td>
<td>59</td>
<td>157</td>
<td>170</td>
<td>46</td>
<td>164</td>
<td>23</td>
<td>29</td>
<td>17</td>
<td>1</td>
<td>4</td>
<td>38</td>
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<tr>
<td>2011-12</td>
<td>183</td>
<td>32</td>
<td>151</td>
<td>152</td>
<td>31</td>
<td>157</td>
<td>18</td>
<td>8</td>
<td>17</td>
<td>2</td>
<td>1</td>
<td>23</td>
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<tr>
<td>2010-11</td>
<td>151</td>
<td>35</td>
<td>116</td>
<td>127</td>
<td>24</td>
<td>126</td>
<td>8</td>
<td>17</td>
<td>11</td>
<td>2</td>
<td>2</td>
<td>15</td>
</tr>
<tr>
<td>2009-10</td>
<td>118</td>
<td>25</td>
<td>93</td>
<td>94</td>
<td>24</td>
<td>98</td>
<td>10</td>
<td>10</td>
<td>12</td>
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<td>14</td>
</tr>
<tr>
<td>2008-09</td>
<td>73</td>
<td>19</td>
<td>54</td>
<td>59</td>
<td>14</td>
<td>63</td>
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<td>1</td>
<td>9</td>
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<td>6</td>
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<tr>
<td>2007-08</td>
<td>28</td>
<td>5</td>
<td>23</td>
<td>21</td>
<td>7</td>
<td>20</td>
<td>7</td>
<td>1</td>
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<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>2006-07</td>
<td>100</td>
<td>19</td>
<td>81</td>
<td>86</td>
<td>14</td>
<td>85</td>
<td>10</td>
<td>5</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>2005-06</td>
<td>97</td>
<td>20</td>
<td>77</td>
<td>83</td>
<td>14</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>2004-05</td>
<td>60</td>
<td>18</td>
<td>42</td>
<td>33</td>
<td>9</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
</tbody>
</table>

- There was an increase in the number of students seeking assistance with writing personal statements for applying to graduate school and other post graduate programs.

**The Resume Help Clinic**

- The Clinic was located in The Write Place for the second year. It was offered in second term for 12 weeks. Thirty-six (36) students accessed this service.

**Programs/Events**

- First Generation Talk, October 17, 2012, - a 1-hour presentation on the career development process tailored to First Generation students.
- Sociology Career Night, November 13, 2012.
- Fireside Chat for Prospective Bachelor of Education students, November 22, 2012. An informal networking evening with current teacher representatives available to answer questions for prospective teacher candidates.
- Program Planning, Academic Deans Office, February 13, 2013 -- one hour presentations on “Getting started in Career Exploration” as part of the Academic Deans Office Spring Program Counselling.
- Alumni Services piloted an informal referral process for students and alumni wishing to connect with other alumni for networking and information gathering purposes in collaboration with King’s Alumni Services. A tracking method to determine how many connections are made is in development.

**Faculty of Education Panel Discussions**
• More Faculties of Education were represented, but fewer students attended. The increased interest on the part of the Faculties of Education and declining attendance of students reflects the current situation in the job market for teachers.

**King’s Residence Services**

• Doreen Vautour, Carrie Guthrie and Leroy Osbourne remained in Manager positions. Leasa Jane Dukeshire filled the office Secretary position beginning in June, when Stephanie Stewart accepted a maternity leave contract in the Social Work Office (and subsequently, a position in the Dean of Students Office).

• Student employees play a significant role in the development and delivery of services and programs in Residence. Residence is a 24/7 operation and requires exceptional staffing and support. Due to the limited hours and resources of the work/study program, additional funding is necessary and budgeted to provide continuity of service.

• A total of 22 students (13 female and 9 male) applied for 2012-2013 RA positions. Seven (7) applicants were international students. Eleven (11) new applicants were offered contracts. A number of positions remained vacant in hopes of finding more suitable candidates during the summer months. All positions were filled by September. It is increasingly difficult to recruit competent Residence Assistants. Students often deem the task set onerous, lacking in prestige and prefer other work/study positions with less responsibility. This is a common situation at many universities at this time.

• The RA team included 7 males and 12 females, including one male Head RA and one female Head RA. This is a slightly higher RA complement than in previous years. An additional female RA was added to cover a disability accommodation and another was added because of a greater than usual gender split in residence. An additional townhouse was added for females. One RA returned for a third year in the role (promoted to Head RA) and six RAs returned for a second year in the role. Two of the RAs were international 2+2 program students. One candidate was hired as International House Coordinator for 2012-2013.

• Gender imbalance in RA team required some duty schedule adjustments, including scheduling two female RAs on call some nights, instead of the usual male and female pair.

• Fifteen (15) students were hired to work at the Residence Information Desk (RID) from September to April: 7 Work Study, 4 First Generation, 2 International Work Experience and 2 contract staff.

• Residence *programming efforts organized* by staff and student residence assistants (RA’s) were strong and sustained this past year.

• In residence this year (2012-13):
  - 105 international students from 18 countries (29.5% of the residence population)
  - 4 UWO students
  - 14 students who identified London as their home address
  - 5 CultureWorks students
  - 5 male Brescia Preliminary Program students
 females were assigned to Alumni Court 100s, 300s, 500s, Wemple, and Townhouses 1,2, 5, 7, 9
males were assigned to Alumni Court 200s, 400s, Townhouses 3, 4, 6, 8, 10
first term exchange students – 10, 2 requested to stay for 2nd term, only one stayed for 2nd term
second term exchange students – 5

• New in 2012-13

New curtains in Townhouse 6-7,
Card swipe entrance capabilities in all residences.
Highlighting of stair edges in all campus residences for accessibility purposes.
Improved hallway lighting in W200’s.
New lounge furniture in Wemple and townhouses (completed three year special replacement cycle).
A $500 increase to RA stipends in addition to room fee increases (the second of a 3-year phased in increase).
Use of 6 study rooms to accommodate more residents.

Residence Council (KUCRC) organized the following program of events:

First 4 Weeks and Beyond – First Term

• The First 4 Weeks and Beyond program addresses the transition period for first year students by promoting engagement and success academically and socially.

• The Appreciative Advising mentorship program requires one-to-one sessions with each resident and their unit RA, twice each term. Appreciative Advising uses the principles of organizational development theory of Appreciative Inquiry and the positive psychology literature to provide a framework for increasing adviser and student success. While developed for academic/faculty advising purposes, Appreciative Advising has been successfully adapted for use in residence systems.

• Appreciative Advising is the intentional collaborative practice of asking positive, open-ended questions that help students optimize their educational experiences and achieve their dreams, goals, and potentials. It is a fully student-centered approach to student development. Tools and timelines for this program appear below; for information about Appreciative Advising please see http://www.appreciativeadvising.net/.

• Awareness Weeks (in collaboration with KUCSC)

  o Support Services Awareness Week Sept 10 – 13
  o Volunteer Awareness Week Sept 25 – 26
  o Environmental Awareness week Oct 22 – 26
  o Off-Campus Housing Awareness Nov 5 – 9
  o Mental Health Awareness Week Dec 3 – 6
  o Accessibility Awareness Week Jan 7 – 11
  o Multicultural and Multifaith Awareness Week Feb 11 – Feb 22
  o Gender and Diversity Awareness Week March 18- March 22

• Learning Skills – four learning skills sessions were offered in Residence.
• Residence Newsletter – emailed monthly to all residence students, outlines events, dates of interest and resources for residents.

• Spirit Cup – an awards program based on individual and unit contributions to residence life. Points are accumulated by participating in designated Spirit Cup events, showing respect for and contributing positively to the residence community.

• Each term the top female and male unit is awarded a $150 prize. Units competed for Spirit Cup points through residence community participation and a variety of events including:
  o Gotcha -- September (275 residents participated in this giant game of get-acquainted tag)
  o Pumpkin Carving -- October (King’s@Night event)
  o Brain Buck Blowout -- November (formerly the Study Challenge)
  o Minute to Win It -- January (King’s@Night event)
  o Cultural Festival -- February
  o Operation Laundry Basket -- March (Residents filled over 35 baskets with food and clothing donations; distributed to the London Food Bank, Good Will and Women’s Community House)

• Brain Bucks – Residents acquire Brain Bucks by using various academic resources on campus or submitting an academic evaluation such as essays, tests or presentations that exceeded a mark of 70%. Brain Bucks are accumulated and used to purchase prizes at the Brain Bucks auction each term.

• Residence Office social media presence (Twitter and Facebook) – This successful social media presence assists in distributing promotional and policy information to residents. Residence is a micro-community that requires information and communications which would not be of interest to any other student group.

• Kings @ Night – residence-wide recreational programming, included Pizza and a Movie Night, Minute to Win It, Bubble Gum Blowing and Marshmallow Tower Contest, Photo Scavenger Hunt, Gingerbread House Competition, Midnight Sundae Bar, Pumpkin Carving, Jenga Tournament, Musical Chair Competition and Easter Egg painting competition.

RA Programming Requirements
• The King’s Residence First Year Experience includes specific RA unit programming requirements, the Appreciative Advising mentorship program (unit-based), and residence-wide programming initiatives. The specifics of RA required programming were:
  o 4 individual Appreciative Advising resident meetings (2 per term),
  o attend 4 residence wide events i.e. Spirit Cup or Kings @ Night events (2 per term) and bring your residents,
  o 4 unit events (2 each term), and
  o 2 Bulletin Board displays (1 each term): Fall Term 1st week, Theme: Introducing yourself to your unit; 1st week in January, Theme: New Year; Improved You.

• Sampling of Unit Events Organized by RAs -- Western Film night, international dinners, video game tournaments, Hallowe'en trick or treating for food bank donations, Mongolian Grill dinner, Thanksgiving Dinner, Christmas holiday crafts and cookie decorating, T-shirt painting, “Movember” mustache competition, games night, movies and pizza, Valentine exchange, secret angel, mental health discussions.
Conference Services/Room Bookings

New initiatives
- In response to significant increases in student fundraising activities (personal fundraising for experiential learning and charity fundraising through KUCSC and affiliated organizations), guidelines for fundraising requests for the Thames Market and Labatt Hall Atrium were implemented. Procedures were also developed for requesting permission for information displays, surveys, promotions and sales by internal and external parties.
- New procedures were implemented for requesting guest internet accounts.

Challenges
- Significant challenges were presented by our first conference. Being scheduled for May 3 made for hectic preparations and did not allow time for carpet cleaning in Alumni Court until the end of June (some groups complained about the condition of the carpets prior to cleaning).
- An overall shortage of bookable space at King’s and an increasing number of events, clubs and activities continued to challenge the creativity of campus groups and the Conference Services Office from September through March. Accommodating space needs for classes, Culture Works, etc. on significant event days in May and June (Carpe Diem, Convocation, etc.) was also challenging. Often all available space was fully booked. The opening of the new King Centre will alleviate room allocation stress and address many of these concerns.

Campus Food Services

- Aramark continued to respond to recommendations for improvement to service and quality in the provision of meal plans, retail service, and catering. A new initiative was offered to student groups that allowed for more flexibility and cost savings for evening and weekend catering.
- Aramark continued to move toward more sustainability on campus. All food and beverage containers and disposable cutlery available in the Thames Market are now either recyclable or bio-degradable.
- Local product sourcing, meeting the diverse menu item requests of students and provision of gluten-free and vegan choices continue to be challenges in an operation of this size. Special dietary requests have become a particular challenge to be addressed annually for reasons of health, religious observation and preference.
- Continuing challenges exist in meeting the wishes of the campus community, including longer service hours in the Thames Market and Tim Horton’s during the academic year, limited summer service (due to the significant campus population decrease during the summer), the desire for more variety and price-consciousness.
- Given the large population using food services facilities over the middle of the day Tuesday - Thursday, service, cleaning, recycling volume, and garbage disposal are challenging for Aramark and for Physical Plant employees. More work needs to be done to encourage the King’s community, especially students, to participate in recycling initiatives and maintain the general condition of the dining hall. Aramark and KUCSC worked cooperatively to improve these conditions.
• Planning for food services in the King’s Center continued with a decision taken in the stakeholders group meetings that an improved Tim Horton’s outlet would best serve the community. The existing location in Labatt Hall will be redesigned as a Starbuck’s Express outlet to address the demand for quick, limited item service during class change intervals.

King’s Emergency Planning
• Planning for all forms of campus emergencies has been a focus of each area of the Office of the Dean of Students. In developing the general Campus Emergency Plan, sub-plans for residence operations and campus food services (with Aramark) have been updated and will continue to be updated regularly. Roles in the Campus Emergency Plan are in place for members of the Counselling and Student Development area, Residence and Conference Services, and Aramark Campus Services. Emergency plans for food service provision during weather emergencies are reviewed annually with Aramark and Residence Staff.

King’s University College Code of Student Conduct
• In 2012-13 nine (9) Code of Conduct complaints were lodged; two (2) referred from Western (one case of criminal harassment and one case of disruptive behavior on the Western campus) and seven (7) occurring on the King’s campus by King’s students. Complaints/issues included personal and criminal harassment, disruptive and/or dangerous behaviour, bullying/threatening behaviours, break and enter with damage to College property and theft of property.

• Two actions were jointly undertaken by the Dean of Students and Academic Dean as the severity of these situations had a potential impact on the academic context for each student.

• Appeals of residence dismissal were heard for three student dismissed from residence. All three students were reinstated with alternate sanctions selected due to circumstances presented in the appeal hearing.

• One faculty member inquired about bringing complaints forward under the Code of Conduct for classroom behavior and/or inappropriate contact by email or in person.

• There were 14 consultations with students and 29 contacts (formal and informal) with members of faculty, administration and staff regarding possible application(s) of the Code of Conduct or discussions about disruptive or unusual behaviour (identifying/addressing it). A significant number of contacts focused on behavior as it related to concerns about the mental health/disability of students. Some matters were referred to the Harassment Advisors and Campus Police Services, others to personal counselling or disabilities services.

• Campus Community Police Services informed the Dean of Students through the Director of Physical Plant (in his capacity as head of Security for King’s) of police matters involving our students that required restriction of campus access and/or the development and implementation of personal safety plans for students who were victims of crimes (on and off-campus) and/or students with court orders in effect restricting their proximity to another student or access to the campus.

• The Dean of Students, King’s Security Coordinator, and Campus Community Police Services assisted in the development of personal safety plans for several students feeling unsafe for a variety of reasons.
THE ACADEMIC HEART OF KING’S UNIVERSITY COLLEGE: THE G. EMMETT CARDINAL CARTER LIBRARY

- The emergence of a “Learning Commons” at the Cardinal Carter Library continued to develop. While the word “library” still conjures thoughts of books, study and silence, the role of the library has changed over time and in response to the needs of educational institutions and library users. The traditional focus on physical collections has given way to a broader focus which includes recognition of the needs of diverse user groups. Today’s students prefer to work collaboratively; new pedagogic methods are increasingly embracing active, group learning techniques. When reviewing work, students perform better when working together. When tackling complex tasks involving problem solving, students still seek to work in solitude in individual study carrels. By focusing on people, their uses of and response to its space, the Cardinal Carter Library is well on its way to realizing its mission to advance its role as a teaching and learning centre. The library remains an academic space, not a social space, and the need to balance evolving learner uses with traditional roles requires continued development of its space, its collections and its staff.

Library-as-Place

- In preparation for the construction of the King Centre a significant amount of work was done in the library over the summer months of 2012. With careful planning the service desk remained open throughout the upheaval. In early May the books, artwork, computers, printer/copiers, shelving and furniture on the open portion of the main floor were removed. Some furniture was stored in group study rooms A-E and others off-site. Reference books and serials were shelved in the storage room in Information Resources for ready access. A small reference collection was kept by the research desk. A partition barring access to the main floor, including the Information Resources area, was erected. Two printer/copiers were installed on the second floor on a temporary basis. Two computers were permanently installed in the main floor newspaper reading lounge and 6 were added to the second floor, making a total of 11 workstations available in this desirable quiet location. The fire exit on the east side was relocated to the northeast corner. Electrical raceways were added to the main floor allowing for an additional 80 electrical outlets, much to the satisfaction of students using laptops. The installation of sound mitigation barriers, enclosing the corner wells on the second floor and successfully blocking noise from below, resolved the greatest obstacle to the creation of a truly quiet second floor study space. In mid-August carpet tiles were installed on the open main floor and behind the service desk. A new colour scheme on the main floor was introduced, to rave reviews, and the walls were either painted or wallpapered. Furniture was reconfigured to ensure easier access to electrical outlets. Five Havelka pieces were remounted while the remaining paintings were placed in storage. The roof was replaced in mid-September.

- By early September the library was in reasonably good shape with only minor modifications required. The new furniture arrangement is aesthetically appealing and allows for clear sightlines to the east entrance to the King Centre. Thirty-three workstations, situated near service points on the main floor, complement the 11 now permanently located on the second floor. Construction work continues on the mechanical system which supports both the library and the King Centre. Students are most appreciative of the enhancements and eagerly await the opening of their new space. While the “study space” rating on the 2011-12 Survey of Graduating Students increased slightly from the previous year it is clear that the Andy and Helen Spriet Learning Commons area in the King Centre is needed.
A summary of mean ratings for each category as below was compiled from a tabulation comparing results for King’s and Western. (Note: All scores in the tabulation were on a scale of 1 to 5.)

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>KUC</td>
<td>UWO</td>
<td>KUC</td>
<td>UWO</td>
<td>KUC</td>
</tr>
<tr>
<td>#Library/ies in general</td>
<td>4.0</td>
<td>3.8</td>
<td>4.1</td>
<td>3.9</td>
<td>4.1</td>
</tr>
<tr>
<td>#Library access via Web</td>
<td>4.1</td>
<td>4.1</td>
<td>4.2</td>
<td>4.0</td>
<td>4.3</td>
</tr>
<tr>
<td>#Library hours of operation</td>
<td>4.1</td>
<td>3.9</td>
<td>4.2</td>
<td>3.8</td>
<td>4.0</td>
</tr>
<tr>
<td>#Library study space</td>
<td>3.6</td>
<td>3.1</td>
<td>3.5</td>
<td>3.2</td>
<td>3.4</td>
</tr>
<tr>
<td>#Library staff provided helpful assistance</td>
<td>4.2</td>
<td>3.9</td>
<td>4.1</td>
<td>4.0</td>
<td>3.8</td>
</tr>
<tr>
<td>#Library collections supported my course requirements</td>
<td>3.9</td>
<td>3.7</td>
<td>4.1</td>
<td>3.7</td>
<td>3.8</td>
</tr>
<tr>
<td>#Library instruction improved my research skills</td>
<td>3.9</td>
<td>3.5</td>
<td>3.8</td>
<td>3.6</td>
<td>3.6</td>
</tr>
<tr>
<td>#Average mean</td>
<td>4.0</td>
<td>3.7</td>
<td>4.0</td>
<td>3.7</td>
<td>3.9</td>
</tr>
</tbody>
</table>

- The library remained consistently busy throughout the school year as both an academic and social learning space and visits increased by 11,527 or 2.5% in 2012-13 over 2011-12. Usage statistics, including circulation figures and research transactions, are indicated in Appendix 4. Revenue from book fines collected by the library during 2012-13 was $9,978.35. While, for the most part, the construction noise was kept to a minimum, in 2012-13 alone $1,440.38 was spent on earplugs. Another $812.04 was spent in 2011-12 for a total of $2,282.62 over 2 years.

### Fines Revenue (Monographs only)

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>May 1 – July 31</td>
<td>$2,026.75</td>
<td>$1,710.50</td>
<td>$2,544.75</td>
<td>$1,610.00</td>
<td>$1,135.00</td>
<td></td>
</tr>
<tr>
<td>Aug. 1 – Oct. 31</td>
<td>$4,142.17</td>
<td>2,361.80</td>
<td>3,129.95</td>
<td>1,561.00</td>
<td>2,027.38</td>
<td>2,474.25</td>
</tr>
<tr>
<td>Nov. 1 – Jan. 31</td>
<td>2,461.43</td>
<td>2,816.75</td>
<td>3,140.70</td>
<td>3,388.80</td>
<td>3,459.25</td>
<td>3,795.25</td>
</tr>
<tr>
<td>Feb. 1 – Apr. 30</td>
<td>3,374.75</td>
<td>3,818.45</td>
<td>3,718.55</td>
<td>3,868.00</td>
<td>4,910.80</td>
<td>4,626.00</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$9,978.35</td>
<td>$11,023.75</td>
<td>$11,699.70</td>
<td>$11,362.55</td>
<td>$12,007.43</td>
<td>$12,030.50</td>
</tr>
</tbody>
</table>

*Note: This entry includes the period of May 1, 2012 to October 31, 2012

- Two public service policies were introduced. The Customer Service Policy, adapted from Western Libraries’ Customer Service Policy Statement, March 2012, reinforces our commitment to provide a positive and courteous service experience. The Public Computer Use policy ensures that the library’s computer workstations, reduced this year from 50 to 44, are available for study-related activities of
primary users. Community members are limited to 60 minutes of computer use per day. When the library is very busy and students are negatively impacted by guest use of the computer workstations this policy is particularly important.

- A museum quality Liebert HVAC/heating and cooling system was installed in the Eaton Special Collections Room over the summer. In early May the books and archival material were removed and housed in the locked compact storage units until late August when the material was returned to the room. The new system now resides in the ceiling directly outside the Eaton Room with the humidity and temperature readings located within the room. The issues surrounding the fluctuating temperature and relative humidity percentages were successfully addressed in March 2013. The system is programmed to be kept at 20°C (68° F), ± 1.5° C (2.7° F) and 45-50% R.H., with a daily fluctuation not exceeding ± 3%. Entry is now with card access by authorized persons providing another measure of security. When not occupied, the room is protected by an alarm system.

- The G. Emmett Cardinal Carter Archival Collection continues to grow with the addition of several photos taken at the time of Carter’s installation as Cardinal, June 30, 1979. The display case, with monies gifted by friends and honorary pallbearers of the late Cardinal, will be installed in August 2013.

- A reception celebrating the collaborative work undertaken by Peter Adams and David Belne on the Honourable Henry Edward Dormer was held in the Eaton Special Collections Room on October 2, 2012. The date for the reception was especially memorable as Dormer died on October 2, 1866. Four binders of material were added to this archival collection.

- In early February 2013 Steve and Sharon Glickman donated an authentic Persian rug measuring 13.5’ x 11’ to the College. Following their expressed wishes the rug is residing in the Eaton Special Collections Room. The original rug is now housed in the Dean’s Office.

- Over the summer a work study student organized the Canadian University Advancement Collection, which was donated by Paul Webb in 2011, and prepared a finding aid. Jackie Newman and Bill Robinson donated historical documents relating to the history of non-governmental peace advocacy groups in Canada.

- Over the past year 11 informative displays were mounted. Major themes ranged from Vatican II’s 50th Anniversary (October) and Sede Vacante: Filling the Chair of St. Peter (March 8-21) to Academic Integrity (January) and Sustainability (April).

- Recognizing that promotion of our space and our services is essential, a pop up banner was unveiled at the March Welcome Days. With the library’s motto “Experience the Heart of Kings” as its header, the banner promotes the people, access and learning zones which are the key benefits that students expect of their libraries.

- A flash mob surprised those working in the library on February 15, 2013. Over 200 students in various costumes wandered into the library and performed a Harlem Shake extravaganza. Fortunately the furniture and overhead lighting fixture were not harmed. Clearly the library as a gathering space rings true for these students (http://www.youtube.com/watch?v=JPDvg1o-uhk).

- The library continued to be extraordinarily busy and a popular destination. The library remained consistently busy throughout the school year as both an academic and social learning space. As library study space was frequently observed to be filled to capacity the lack of sufficient and appropriate space may have been a deterrent to some. Additionally, with quality digital content integrated into the Shared
Library Catalogue, which can be accessed at any time in any place, there is less need to visit the physical library.

<table>
<thead>
<tr>
<th>Information Services Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exit count</td>
</tr>
<tr>
<td>Check-outs</td>
</tr>
<tr>
<td>Check-ins</td>
</tr>
<tr>
<td>Stacking</td>
</tr>
<tr>
<td>Research queries</td>
</tr>
<tr>
<td>Technical queries</td>
</tr>
<tr>
<td>Instruction sessions</td>
</tr>
<tr>
<td>ILL requests</td>
</tr>
</tbody>
</table>

* Circulation of keys to word processing workstations discontinued in May 2009.
** With the reorganization of Western Libraries’ Interlibrary Loans Department, King’s workload was reduced.

Information Services

- In conjunction with the launch of a redesigned website for King’s, the library website was reorganized during the spring and summer of 2012. ‘Research Guides’, along with ‘Student Support’ and ‘Faculty Support’ were given prominent placement in the library home page tabs with streamlined access to the supplementary help pages. The colour scheme of all LibGuides pages was changed to match the colours of the King’s site, ensuring consistency with the overall design. With Student Reference Assistants as collaborators, the librarians maintained the currency of their research guides, adding new print and online resources as they became available. Further development of the library’s website continued with the conversion of some help pages to LibGuides format and the creation of new information pages. ‘New Releases’, announcing a selection of recent library acquisitions, and ‘My Library Account’, outlining the capabilities of the patron account, are examples of these. This renewal of library help and information pages is an ongoing project. LibGuides are also used as a medium for internal communication. The online ‘Information Services Manual’ ensures that both full and part-time staff have access to the same information regarding public service practices. Additional procedures manuals for the major internal operations are under construction.

- The King’s University College Faculty Publications website was launched, as planned, with the release of the new King’s website in August 2012. This represents a near complete record, and celebration, of the scholarly publishing activity of King’s full-time and part-time faculty. It includes links to the full-text of journal articles where these are available within the library system’s electronic holdings and links to the catalogue records of books authored or edited by faculty members. The continued currency of this site is facilitated by access to the new Faculty Reporting Tool developed by ITS and launched in November 2012.

- Early in the winter term the two under-utilized AV rooms were added to the study room booking system, adding two small group study rooms to the library’s complement of reservable space. The online study room booking and audio/visual equipment booking systems remain popular and well-used.

- The application of RFID tags to circulating books, dvds, serials and reference books was completed over the summer months of 2012. This project introduced new efficiencies to the check-in and check-out functions at the service desk and, with the installation of a self-checkout station, will bring a new self-
serve option to library users. Full and part-time library staff adapted quickly to the introduction of RFID technology for managing the library collection and adapted again in January 2013 when Innovative Interface’s Millennium integrated library system was replaced by Sierra, a web-based interface for circulation functions.

- During the fall and winter terms the library employed 10 Work Study Students, including 5 First Generation work studies, and 10 Student Circulation Assistants (SCA), all King’s undergraduate students, and 4 Student Reference Assistants (SRA), graduate students enrolled in Western’s Master of Library and Information Science program. Eight Work Studies provided weekday backup to Information Services, ensuring that returned material was shelved and promptly accessible, providing basic but essential troubleshooting of the printer/copiers and general assistance at the service desk. Student Circulation Assistants provided comprehensive circulation services during evening and weekend hours and the SRAs were responsible for providing research assistance during evening and weekend hours. The training of student employees involved the participation of most full-time library staff members; ongoing support and coaching were provided by 3 dedicated Information Services Assistants. From September 2012 through the end of January 2013 the library hosted its first co-op student placement. Abby Wise, a grade 12 student at A.B. Lucas Secondary School, worked with Information Services staff 3 hours daily, 5 days a week, learning about library public services and the principles of excellent customer service.

- Instruction in the use of research and information resources remains a key responsibility of the library. In cooperation with faculty in some departments the 3 subject librarians and the Information Services Assistant (Research) provided 26 instruction sessions, addressing more than 600 students. These sessions are designed to introduce classes to the major resources in their disciplines, to teach effective library research strategies using selected electronic tools and to help develop the knowledge needed to be successful students and lifelong learners. Much of the teaching that occurs in the library takes place ‘on demand’ at the research help desk or by appointment with one of the librarians who provide personalized, one-on-one research and reference assistance.

- The library was open 24/7 during the December and April exam periods, December 6-19, 2012 and April 12-30, 2013, providing 248 hours of study hall space and 120 full service hours in addition to its normal hours of opening (96 hours/week). During this period the library was staffed by Security between 11:45 pm and 7:45 am. The service desk closed at 11:45 pm but all computer workstations and printer/copiers remained available for use. Students entering the library after 9:00 pm were required to show their Western ID Cards and were counted as they entered. The data collected during the April 2013 final exam period reflects a typical pattern of use, with decreasing numbers after 3:00 am and a slight increase after 6:00 am. A total of 2,466 students entered the library between 9:00 pm and 8:00 am during the 18 day exam period. Compared to the previous final exam period, this is a slight decrease in the total number using the overnight study space. An increase in the number of taxi chits distributed, to 78 in April 2013 from 48 in April 2012, indicates that students are taking greater advantage of this service to study late but not the entire night. Once again, the 2011-12 Survey of Graduating Students points to students’ appreciation of the longer hours of opening (see table above).

**Information Resources**

- Electronic books, open access, digital preservation, licensing options for electronic resources, weeding collections and the shared library catalogue all impact the work performed by the Information Resources team. The past year’s activities demonstrate a commitment to provide quick and efficient access to print and electronic resources where and when needed. 2012-13 was a milestone year witnessing the introduction of RFID technology, implementing a new cataloguing standard, managing a large scale weeding project, and transitioning to the Sierra ILS software upgrade.
The RFID tagging project began in early June and concluded in mid-August. Teams of two, working 2-hour shifts, tagged the entire circulating and DVD collection. A 3M conversion unit that read the barcode on the book and linked it to the newly applied RFID tag was used. The work was physically demanding with bending, stretching and handling books of various sizes and weight. Full-time staff worked alongside 3 summer students and 2 volunteers in conditions that were far from ideal due to the construction taking place simultaneously in the library. Fortunately the teams were highly motivated to reach the end goal and, as such, constantly sought new ways to work quickly and more efficiently. A total of 115,500 tags were applied to the books, 1,545 overlays were applied to the DVD collection and 688 tags were applied to the serials.

As of March 2013 all Library of Congress cataloguing records are in the Resource Description and Access (RDA) format. Staff attended workshops and meetings to prepare for the new cataloguing standard.

Sierra, the software replacement for the Millennium ILS, was launched on January 3, 2013. Millennium’s technology is over 20 years old while Sierra’s ‘next generation’ software architecture is modern and robust, featuring more staff productivity tools. Sierra is the staff interface that handles all library activities including circulation, acquisitions, cataloguing, serials and reserves. Staff moved over to Sierra effortlessly and without formal training. The changeover to Sierra did not unduly impact patrons since the software is only visible to staff. The number of times that the shared library catalogue was down to accommodate this upgrade was minimal and the interruptions came at a time of year that had the least impact on students and faculty conducting research.

Early in the year the College switched from American Express to Visa as its credit card provider and at that time the Associate Librarian was issued a Visa card with an assigned dollar limit. As Visa is more widely accepted by our major book vendors, library associations and online vendors more credit card orders were processed resulting in an increased workload for staff; however this was offset by a more timely receipt of rush and multimedia material.

Once again, the library was delighted to receive a 5% increase to the acquisitions budget which brought the total to $595,049 of which $308,700 was directed towards monographs/audiovisuals and $286,349 to serials. A strong Canadian currency meant that the acquisitions budget was not negatively impacted and the purchasing power remained high. Appendix 6 highlights the breakdown by fund code of the year end book/audiovisual budget statement as of April 30, 2013 by department.

A total of 4,475 orders and 594 invoices were processed, adding 4,765 books and serials, and 157 films to the collection in support of scholarly research and teaching. Appendix 7 reflects the vendor activity comparisons received for the period May 1, 2012 through April 30, 2013. Appendix 8 reflects the percentage of orders assigned to the primary vendors, including the Book Store at Western. The average cost of a book was $62.24 while the average cost for audio visual material was $171.69.

<table>
<thead>
<tr>
<th>Average Monograph/AV Prices by Discipline</th>
<th>No. of Titles</th>
<th>Average Price</th>
<th>% Budget Spent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business</td>
<td>105</td>
<td>$57.20</td>
<td>71%</td>
</tr>
<tr>
<td>Childhood &amp; Social Institutions</td>
<td>121</td>
<td>$74.37</td>
<td>95%</td>
</tr>
<tr>
<td>Economics</td>
<td>98</td>
<td>$48.50</td>
<td>59%</td>
</tr>
<tr>
<td>English</td>
<td>461</td>
<td>$47.74</td>
<td>95%</td>
</tr>
<tr>
<td>French</td>
<td>14</td>
<td>$33.62</td>
<td>20%</td>
</tr>
<tr>
<td>Generalia</td>
<td>96</td>
<td>$51.71</td>
<td>74%</td>
</tr>
<tr>
<td>History</td>
<td>408</td>
<td>$57.79</td>
<td>103%</td>
</tr>
<tr>
<td>Mathematics</td>
<td>16</td>
<td>$51.23</td>
<td>68%</td>
</tr>
<tr>
<td>Philosophy</td>
<td>132</td>
<td>$66.78</td>
<td>62%</td>
</tr>
<tr>
<td>Political Science</td>
<td>263</td>
<td>$68.90</td>
<td>99%</td>
</tr>
<tr>
<td>Psychology</td>
<td>272</td>
<td>$55.28</td>
<td>80%</td>
</tr>
<tr>
<td>Reference</td>
<td>54</td>
<td>$229.79</td>
<td>91%</td>
</tr>
<tr>
<td>Religious Studies</td>
<td>611</td>
<td>$49.06</td>
<td>85%</td>
</tr>
<tr>
<td>Social Justice and Peace Studies</td>
<td>173</td>
<td>$61.28</td>
<td>88%</td>
</tr>
<tr>
<td>Social Work</td>
<td>809</td>
<td>$67.33</td>
<td>94%</td>
</tr>
<tr>
<td>Sociology</td>
<td>505</td>
<td>$69.13</td>
<td>99%</td>
</tr>
<tr>
<td>Thanatology</td>
<td>135</td>
<td>$73.33</td>
<td>86%</td>
</tr>
<tr>
<td>UWO Bookstore</td>
<td>160</td>
<td>$62.75</td>
<td>112%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>4,433</td>
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<td></td>
</tr>
</tbody>
</table>

Average estimated price for received orders is $62.24

- Following the summer weeding project 2,838 items, withdrawn from the collection, were donated to Better World Books, a U.S. based organization dedicated to enhancing literacy initiatives worldwide. Aggressive weeding on the second floor was required due to the limited collection space. Weeded items included second copies, older imprints, or titles available in other Western Libraries. The disposal of assets detailed report, including books, newspapers, multimedia and serials, amounted to $48,762.30.

- The tables below include the library volume count and the analysis and growth of the circulating book collection by Library of Congress class.

### Library Volume Counts

<table>
<thead>
<tr>
<th>as of April 30, 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monograph Volumes</td>
</tr>
<tr>
<td>DVDs at Circulation:</td>
</tr>
<tr>
<td>Eaton Special Collections Room</td>
</tr>
<tr>
<td>Reference</td>
</tr>
<tr>
<td>Archival Storage (ASTO)</td>
</tr>
<tr>
<td>CDs:</td>
</tr>
<tr>
<td>VHS:</td>
</tr>
<tr>
<td>Maps:</td>
</tr>
<tr>
<td>DVDs:</td>
</tr>
<tr>
<td>Serials Volumes – bound and unbound</td>
</tr>
<tr>
<td>Microfilm</td>
</tr>
<tr>
<td>Microfiche</td>
</tr>
<tr>
<td>Newspaper Subscriptions</td>
</tr>
<tr>
<td>Electronic Resources</td>
</tr>
<tr>
<td>Database Subscriptions</td>
</tr>
<tr>
<td>TOTAL</td>
</tr>
</tbody>
</table>

### Analysis and Growth of Circulating Monograph Collection (excluding audiovisual materials) for 2012-2013

<table>
<thead>
<tr>
<th>LC Class</th>
<th>Description</th>
<th>2012 Total</th>
<th>2013 Added</th>
<th>2013 Withdrawn</th>
<th>2013 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>General Works</td>
<td>102</td>
<td>7</td>
<td>6</td>
<td>103</td>
</tr>
<tr>
<td>Department</td>
<td>Title</td>
<td>Price</td>
<td>Department</td>
<td>Price</td>
<td>Department</td>
</tr>
<tr>
<td>------------</td>
<td>-------</td>
<td>-------</td>
<td>------------</td>
<td>-------</td>
<td>------------</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>119,505</td>
<td>4,765</td>
<td>2,838</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- The tables below highlight the 3 journal titles cancelled and the 2 new journals ordered.
The library is known campus-wide for its excellent collection of feature films and documentaries. In an effort to control the footprint of the multimedia collection, the majority of vhs format films, which are not in high demand, were relocated to storage for eventual withdrawal. The rise in popularity of the streaming video application and its impact on academic libraries is being closely monitored. As there is limited ITS support and server space for streaming video on site, coupled with the increased cost of this new format, King’s has elected to follow the lead of Western Libraries. Some faculty continue to prefer dvd and vhs format as it’s easier to cue up sections on a tape. Transitioning to a streaming video format will first require input from our stakeholders to ensure success.

Collection growth in the Eaton Special Collection Room was again modest given the space limitations. Seventeen titles were added to the faculty recognition area bringing the total to 265. Fifty-two boxes from academic and administrative units were added to the Records Centre Collection. Twenty-six record service requests were handled. The dramatic decrease in the number of visitors can be solely attributed to the removal of the holdings of the Diocese of London Archive at the close of last year.

Place-As Library: The Digital Library

- Scholarly print and e-resources continue to be added to the 20 subject specific research guides and another 9 ‘how to’ guides. In late November a librarian from Texas A & M University requested permission to use our ‘Faculty Publications’ template. Needless to say we were thrilled to have our site recognized by a leading university. As mentioned in the Information Services section, the Faculty Publications research guide is quite popular with 4,448 views recorded in 2012-13.

- Relevant e-reference books are purchased as they become available. The reciprocal arrangement with Western Libraries ensures that e-material is purchased for use by the entire Western community. Titles purchased this year include Associations Canada; Canadian Almanac and Directory; Canadian Environmental Resource Guide 2011-12; Canadian Parliamentary Guide; Concise Routledge Encyclopedia of the Documentary Film; Culture and Leadership across the World: The Globe Book of In-depth Studies of 25 Societies; Eating Disorders: an Encyclopedia of Causes, Treatment and Prevention; Encyclopedia of Applied Ethics; Encyclopedia of Sacred Places; Financial Services Canada; Government Canada; Historical Dictionary of Radical Christianity; History of Canada and Religious Celebrations: an Encyclopedia of Holidays, Festivals, Solemn Observances and Spiritual Commemorations.

- Established in 2006, Knowledge Ontario (KO) did not have sufficient support to continue into 2013 and ceased operations, effective December 31, 2012. The Ontario Council of University Libraries (OCUL) negotiated a deal for Academic OneFile (including Expanded Academic ASAP), CPIQ, Literature Resource Center and Career Cruising. As an aside, in mid-February 2013 OCUL proudly announced that
Scholars Portal is the first certified Trustworthy Digital Repository in Canada. OCUL, which has been acquiring and managing digital content since 2002, is committed to the long-term preservation of scholarly resources for the benefit of future students and researchers. This certification was issued by the Center for Research Libraries (CRL) following an audit of the Scholars Portal Journals repository conducted between January and July 2012. A parallel development in the field of knowledge management is the growth of institutional repositories as modes of scholarly communication. More than digital storehouses of the products of academic research, repositories are becoming an alternative media for communication among scholars, including students, and provide a platform for those who resist the exploitive and restrictive policies of some publishers.

**Collaborative Partnerships**

**Internal Partners**

- **Library Committee**: Meeting on 2 occasions the Committee provided wise counsel to issues relating to the physical enhancements made to the library in preparation for the King Centre as well as the proposed budget submission for 2013-14.

- **King’s University Students Council**: KUCSC remains a key internal partner to the library.

- A second water filling station/fountain was installed on the main floor in August 2012. Special thanks are extended to the KUCSC for suggesting this enviro-friendly service. As well, KUCSC donated 5 cell phone chargers to the library’s reserve collection. This popular convenience was shared on the College’s Twitter and has been well used.

- KUCSC hosted a reflexology session on December 4 from 2:00-4:00 pm and yoga on December 6 from 3:30-4:30 pm. A bake sale, with proceeds going to the Relay for Life event, was held in the library’s foyer later in the day. To their great surprise over $200 of goodies were sold. A second bake sale was held on March 4-7, with proceeds going to the Breast Care Centre at St. Joseph’s Hospital.

- At KUSC’s request a kettle was made available for use during the months of March and April. On April 9-10, just prior to the start of the April exams, KUSCS served coffee and cookies in the library from 2:00–3:00 pm, its Off-Campus Don team served ice cream and other goodies on April 11 at 7:00 pm, and on April 11-12 Ivey HBA students, involved with the Lemonade Challenge for the United Way, set up a lemonade stand in the foyer.

- Finally, on April 17 the Environment King’s Organization (EKO) served “de-stressing” green tea in the Instruction Room from 12:00-1:00 pm.

- **Campus Ministry**: On February 9, 2013 4 library staff worked with other King’s staff at the Hospitality Centre. Serving sandwiches, fruit and cookies, dancing with the guests and playing card games provided a welcome change from our library activities.

- Fr. Bechard donated a large Christ the King statue which now graces the Eaton Special Collections Room.

- **Academic Dean’s Office**: In consultation with the Department of Business, Economics and Math, Linda Whidden prepared new collection policies for Economics and Management and Organizational Studies. Linda Whidden and Claire Callaghan met with Dr. Maria Gallego from Wilfrid Laurier University, the external reviewer for Economics, on March 1, 2013. Linda and Claire also met with Professor Danny Cho
(Brock University) and Professor Alidou Ouedraogo (University of Moncton), external reviewers for MOS on March 28, 2013.

- In consultation with the Department of Sociology Susan Evans prepared a new collections policy for Sociology. Susan Evans and Claire Callaghan met with Dr. Ron Hinch (University of Ontario Institute of Technology) and Dr. Roberta Hamilton (Queen’s University), the external reviewers for Sociology on March 8, 2013. Collection assessments for the library holdings in these departments were also included in the submissions.

- **Dean of Students Office**: The library is committed to providing students with disabilities equal access to the information required for their studies. In consultation with the Student Development Assistant alternate format material is sourced out. The success rate, while low, will hopefully grow as publishers provide access to electronic versions of their textbooks. The Accessibility for Ontarians with Disabilities Act (2005), and in particular its Information and Communications Services Standard, states that libraries shall meet the requirements for print-based resources or materials by January 1, 2015 and digital or multimedia resources or materials by January 1, 2020.

- In collaboration with learning partners, the library continues to host drop-in centres for the Write Place, the Critical Reading Project, the Resume Help Clinic, and the Math Tutor Centre. The Library participated at the King’s Welcome Days held in May, November and March.

- Coordinated by Doreen Vautour the Student Appreciation Week held on November 19-23, 2012, included partners from all of the service units. Candy and fruit were available in all of the key student areas, along with ballots for prize draws. The library’s Amnesty Day was held on November 21, where blank copy cards were distributed and fines on King’s regular overdue material totaling $12.00 were waived between 8:00-5:00 pm. With the introduction of a new fines structure commencing on May 1, 2013 Amnesty Days were also held on April 29-30. Nine fines were waived totaling $169.50.

- **Information Technology Services**: Once construction was completed on the main floor in late August 2012, ITS replaced all 44 public computers which include windows 7, Microsoft Office and Adobe, and later in the year replaced 3 staff machines. Three of the staff machines required a major upgrade due to the Sierra implementation.

- King’s ITS provided the library with 4 monitors which were added to group study rooms A-C and F, as well as an additional 8 wireless access ports for a total of 13.

- The cell phone chargers provided by KUCSC proved problematic and were replaced by 5 new cell phone chargers purchased by ITS. Each bag includes a wall charger with 2 usb ports, mini usb, micro usb, Apple 30 pin and Apple Lightning 8 pin chargers. Both KUCSC and the library appreciated the support of ITS in the value added service initiative.

- The OneCard system for the Eaton Special Collections Room and group study room H was introduced in February 2013. While implementation was problematic, with faulty replacement parts, the system is now functioning properly. The OneCard system for printing/copying is expected to be up and running by early July.

- The prompt and helpful support provided by ITS in resolving wireless and printing problems for the library’s public and staff computers, printers and audio/video equipment is appreciated.
• **Office of the Registrar:** The professional librarians participate in the Welcome Days held in May, November and March. The unveiling of our new pop-up banner took place at the March 2013 Welcome Day.

• In early April, the Associate Registrar, Dean of Students, Manager of Counseling and Student Development and the Chief Librarian met with staff from the Amyseth Demonstration School. This gathering was an opportunity to learn more about the programs offered at Amyseth and discuss effective strategies for learning disabled students. John Barry, the Principal, is a King’s grad from ‘72 and his dream is to have King’s recognized as the place for students with learning disabilities to attend.

• **Financial Services:** Printer/copiers fall under the control of Financial Services. Copies generated in 2012-13 totaled 688,879 as compared to 2011-12’s combined total of 822,366 copies for a decrease of 16.23%. This decrease in printing may be related to the increased use of laptops, allowing students to download articles rather than print them and to the movement toward linking to digital material in course management systems and reserve and away from the use of course material in hard copy. Effective 2013-14, one of the 4 copiers will be relocated to the learning commons area of the King Centre with service provided by library staff.

• **Physical Plant Department:** The Physical Plant team provided us with superb support this past summer. Michael Tattersall kept us informed of construction issues and Allan Daw and his team were readily accessible and especially during those times when tarps were needed quickly to ensure that the collection was not damaged. The Physical Plant Department continued to keep the library in tip-top shape. Having a housekeeper who dusts book shelves is sincerely appreciated. Maintenance staff were kept busy attending to heating and cooling issues which were affected by the King Centre construction.

• **Foundation and Alumni Affairs Office:** Conversations between donors, the Principal and King’s Foundation staff can lead to library donations. In the past year the library has been the recipient of a Persian rug for the Eaton Special Collections Room as well as donations to the Cardinal Carter Archive.

• The Chief Librarian profiled Nonie Brennan, a King’s alumnus from 1984, in the Spring 2013 issue of the King’s Herald.

• **Communications Office:** At the request of Professor Calcagno and in cooperation with Matt Quin, a library handout for the “Intensities and Lines of Flight: Deleuze and Guattari and the Arts Conference” held at King’s on May 4-6, 2012 was prepared. Initial discussions regarding the marketing of the library were held in April 2013.

KUC-St. Peter’s Seminary Library Partners

• In the integrated leadership role established in May 2007, the Chief Librarian remains in daily contact with the 2 library staff members, is a member of the Faculty Executive Committee and attends monthly SPS Faculty meetings, including the intensive May and August three-day Seminary Faculty Planning Days. Collaboration continues to be a ‘win-win’ relationship in the areas of acquisitions and cataloguing, collection development, staff training and physical resources. Library staff participates in the Cardinal Carter Library’s annual retreat and are invited to attend relevant webinars. The Dean of Studies represents the Seminary on the Cardinal Carter Library Committee.

• Every ten years the Seminary goes through the demanding task of self-evaluation in preparation for the onsite visit from the Association of Theological Schools. The most recent visit and evaluation took place
from September 24-27, 2012. Sr. Mary Kay Oosdyke, faculty member at Aquinas College in Grand Rapids, Michigan and Dr. Tom Tanner, Director of ATS’ Accreditation and Institutional Evaluation, met with the Chief Librarian for a lengthy interview. The final report of the committee noted “that A. P. Mahoney Library is a clear strength of St. Peter’s for its academic programs, its ministerial formation, neighboring affiliates and for the church at large.”

- Father Steve Wlusek, Rector of St. Peter’s Seminary, presented the 3rd annual A. P. Mahoney lecture to mark Theological Libraries Month on October 10, 2012. His talk “From Darkness into Transforming Light: Spirituality for the healing journey of sexual abuse survivors” was based on his doctoral dissertation and examined the unique contribution of Carmelite spirituality in the healing journey. He was introduced by retired King’s faculty member, Dr. Rose Marie Jaco. Willy Van Klooster, a personal friend, and Interim Director of the London Centre of Hope Family Health Team thanked Fr. Steve. A donation was given to Tom Wilken and the Silence to Hope Project. A $300 mini-grant was received from the American Theological Library Association (ATLA) to offset costs associated with the lecture.

- Catholic Newspapers Online is an initiative of the Catholic Research Resources Alliance (CRRA). The goal is to provide access to all extant Catholic newspapers in North America. The current focus is a compiling of a list of catholic newspapers in digital form. Library staff is assisting this project by searching online for Canadian catholic newspapers in digital form to add to the list.

- The Seminary Archives Committee met on two occasions. Follow-up issues from the Centenary were the primary agenda items.

**External Partners**

- **Diocese of London**: A $500 donation was received from the Office of Canonical Services, in thanks for the College’s kindness in storing the sacramental treasures of the diocese’s vast archival collection while the Diocesan Centre was being renovated in 2011-12. Debra Majer, Archivist for the Diocese of London, provides professional archival assistance as required. She donated some unusual artifacts which belonged to the late Msgr. Lester A. Wemple, the first Dean of Christ the King College. The artifacts include postcards from his many travels while a student.

- **Western Libraries**: The affiliate university college libraries continue to play an important role on the Customer Services Standing Committee (CSSC) and the Millennium Operations Subcommittee (MOSC) hosted by Western Libraries. The librarians attend the Western Libraries hosted Teaching/Learning and Research/Scholarship Forums. Information Resources staff attend Technical Services Committee meetings to share best practices, workflow modifications and changes to library policies and practices.

- In August 2013 staff from the C.B. “Bud” Johnson Library came on site to learn more about our RFID tagging project. Prior to moving into their new library, their collection must be downsized from 60,000 to 14,500 physical volumes.

- Library directors of the three affiliate university college libraries met in June and again in February to discuss matters of mutual concern.

- While limited information has been shared about Western University’s agreement with Access Copyright, it is anticipated that the agreement, as it currently stands, will not be renewed on June 30, 2013. The agreement with Access Copyright continues until December 31, 2013. The Copyright Act, as amended, has been in force since November 7, 2012. Under the previous Act, fair dealing included research, private study, criticism, review and news reporting. As amended, it also includes education, parody and satire.
HUMAN RESOURCES

- The mission of Human Resources is to develop and foster a productive, creative, respectful and harmonious work environment, committed to diversity, equity and fairness. We strive to achieve this through the development of innovative and proactive human resource practices which support organizational goals and assist all members of the community in enhancing their individual and personal growth.

- Recruitment efforts continue to support promotion from within King’s in terms of hiring efforts and secondment opportunities.

- Our recruitment statistics for the past year are as follows. Three full-time Staff Association positions, fourteen full-time PAOA positions, eleven contract Staff positions and eight contract PAOA positions were filled. (Please see Appendix #1A and 1B for details). Promotion from within King’s has been supported throughout all of these recruitment efforts through continued internal postings and primary consideration of King’s applicants, as well as through placement of regular full-time King’s staff in temporary secondments to allow for growth opportunities.

- Human Resources continues to update and streamline the orientation program for non-academic staff. The faculty orientation process and documentation was revamped last year and continues to be used.

- 36 summer part-time faculty contracts, 199 fall/winter part-time faculty contracts and 11 probationary and LTA contracts were completed. Additionally, 15 faculty promotions were confirmed via new contract letters.

- As part of staff development, all staff and PAOA were, once again, invited to participate in Western’s Human Resources Conference week in February 2013. Numerous quality presentations relating to leadership were offered.

- Wellness lectures have been organized and four were offered throughout the year by our EAP provider. (Please see Appendix 6) They were well received and, therefore, Human Resources will offer additional sessions this year.

- On November 8, 2012 we held the yearly Flu Clinic for the King’s community. Sixty shots were administered.

- The Joint Health and Safety Committee met four (4) times during the last fiscal year. All three Associations are active on this team and each now have two representatives attending in addition to a student representative. I attend as a certified manager member.

- Human Resources continues its work to comply with the Accessibility for Ontarians with Disabilities Act. Under this legislation, mandatory accessibility standards have been developed which apply to public and private organizations. Of the five standards, Customer Service, as well as the integrated standards of information and communications, employment, and transportation are now law, and the built environment is forthcoming. Compliance entails a review and understanding of massive amounts of information, policy development and employee training. To date, we have developed policies and accompanying guidelines, we developed a comprehensive King’s AODA website which we continue to update and we continue to work on training to the extent possible for faculty, staff, student employees, Boards,
volunteers and contractors.

- In 2011 the first Fall Fair was organized by the Human Resources office and it was a huge success. Over 200 people attended, made up of the families of staff and faculty from King’s.
FOUNDATION AND ALUMNI

Alumni Affairs

- The Office of Alumni Affairs at King’s University College fosters and maintains lifelong relationships with more than 16,500 alumni who live and work around the world by using various programs and methods to keep the connection with King’s.

- Alumni communications included two issues of the *King’s Herald*, five alumni and development e-newsletters and an updated website. A targeted mailing and email were sent out for the annual fund campaign, as well as a YouTube video message requesting support for the Student Life Campaign. In addition, alumni were invited by phone, mail and email to attend chapter events. Great strides have been made in our social media efforts, and King’s alumni groups are active on Facebook, Twitter and LinkedIn.

- Members of the Alumni Board for 2012-13 were: Natalie Mak ’10, President, Jen MacRae ’96, Past-President, Chris Makuch ’93, Vice-President, Gordana Cvetkovic ’02, Director, School of Social Work Representative, Directors Richard Dixon ’78, Shauna Eastman ’11, Matt Fleming ’06, Ryan McMurray ’08, Mary O’Connor ’10, Dr. David Ducharme ’64, King’s University College Board Representative, David Ennett ’13, King’s University College Student’s Council Representative, Katrina Clarke ’06, and Erin Lawson.

- Hamilton:
  - In November, Dr. Nick Skinner spoke at the Hamilton Art Gallery on Academic Folk Wisdom: Fact, Fiction and Falderal. Dr. Skinner’s talk focused on studies that reveal evidence supporting or disproving various prevalent academic notions.

- Ottawa:
  - In October, alumni enjoyed a tour of the First Peoples Hall at the Canadian Museum of civilization. Morgan Baillargeon ’78, a specialist in traditional Aboriginal art and the Curator of Ethnology at the museum, gave an enlightening talk about his work on the exhibit.

- Toronto:
  - In December, alumni rang in the Christmas season at The Rhino Restaurant + Bar. The event featured an ugly sweater competition, a tasting of winter beers, music, and of course, holiday merriment.
  - In February, alumni and friends enjoyed a reception and lecture, featuring King’s English professor, Dr. Lorraine DiCicco, prior to seeing a performance of the much-celebrated show, *The Penelopiad*. Dr. DiCicco was joined by some of the play’s performers, who provided background for the play.
  - Also in February, alumni from the Toronto business community met for the second time at Barclay’s Capital for a lunch hosted by Tim Wasik ’92. Discussions involved ways in which to further engage alumni in the area, increase opportunities for social interaction, as well as mentorship and continuing education.

- London:
  - In July, alumni and friends gathered for a beach day in Port Stanley. Guests gathered near GT’s beach pub for a day of sun and summer activities.
In September, alumni attended the fourth annual King’s Stratford Shakespeare Festival lunch, lecture and play. After an engaging talk by Dr. Paul Werstine, guests enjoyed a performance of *Henry V* at the Festival Theatre.

In March, on International Women’s Day, a lunch and lecture was hosted by the women of the senior administration team in cooperation with the Office of Alumni Affairs and Development. About 55 women enjoyed an inspirational talk from Dr. Cathy Chovaz.

Also in March, approximately 20 alumni and staff met for a networking lunch at Bertoldi’s Trattoria. The event allowed alumni working in downtown London to connect, and also provided the opportunity to discuss how to deepen connections in our alumni community.

In April, alumni, staff and friends attended our second coffee tasting event at The Fire Roasted Coffee Co. Guests enjoyed the opportunity to taste several varieties of fire roasted coffee and learn about the roasting process.

- **Young Alumni:**
  - In January, The Killian Cup hockey tournament was held for the third time. The weather was perfect for the outdoor event and the day was enjoyed by students and alumni alike, though it was the students who took home the coveted Killan Cup.

- **Convocation**
  - Spring Convocation welcomed approximately 580 new members on June 12, 2012, to the Alumni Association. After the new graduates crossed the stage at Alumni Hall, they made their way to the Elizabeth A. “Bessie” Hall for a reception with their family and friends. There was a great turnout for the celebration of the newest members of the Association.
  - Fall Convocation saw another 135 new members to the Association on October 26, 2012. Following the ceremony at Alumni Hall, students, along with their family and friends, were invited to a luncheon at King’s.

- **Homecoming:**
  - Homecoming 2012 kicked off with the annual Friday Night Bash. Alumni, staff, faculty and friends came together in the Vitali Student Lounge in the Wemple Building to enjoy the musical talents of alumnus Mike Lawless ’02 and to catch up with old friends.
  - Saturday’s Alumni Brunch featured presentations of the Alumni Award of Distinction to recipient Lisa Shackelton ’05, and the Young Alumni Award of Distinction, which was granted to Peter Fragiskatos ’04, the first recipient of this new award. Both alumni were recognized for their outstanding contributions to community at home and abroad. The event included a hot brunch, remarks from Principal David Sylvester and touching words spoken by both honoured guests. After brunch, a ceremony and cornerstone dedication for the Darryl J. King Student Life Centre took place.
  - The festivities then moved to the King’s tent at TD Waterhouse Stadium for a battle between the Western Mustangs and the McMaster Marauders. In front of a crowd of 10,900 students, friends, and alumni the Mustangs put up a good fight but were outlasted by the Marauders who earned a 33-27 victory.
  - The School of Social Work hosted an alumni wine and cheese reception in Labatt Hall.
  - Jack Astor’s on Richmond Row was the final destination to wrap up the weekend festivities.

- The Alumni Office offers beautiful degree frames as a service to new and past graduates. In 2012 over 200 degree frames were sold to new alumni at the June/October Convocations.

- The Alumni Association enjoys excellent relationships with two firms that provide useful services for alumni. TD Insurance Meloche Monnex and Canada Life offer special rates to alumni across Canada.
Monies raised through these affinity partnerships, particularly TD Insurance Meloche Monnex, are directed to chapter events and Homecoming. The Alumni Association has also directed financial considerations from both affinity partners to support the Student Life Campaign. This year, financial consideration from TD Insurance Meloche Monnex was $18,750 and approximately $1,000 was received from Canada Life.

**King’s University College Foundation**

- The members of the Foundation Board for 2012-13 were: Brent Shea ’80 Chair, Andrea Bezaire ’02, Bill Brennan ’74, Lynne Cram, Fred Galloway, Glenn Hardman, Marie Horman ’82, Trevor Hunter ’92, Tim Kavanagh, Shawn McConville, Fr. James Mockler, Leanne Perreault ’83, Principal David Sylvester and Erin Lawson, Executive Director.
- The Student Life Campaign, our current priority, will provide funds for the creation of the Darryl J. King Student Life Centre, as well as student scholarships and bursaries. With the support of our donors, 78% of the $10.5 million goal has been reached and fundraising for this campaign will continue until the end of 2014.
- The following individuals serve as Honorary Patrons of The Student Life Campaign - “At the Centre of it All”: Most Reverend R.P. Fabbro, Mitchell Baran, Gary ’73 and Catherine ’73 Comerford, Most Reverend R.A. Daniels ’80, Arthur Labatt, OC, Terry Leon ’72, Don and Marion McDougall, John and Margi Nash, Joan and Don Smith.
- Andy and Helen Spriet serve as the co-chairs of the Campaign Cabinet made up of the following individuals: Penny Arvai, Andrea Bezaire ’02, Bill Brennan ’74, John Callaghan ’67, Fred Galloway, Ryan Gauss ’08, Paul Hogan, Marie Horman ’82, Trevor Hunter ’92, Jennifer Jones ’02, Tim Kavanagh, Erin Lawson, Kelly Schaus, Brent Shea ’80, and David Sylvester.
- The Darryl J. King Student Life Centre is a $14.7 million initiative with a private sector goal of $9 million. Construction of the King Centre commenced at the end of March 2012, and the building quickly began to take shape. The King Centre will be the new hub of the campus, featuring large gathering spaces, a theatre, café, office spaces for King’s University College Student Council and additional classrooms.
- The grand opening of the Darryl J. King Student Life Centre is scheduled for September 28, 2013, and all are welcome to attend. It will be a communal celebration to thank our donors, as we acknowledge their generous support of our mission to create an interconnected community. The King Centre will provide the necessary space for student, staff and faculty interaction and will ensure that King’s continues to foster relationships and a love of learning outside the classroom.
- The second priority of the Student Life Campaign, scholarships and bursaries, has progressed well with 96% of our $1.5 million goal raised as of April 30, 2013. For the past 15 years, money directed toward helping students in financial need has been matched on a 1-to-1 basis by the Ontario Government. In March 2012, the provincial government announced plans to discontinue this program and redirect these funds to the new 30% Off Ontario Tuition grant. As such, some donors who established awards would no longer receive the matching funds needed to establish a named award in perpetuity. Fortunately, the King’s University College Alumni Association decided to match these gifts from money received through our affinity partners, TD Insurance Meloche Monnex and Canada Life Assurance Company.
• King’s University College Foundation supported over 195 students with approximately $209,000 in funding through student awards and bursaries this year.

• The following new awards were approved by the Scholarship and Bursary Committee in 2012-13:
  (i) Jacques Goutor Memorial Scholarship  
  (ii) Jenya Hayhoe Award in Support of Volunteerism  
  (iii) Dr. Peter McMahon Award  
  (iv) Tom and Anne Marie Peirce Award  
  (v) Jonathan Sullivan Memorial Award  
  (vi) Joshua Switzer Memorial Award  
  (vii) Bill White Memorial Sunshine Foundation Student Volunteer Award

• King’s University College Foundation received 122 gifts of over $1,000 this year. These gifts were received from individuals, corporations and foundations that have an interest in supporting the mission of King’s University College and its students.

• The Foundation received approximately $35,000 in donations through the annual fund solicitation in support of the College’s highest priority needs, the Student Life Campaign. The solicitation request was written by King’s University College Students’ Council President, David Ennett. The annual fund solicitation also offered recent graduates the opportunity to have their gift matched by the King’s Alumni Association. Until the end of the Student Life Campaign, the Alumni Association will use funds from the affinity partnership with TD Insurance Meloche Monnex, to match gifts received from recent graduates. A total of nine graduates from 2002-2012 contributed to the annual fund in 2012.

• The theatre seat program continued this year, offering alumni the opportunity to purchase a seat in the Peter and Joanne Kenny Theatre in the Darryl J. King Student Life Centre for $1,000. A name plaque will be attached to the seat. As of April 30, 2013, a total of 52 seats have been purchased. Over 150 donors supported the annual fund program with an average gift of $236.

• The 17th annual King’s Golf Classic took place in September at Highland Country Club. The change in location attracted new players and sponsors. Thanks to the support of sponsors and participants, the event raised over $63,000 for the highest priority needs of the College. The event was a sell-out and raised more money than any other year in the tournament’s history. Participants enjoyed competition, BBQ lunch, buffet dinner and numerous prizes generously donated by our sponsors and local businesses.

• In celebration of annual Philanthropy Day, King’s held our first Tag Day on November 15, 2012. Green tags were posted around campus to help raise awareness of the array of projects and important elements on campus that have been made possible thanks to the generous support of our donors.

• Over 135 alumni and friend connections and cultivation visits were made by Dr. David Sylvester and/or Erin Lawson and the Foundation and Office of Alumni Affairs team in the last fiscal year.
ENHANCING THE CAMPUS ENVIRONMENT: PHYSICAL PLANT

- The Physical Plant Department has once again had a busy year supporting our active and vibrant community. The buildings and grounds have been maintained in top condition while at the same time facilities have been set up for the many events and activities on campus.

- The main project work was the start of construction for the King Centre which continued all year and is on track for completion by September 2013. Extensive renovation work was also carried out to the ground floor of the library during the summer.

ADMINISTRATION AND RECEPTION

- Debbie O’Brien was assisted by Jeni Somerton. Two students worked in reception during the summer and six students (2 Work Study and 4 Contract) worked during term. One Work Study student worked with Debbie in her office. For the first time we hired an Environmental and Sustainability Intern who worked over the summer months.

- The Reception Office administered the work order system with 1713 work orders processed during the year. This is a 10% increase over last year. Of these 388 were Health and Safety related. At year end only 32 work orders were outstanding.

- The switchboard supports 572 extensions (up 5 from last year) and 738 voice mail users (up 23) in addition to 42 external lines for faxes, modems and private lines. After an extensive review we switched our telephone provider from Bell to Telus. This represents a $5,500 savings. Early in the next budget year we will be installing an updated telephone system from Telus.

SECURITY AND SAFETY

- The Video Monitoring Committee met once during the year. There are now 41 cameras installed across campus and an additional eight are planned for the King Centre. There were only six incidents that involved use of video monitoring and they were all related to student code of conduct (no criminal activity).

- CCPS carried out an average of 134 regular patrols of the King’s campus per month. In addition CCPS responded to 54 incidents (down from 86 last year). The main incidents requiring CCPS investigation were: Alcohol (2); Drugs (1); Theft (10 of which 9 were bicycles); Medical (6); Fire Alarm (6); Harassment (5); Assault (1) motor vehicle (2) and Vandalism (0). The total number of incidents is down from last year and reflects generally better student behaviour in particular there were fewer incidents involving drugs or alcohol.

- The Joint Health and Safety Committee (JHSC) met four times during the year with the Director of Physical Plant acting as management co-chair. Items dealt with included:
  
  o Control of smoking on campus
  o Use of panic buttons
  o Re-inspection and Condition Assessment of asbestos on campus
  o Format of workplace inspection forms
Replacement of AED defibrillator pads
Inspection procedure for The Mount
Relocation and contents of the Health and Safety bulletin board
Obtaining driver’s abstracts for all drivers of College vehicles
Review of all reported accidents
Review of all workplace inspection reports

- Members of the JHSC carried out workplace safety inspections covering all areas of campus. Ed Hager from The Public Services Health and Safety Association gave a presentation to the committee on Ministry of Labour and Occupational Health and Safety Act requirements.

- All Physical Plant staff working with chemicals received Workplace Hazardous Materials Information System (WHMIS) training. Training sessions are planned addressing lifting techniques as well as slips, trips and falls.

- The new panic button system has now been extended to include Student Financial Services, Human Resources, Dean of Students, Principal’s Office, Registrar, IT, Broughdale Hall and Campus Ministry

EMERGENCY PLANNING

- The Director of Physical Plant maintained liaison with the W.U. Emergency Response Committee.

- The communications section of the King’s Emergency Plan is being updated by the Manager, Communications and Media Relations and due to the change in personnel is still outstanding.

- On 29th October the Emergency Operations Control Group was alerted due to a threatened “Frankenstorm” with high winds and rain. The storm passed us by with no damage reported.

- Fire drills were conducted for all residences and major buildings. These were carried out in conjunction with UWO Fire Services and the City of London Fire Department. A training session was held for those involved at the end of the drills. Thirty-seven King’s employees took part in the training. All emergency equipment such as pumps, generator, lights, etc. has been moved to the North garage.

- Meetings were held with Winmar and arrangements are in place for emergency clean up after a flood, fire or similar disaster.

HOUSEHOLD SERVICES AND GROUNDSKEEPING

- The Physical Plant Department takes great pride in keeping the grounds and buildings looking their best and providing a welcoming and pleasant environment for visitors and members of the King’s community. In particular much effort is put into ensuring that the College looks its best for such important events as Graduation, Homecoming and the Feast of Christ the King. Once again Household Services and Groundskeeping have met the challenge.

- As always there has been an increase in the number of events held on campus. In many cases an event will require cleaning and set-up of furniture both before and after the event. Improvements have been made in equipment and cleaning chemicals which have led to reduced costs and are environmentally friendly.
• Some of the projects undertaken by housekeeping and groundskeeping include:
  o Add furniture in Wemple courtyard
  o Replaced and added curbs in parking lots
  o Increased usage of green cleaning products
  o Refurbished chairs in Labatt Hall
  o Benches and picnic tables have been refurbished
  o Worked with the Green Team in plantings across campus
  o Work with Great Lakes Lawncare to rejuvenate the lawns
  o Laid sod, mulch, topsoil and river rock
  o New fence and sod at the back of the condo

ENVIRONMENT and SUSTAINABILITY

• King’s hired a Master’s student through Western’s M.A. programme in Environment and Sustainability. This was a Co-op placement and Graham Casselman worked at King’s from May through August. The work assigned covered:
  o Preparation of a baseline assessment of where King’s is currently in our Environmental and Sustainability initiatives including energy use and reduction; emissions; community initiatives; education; policies and procedures; garbage and recycling; etc.
  o Comparing “best practices” with the current situation at King’s. Based on this gap analysis preparing a prioritized list of projects to be undertaken.
  o Completion or initiation of high priority items during the co-op term.
  o Drafting an Environmental and Sustainability Policy together with associated procedures.

• Some of the specific projects completed include:
  o Working with KUCSC and Physical Plant in preparing a community garden behind the International House.
  o Outdoor waste audit.
  o Outdoor and indoor recycling receptacles and signage.
  o Paper towel reduction.
  o Preparing a database for gas, water and electricity consumption.
  o Draft policy and structure for an Environment Committee.

• College Council agreed to the establishment of an Environmental Committee. Once the members have been nominated the committee will work on an Environmental and Sustainability policy for King’s and coordinate environmental activities on campus.

MAINTENANCE

• In January 2013 Graham Doyle resigned as Maintenance Coordinator to be replaced by John Hessey and in April Pat O’Connor retired as Building Services Technician to be replaced by Jim Fletcher. John and Jim together with Mark Pyne are now responsible for all maintenance work across campus and in a very short period have risen to the challenge.

• Some of the major work carried out includes:
- Replaced section of blocked sewer from Townhouse 8, 9, 10
- Drain from outside storage area at Wemple
- Replace seating in Classroom W166
- Replaced parking gates
- Repaired brickwork at condo
- Started replacement of Townhouse doors

**MAJOR PROJECTS**

- Work on the construction of the King Centre began in April 2013 and is on track for completion by September. In addition it is projected that the project will come in under budget.

- As part of this work extensive renovations were completed in the library. These included: removal and storage of all furniture from the ground floor; carpet removal; trenching for in-floor power; piping for services to the King Centre; glass installation at the NE and SE lounges; carpet replacement; roof replacement; installation of new boilers to service the King Centre and the library.

- The construction of the King Centre progressed steadily all year.

- Meetings were held with stakeholders to establish the scope of furniture supply for the King Centre. The furniture package was tendered and the supply has been split between six companies. Furniture delivery is scheduled for the end of August.

- Some of the other projects completed during the year include:
  - Additional service counter in Academic Dean’s Office
  - Bus shelter on Epworth Avenue in cooperation with KUCSC
  - Washroom renovated in Dante Lenardon Hall
  - Counter added at Student Financial Services
INFORMATION TECHNOLOGY SERVICES

Mission Statement

The mission of Information Technology Services is to provide innovative, contemporary and accessible technology within the service scope of efficiency, confidentiality and integrity to enable and engage the students, faculty and staff of King’s University College in meeting their goals as a collaborative community.

During the past fiscal year, King’s ITS has improved the central information technology infrastructure to provide more reliable services in the areas of academic computing, administrative computing, networking, enterprise systems, security, software development and user support. King’s ITS aims to provide the IT services and innovations necessary to support the College in being a world-class institution.

Computing Resources

Infrastructure Updates

Disaster Recovery Planning

- The entire team was engaged in disaster recovery planning. The work performed included network redundancy tests, data restoration exercises, server co-location planning, and implementing protocols for server startups based on priority. With the planned addition of a new virtual machine host it is expected that all systems will be fully redundant with critical systems being duplicated off-site.

1card Campus Card Solution

- The Heartland 1Card system was expanded to the library for door access where additional elements, such as security integration, were added. The 1Card system was also expanded to printing and copying using software embedded directly into the physical multi-function devices, eliminating the need for external print release stations. Utilizing the PaperCut print management solution, users can print from College workstations or personal mobile devices from anywhere on campus. Planning for print/copy conversion was started this year and implementation is expected over the summer.

End-User Workstation Upgrades

- This academic year saw over 70 public workstations replaced in the library which represented a significant investment of time and resources. Many changes to existing practices made this process a more efficient endeavour and provided a more seamless migration for our clients. Central management and imaging promises that maintaining these systems will be more efficient. In addition to the workstation replacements, cabling to public workstations in the library was reworked to reduce
risk to students and damage to equipment. Working with our work/study students ITS was able to re-route a significant number of cables throughout the first and second floor.

- There was a reduction in total staff workstations to be deployed compared to last year (40) but 19 workstations were deployed across campus. As we had fewer staff workstations to replace we delayed delivery until the spring. Once deployment began the processes used made for little downtime and happy users. Information Technology Services implemented a more robust workstation image deployment system. Incorporating Acronis Snap Deploy in our VMware environment has allowed us to easily create virtual images that can be tested before deployment to physical machines. It also gives us the flexibility of deploying virtual images to multiple physical machines simultaneously, thus speeding up our deployment process.

Changes To Lab Environments And Library

- Our Network Administrator, Liviu Homorcean, has continually taken the lead on reducing per-computer policies and in implementing group-based policies throughout our computing environment. We implemented various Active Directory group policies on all the public and lab PCs on the UWO domain. This has enhanced the security and made it much easier to manage and configure a large number of PCs very quickly.

Security Camera Server

- The camera server (which manages 40+ cameras) was moved from a physical platform to a virtual host. While performing this transition, we performed additional maintenance on each camera (firmware updates, etc.) as well as further hardening of the environment. The server was updated along with the client-end software which brought greater ease of use and an expanded feature set to College security personnel.

Finance Navision Upgrade

- Liviu was our primary point person on the introduction of a new accounting and payroll system for our Finance department. The system is hosted on multiple servers and necessitated many hours and a quick ramp-up of knowledge for this new application. He configured all the servers and did significant work on the SQL database and SharePoint front-end which were not necessarily tasks expected of our team. The implementation continues, but with Liviu's hard work and interactions with the selected vendor, the project was able to progress along the major milestones desired by the Finance Department.

Wireless Expansion In Library

- The enormous increase in mobile device use and improvements in wireless technology continues to necessitate upgrades to the existing network. Last summer, Information Technology Services upgraded the King’s library to the latest wireless “N” technology for improved coverage and access. Students, faculty and staff have all noticed the dramatic improvement with the new technology, and Information Technology Services intends to expand the wireless “N” standard to the entire campus.

Media Server Upgrade
• King’s has housed a dedicated streaming media server for several years and the increased use of mobile devices without the ability to play flash-based streams has made it necessary for an upgrade. The server was upgraded to Flash Media Server 4.5 which provides the features of the traditional media server with the added benefit of streaming to mobile devices via http for HTML5 video. All recently added videos can be viewed, whether on a computer or any mobile device such as a tablet or a smartphone. By default video is played using a Flash player, but if it is not supported on the device, the server will default to the HTML5 format for compatibility with all devices. As time permits, older King’s videos will be converted so that they too will be available on mobile devices.

Learning Technology Group/Workshops

• Information Technology Services offered several workshops and seminars, some under the banner of LTG and some not.
  o “Maximizing the Features of Microsoft Outlook” presented remote access via VPN, calendaring, Outlook Web Access, internal and external vacation messages and using the Free/Busy feature.
  o “Too Much Data: How to Deal with Information Overload” discussed how to efficiently use Microsoft Excel, handle CSV files and apply data manipulation for College purposes.
  o OWL/Sakai workshops, in both groups and individual sessions, provided an overview of OWL, conversion from WebCT to Sakai and an introduction to using OWL for projects and other departmental needs.
  o Grade Submission System workshops were provided on multiple dates at the start and end of each term.
  o A hands-on “Tablet Event” in December included models from Apple, Samsung,
  o Research in Motion and Microsoft running Android, iOS and Windows 8 RT operating systems.
  o An introduction to Microsoft Windows 8 showing the new interface designed for touch screens.
  o Content Management System (CMS) workshops were provided to faculty for management of their course web sites and to staff who update the College web site.

Blackberry 10 Enterprise Server And Blackberry Z10 Deployment

• Following a detailed comparison of current smartphones, Information Technology Services decided to deploy new BlackBerry Z10s to our core mobile user group and implemented policies and processes to make this transition smooth. Scott provided one-on-one assistance and training to each of the users.

• With the release of Blackberry’s new operating system it was necessary to set up a new server to control policies and communication. The new BB10 Enterprise server was configured and the necessary security policies were added providing functionality to our users while maintaining a secure file and message environment.

SPSS 20.0

• Implemented along with other changes to our library and lab environments was the introduction of SPSS20. This software package resides on its own licensing server and can be accessed across campus. To enable better file access and management for students, Liviu implemented a group policy that
automatically creates and maps a folder for those identified as SPSS users. This has significantly improved the experience for our students and instructors.

**Student Computer Lab**

- While there is still a need for desktop computer workstations in a conventional computer lab, students often want space which can accommodate their notebook computers, either individually or in groups. This year, Information Technology Services removed one half of the fixed desks in the student computer lab and added non-fixed furniture to create a multi-purpose room. The room now contains 16 fixed workstations and seating for 20 at moveable tables. Power is supplied to all desks and the room has USB power outlets for charging mobile devices.

**APPLICATION DEVELOPMENT**

**NEW PROJECTS**

**Liaison Database and Scheduling System Mobile**

- Application designed for mobile access to the LDASS with a policy-based interface enabling access to functions and applications as assigned. Mobile functions include device-aware versions of ‘My Calendar’ and ‘Liaison Calendar’ with streamlined navigation. Calendar items that include school visits feature Google Maps integration to assist Liaison Officers with navigation while on the road during the recruitment process.

**Faculty Reporting Tool**

- The Faculty Reporting Tool (FRT) is a superset of several applications with the primary purpose of extending a dynamic form interface for faculty members to report on activities for the Academic Year. Report form fields can be automatically added through the interface at the user’s request. A report history facility is available through the application that allows faculty members to review previously submitted reports. The other applications that this system offers are user management for defining users with special roles that require access to the data generated by the FRT; a policy system that allows the creation of policies and assignment of access rights to FRT applications; a query system that permits authorized users to create and save queries on report data and to save result data for use in other applications like Microsoft Excel; a View function that allows authorized users to view all reports or those that are consistent with their roles (i.e. Department Chairs, Academic Dean).

**Class Cancellation Form/System Version 2**

- The new Class Cancellation form supports the One Login initiative and allows seamless access after authentication via myKing’s. The interface is department-sensitive and extends various functions based on the department’s access rights. This new version offers in-application cancellation and user management. Additionally, the system now generates ‘virtual’ XML in realtime that allows for up-to-the-moment class cancellation data.
Application & Resource Directory

- A dynamically populated index of web applications and resources utilized by various departments at King’s, for internal use. Each entry includes information about the applications/resources offered, the initial requesting department, location and notes that provide information about the resource in question. The primary purpose of this directory is to provide a centralized location to inform Information Technology Services members and to provide generalized support information on an item-by-item basis. Entries in the directory can be created and modified at any time by members of Information Technology Services staff.

Voting System

- This system was developed as a framework for creating a voting interface for use by organizational units at King’s. Using a simple text-based configuration file, the system will create an OU-restricted voting web page with single or multiple options, enforced poll open and closing dates, and dynamic form validation. When voting is closed, the system generates spreadsheets containing voting data and statistics. The system was used this Academic year by the PAOA to conduct two extensive polls.

Heartland File Converter

- A Command Line Interface (CLI) application that converts UWO Registrar-issued student data into Heartland CNM files for use with the King’s 1Card system. This application allows automation of the conversion process which was initially done manually through Excel.

Offer Acceptance Portal

- This application allows our International students to accept or decline an offer of admissions from King’s. Upon selecting the accept option, the user is directed to fill out a form with their pertinent user information and student number. Upon submission, the student is then presented with, and sent, detailed information on their next steps.
- The Registrar’s Office receives an email with all of the data, allowing them to streamline the overall acceptance process. All information gathered via the application is stored in a database and a regular data dump is provided to the Registrar’s Office for confirmation. This application will continue to be developed into a more robust application. www.kings.uwo.ca/igotokings/

Self-Reported Grades Application

- The Self-Reported Grades application allows Non-Ontario, Canadian secondary school students to submit their grades directly to the King’s Registrar’s Office. This form was developed for the Registrar’s Office to further streamline the application process. http://www.kings.uwo.ca/future-students/i-have-applied/self-reported-grades/

Faculty Hiring Application
This application allows users applying for faculty positions advertised on the King’s website to upload their CV and other pertinent information. Each applicant’s documentation is uploaded to a secure server where it is organized by department and position.

Upon submission, depending on the position applied for, an email is sent to the department chair and secretary which provides them with a link to review the application. The applicant also receives a confirmation email notifying them of a successful upload.

http://www.kings.uwo.ca/hiring

**Proof of Enrollment (Request For Statement Letter)**

- At the request of the Registrar’s Office, a form was created to allow students to submit a request for a Proof of Enrollment / Request for Statement Letter to expedite the enrollment process. By allowing the student to fill out the form online, it removes the need for a student to make an extra trip to the Registrar’s Office to submit a paper form.

  http://www.kings.uwo.ca/current-students/courses-enrolment/courses-and-enrolment-forms/request-for-statement-letter/

**AODA Training Quiz for External Personnel (Students, Contract, Etc.)**

- The existing AODA online quiz was modified and ported to allow external or contract employees access to complete the quiz and receive a certificate indicating their participation. To begin the quiz, the student must enter their personal information including their student number. Upon successful completion, the user is emailed a certificate with their name stating that they have successfully completed the training. An email with the user’s name is also sent to Finance and HR stating that they have successfully completed the training.

  http://www.kings.uwo.ca/about-kings/who-we-are/administrative-departments/human-resources/

**APPLICATION MAINTENANCE AND UPDATES**

**myKings Updates**

- the myKing’s login is now mobile-aware and will adapt based on the user’s device form factor.
- Advantages of this feature include reduced bandwidth and resource utilization to improve loading times and lessen potential impact on smartphone data plans.
- College News & Events news item capacity has been increased based on success and utilization of this feature; by request
- College News & Events are now automatically ordered by submission date. Additionally, the CN&E editor allows priority assignment of news events as ‘HIGH’ or ‘Normal’. Events with high priority are displayed first regardless of submission date.
- College News & Events applet now automatically pauses the news stream if a user positions their cursor over a news story. Once the user moves their cursor off of a news story, the stream automatically resumes. This feature is intuitive and helpful for story items that are longer in content.
- Performance enhancements for theme loading in myKing’s as well as the implementation of new themes including ‘Carina Nebula’ and ‘Fall Tree’.
• ITS-only myKing’s statistics interface. At this time, reported stats show theme utilization. This interface framework allows for future statistical measurement of other myKing’s data.
• Notification email system updated to issue HTML-enabled email which allows for in-message hyperlinks.

Liaison Database and Scheduling System

• Added more functions to email template and bulk mailer processing to include more command wildcards, which allows for comprehensive automated messaging.
• Event popup updated to allow for intuitive, inline date changes without leaving popup context; event modification data writes seamlessly and dynamically updates calendar within interface.
• Search function added to table interface that displays records matching search criteria. Navigation is search-aware.
• Query system updates to allow interactive query configuration saves and deletions from within interface, data sorting, and a policy-based downloader.
• Caching system for data generated by user (queries, download data). This allows for optimized data handling and reduced processing requests to the server. Cached data is automatically flushed on login events, which allows for file storage efficiencies.
• A manual account creation tool that allows accounts to be created if a user cannot be found within our Active Directory. This has been essential for adding users to the system and pre-populating their calendars prior to said user’s official start date as an employee.
• Implemented a mechanism to add LDASS calendar events to user’s Outlook calendar.
• Exported 2012 calendar data into a new visits2012 table as per request.
• Requested changes and updates including enhanced table navigation and policy-based interactive interface options.

Online Residence Application

• Created an export tool that generates an aggregate database of all applicants for each year that the ORA has been used. This data is used for statistical and reporting purposes by Residence & Conference Services as per request.
• Upgraded the Applicant Editor to allow modification and review of previous years’ applicant data as per request.
• Yearly maintenance of form and verbiage changes and supporting supplemental documentation as per request.

Photo Upload System Form

• Updates made to the student photo upload form to allow for confirmation and approval of uploaded photo

SARC

• Offline migrate tool for moving data between tables and data error reconciliation as per request
• School of Social Work Research Day form updates including form-to-SARC interfacing as required as per request
Student Profile/Invoicing System

- Updates and changes as per request of the CFO and Shelly Geurin: requisite display of all terms on invoice regardless of payment method, updated verbiage and removal of inline scholarship calculations

ITS Work Request Form

- Technically a new form, this version is compatible with the One Login initiative. Authenticated King’s users are be presented with a faster, more concise form with ‘Problem Type’ and ‘Details’ fields only. When this form is accessed by ITS staff, a lookup function is provided to allow for user searching and form auto-population, thus reducing error and allowing the technician to focus on recording the most important problem-related details.

Virtual Pay Statement System

- New users added and users modified based on employment changes (staff grouping, faculty appointments) as required

myKing’s Broadcast

- Updated the API to allow for new called modes ‘servicesSummary’ and ‘statusMessage’ for use on the King’s ITS web site as a means of displaying services status and messages to the public

Reznet Web Site

- Updated and migrated to King’s web server for consistent branding and to leverage CMS functionality, new support form system

Grade Submission System

- Created the ‘GSS Bridge’ API which delivers information to requesting systems, such as department chair assignments. The API promotes a centralized source of information that can be leveraged by other applications as required, without the need of additional programming. This API is currently utilized by the Faculty Reporting Tool to determine what users are department chairs, what subjects are under their purview, and to assign access permissions accordingly.

International Internal University Application

- Updated the Internal Application Form to allow for ‘Roll No.’ field data and validation as per request
DOCUENTATION

GSS Administration Guide

- Written for internal department use, support and training, this document is a guide to administrative functions covering topics from user management, Department Chair assignments and detail on restricted access modes (i.e. Academic Dean panel).

EXPERIMENTAL

SARC Database Version 2 Preliminary Testing and Design

- Initial testing and proof-of-concept (POC) design for dynamic interfacing based on user’s department/organizational unit. This allows for ‘sandboxing’ which partitions and makes data private from within common interface. Dynamic interfacing includes nodes for user and policy creation which would be applied to the user’s department ‘sandbox’ only. The code created as part of this POC will be used to form the base interface of the future release of SARC version 2.

‘KBAY’ For Sale/Swap Bulletin Board

- A recent myKing’s poll indicated substantial interest in a for sale/swap bulletin board that would be available via myKing’s. A basic framework was developed for testing purposes that offers system administration, and the ability for users to create categorized listings. Further development is suspended until priority is assigned to this project.

INSTRUCTIONAL MEDIA SERVICES

- Students and faculty have come to expect a high standard from audio/video technology in their modern classrooms. Naturally, King’s has made maintaining sophisticated classrooms a priority and continues to meet and exceed the expectations of our users in this regard.

- Over the last year, in order to ensure that classroom technology remains user-friendly and up-to-date, Information Technology Services installed TruLink A/V Control Panels in all of its classrooms and meetingspaces. Prior to last summer, only the six classrooms in Labatt Hall had A/V controllers. Now, nearly every space at King’s is not only equipped with a full complement of audio/video equipment, but also has a simple and effective control panel that nearly anyone can understand and operate without prior experience or instructions. Over 40 classrooms, meeting rooms, board rooms and lounges have been outfitted in this manner.

- In addition, while these upgrades were being performed, many rooms received new digital Mitsubishi DLP media projectors and appropriate HDMI cabling to ensure that our classrooms continue to be capable of displaying content from any device a presenter wishes to use. Combining both the analog and digital capabilities of our presentation spaces ensures that legacy equipment continues to work alongside the most cutting-edge of computers and devices.
• Room W150, a small meeting room, was equipped with a 55” DLP screen and presentation computer, adding to that room’s capabilities and utility. Also, all of the small meeting rooms in the Library had their audio/video capabilities upgraded to new 32” LCD monitors with digital cabling to accommodate the newest laptop computers for student collaboration in those spaces.

• The past year has seen a substantial increase in the demand and frequency of live video streaming as well as video conferencing and video recording. It has become commonplace to stream events from King’s live on the King’s or KUCSC web sites so that viewers all over the world can witness them. The repository of pre-recorded videos available on the King’s web site continues to increase each month. Our video recording equipment has been recently upgraded to state-of-the-art professional-grade high definition video cameras so that our video content will look better than it ever has before.

• Also, video conferencing has increased substantially in popularity at King’s over the past year. Job interviews with prospective faculty members, board meetings and even entire classes are now taking place via Skype and Webex using video and audio equipment that costs a fraction of what it would cost to bring just one individual from any distance to the campus to meet in person. There can be no doubt that this trend will continue and King’s will endeavour to remain capable and competent in the realm of video conferencing.

• Moving forward, Information Technology Services will be upgrading the A/V control systems and media projectors in Labatt Hall, installing a PA system in the Lobby of Labatt Hall, and, in addition to other smaller projects, outfitting the Student Life Centre classrooms, meeting rooms and other spaces with audio/video equipment.

WEB PROJECTS

New College Web Site

• Working closely with the Manager of Communications and the Web Site Advisory Committee, King’s Web Designer, Tim Bugler, developed a visually appealing and functional new College web site. The site redesign began in May 2012 and included input from staff, faculty and students through the Web Advisory Committee and a public on-line survey. Detailed information from Google Analytics helped shape the site architecture from the user’s point of view. The home page slide show displays content from events, news items or unique slide show banners as required, and top-level navigation is limited to key areas determined by the analysis of user interaction and survey feedback.

• The new site continues to use the MURA Content Management System which has been upgraded to the latest version offering increased functionality, improved security and simplified management. It was launched in mid-August 2012 and continues to be monitored by Communications and the advisory committee.

King’s Model UN Web Site

• The King’s Model United Nations (KMUN) web site has been slowly evolving over the last few years. Each year video lectures and lecture notes are uploaded to the site for attendees to review in preparation for KMUN. This year the site was upgraded to a “Responsive” design which means that the site would adjust its layouts dependent upon the device used to view the site, making it a mobile friendly
website. Additionally, the videos were formatted such that they too could be viewed on mobile devices. KMUN was also relocated to a new URL, http://kmun.kings.uwo.ca. In the past KMUN had been set up as a subdomain of kingsconnect.ca, which has now been retired.

**King’s Carpe Diem Web Site**

- This was the first year for the Carpe Diem web site. Its primary purpose is to give users a detailed overview of the two day event as well as the ability to register and select the workshops they would like to attend. The Carpe Diem website was also set up as a “Responsive” design to ensure a mobile friendly experience. The site will also host galleries and videos of past events, and the site can be viewed at: [http://carpediem.kings.uwo.ca](http://carpediem.kings.uwo.ca)

**Canadian Population Society Web Site**

- King’s faculty member Don Kerr is an active member of the Canadian Population Society and approached Information Technology Services looking for a solution to the declining web presence of the society. The site had been hosted off-and-on by many universities with sporadic maintenance and outdated content. Information Technology Services has chosen to host the site at the College, create and register a new domain name and revise the site from scratch. The site now uses the MURA content management system for easy editing and can be found at: [http://www.canpopsoc.ca](http://www.canpopsoc.ca)

**VIDEO PRODUCTION**

- Information Technology Services is responsible for recording and streaming numerous events including the Religious Life Lecture Series, the Cultural Festival, King’s Model UN and Convocation.

**Alumni Foundation Ask Video**

- A short 1-2 minute video created in-house by ITS and included as part of the Student Life Centre campaign. [http://www.kings.uwo.ca/alumni/support-kings/](http://www.kings.uwo.ca/alumni/support-kings/)

**King’s Model United Nations**

- The King’s Model UN web site hosts several video lectures related to the topic of debate. This year, a new animated introduction and exit was created for all of the event videos. [http://kmun.kings.uwo.ca/](http://kmun.kings.uwo.ca/)

**PRINT AND GRAPHIC DESIGN**

**Brochures, Advertisements And Recruitment Materials For:**

- History, Psychology, Social Work, Political Science
- King’s Golf Classic
- Registrar
- Campus Ministry
- Residence
- Viewbooks
- Academic Orientation
- London Free Press
- Catholic Register
- Western Gazette

FUTURE PROJECTS AND PLANS

High Availability Infrastructure Upgrade

- Information Technology Services has improved the reliability of network resources through the provision of backup power and redundant virtual servers over the past two years. The next step is to offer uninterrupted network services should access to physical resources at our location be interrupted for any reason. While our data is stored off-site for disaster recovery, we are susceptible to fire, flood, extended power outage or any other event which prevents regular use of local resources. In order to mitigate these risks and to provide continuous on-line access to all College network resources, Information Technology Services will be implementing co-located virtual systems for complete high availability. This will ensure the College has a constant web presence, and staff, faculty and students – both current and prospective – will have uninterrupted access to on-line resources.

Wireless “N” Expansion And Network Infrastructure Upgrade

- The enormous increase in mobile device use and improvements in wireless technology continues to require upgrades to the existing network. Last summer, Information Technology Services upgraded the King’s library to the latest wireless “N” technology for improved coverage and access. Students, faculty and staff have all noticed the dramatic improvement with the new technology, and ITS intends to expand the wireless “N” standard to the entire campus. This expansion has additional benefits beyond wireless – the upgraded switching environment will significantly improve wired network performance, and will prepare the College for the inevitable move to a Voice Over IP phone system in the future.

Instructional Media Services

- Information Technology Services will continue to upgrade classroom facilities to support new digital projection methods. Older LCD projectors will be replaced with new digital DLP projectors with brighter and higher resolution images in many class rooms. The DLH board room will get a brighter short-throw projector for improved viewing in what is often a very bright room, and the Film Studies class room will get a new HD projection system. TruLink controllers will be installed in Labatt Hall classrooms – the last building to receive the unified control system for audio-visual equipment.

AODA Compliance

- The goal of the Accessibility for Ontarians with Disabilities Act is to remove barriers to activities and opportunities for disabled individuals. This includes the use of the Internet, and the King’s web team will be working to ensure our web pages and web-based applications are compliant.

Virtualization: Moving Beyond the Datacenter to the Desktop
The consolidation realized by virtualizing the College servers has been a great experience. Costs have been reduced, server administration is centralized and efficiencies in cooling and electricity use are significant. While it would seem prudent to apply the virtualization concept to the many College desktop workstations, the hardware costs, software licensing and redundancies required for an adequate service level may outweigh the benefits. Information Technology Services will continue to evaluate virtualized desktops with the anticipation of replacing the existing local PC workstation.
THE FINANCIAL PICTURE

- Despite the budget challenges and the provincial warning signals, fiscal 2012-13 highlighted the College’s ability to manage its finances in a conservative and prudent manner. Overall revenue growth was minimal (0.5% increase) compared to the prior year due to steady enrolment offset by declining grants. Expenses were managed (1.5% increase) to ensure maintenance of core operations while exercising fiscal restraint where possible. Our relatively strong financial position has allowed the College to react to challenges from a position of strength. The annual addition of sections to accommodate Sociology enrolments, the on-going incorporation negotiations, the ability to fund legal fees for the increasing number of employee related issues and the ability to re-design space made redundant by the Student Life are examples of our ability to address issues with confidence due to a stable financial footing.

- The Finance department experienced a year of transition as work began on the conversion to the new Financial Information System (FIS), a new purchasing card program was implemented, new software was implemented by Manulife Financial and we welcomed two employees back from their year-long leaves. The FIS conversion project officially began in May when preliminary work with the software developers began. Extensive work was required to customize the payroll module to accommodate the numerous employee permutations. Thanks exclusively to the work of Phyllis Fidler, roll out of the system began in January with the implementation of Payroll. Accounts Payable and Accounts Receivable were implemented throughout April and May. The conversion to the ScotiaBank Visa purchasing card replaced the existing MasterCard and AmexCard programs in place. Wayne Racher and Angela Brodt worked with ScotiaBank programmers and KUC vendors to ensure a smooth transition. The Manulife system conversion required changes to our administrative processes and replacing all employee and retiree benefit cards. Lynn Burke’s study leave ended in July and Angela Brodt returned in March allowing Sarah Lucas to return to her regular role as department Analyst. Wayne Racher who was hired to fill vacancies was retained to assist with the conversion project and provide assistance for Shelly Guerin’s upcoming maternity leave to begin in the summer of 2013. Stefania Basacco continues to be on LTD with a long term illness. Contract workers and Work Study students were relied on heavily along with the efforts of the remaining team members to ensure continuity of service in all areas during the leaves and conversion project. Throughout the conversions, challenges and employee transitions the department operated according to its internal mission statement to provide consistent, accurate, professional service to all stakeholders and continued to address the items in the Strategic Plan over which it had direct control.

- The CFO with support from the Finance group was involved in several projects external to the department. Significant time and effort was spent on negotiations with several groups both internal and external. Negotiations with the Diocese continued throughout the year with numerous discussions both internally and externally. After nine years of working on this project an agreement has been reached and signed in December 2012 pending final land severance. Work continues with the City of London on the eventual land severance. The potential for additional land acquisition exists and may complicate or delay final incorporation.

- As noted in last year’s summary, negotiations with the Faculty Association and the Staff Association were on-going at the end of fiscal 2012. Negotiations with both associations continued into October culminating in agreements with both groups. A large amount of work was required to process retroactive adjustments in November resulting from the negotiated changes. The negotiations with the FA resulted in
one clause (Discipline) carrying over to a secondary FA committee. Negotiations on this clause continued throughout the fiscal year and into the summer.

- In December our long-time shuttle provider, Aboutown Transit, notified us of their intention to cancel the service due to financial problems at Aboutown. A short-term agreement was reached with Donnelly Transit to cover the remainder of the academic year. A full Request for Proposal was undertaken in April and completed in May. Negotiations are on-going with Donnelly Transit to secure a new 3-year term for this service.

The College's Financial Situation

- The College had an unrestricted operating fund balance of $8.2M at April 30, 2013 which is 18.6% of the 2012-2013 operating revenue budget. In the past, the reserve has provided a means to fund capital projects as well as help in the transition to steady state enrolment and revenues expected as our enrolment growth slows and stabilizes. College Council and the Board of Directors has requested funds be moved to the Capital Fund for capital purchases in the future. As a result, the expenditures for the Student Life Centre have been charged directly to the Capital Fund. Donations collected by the Foundation totalling $4.4M have been transferred from the Foundation to the Capital fund to offset expenditures to date. New accounting pronouncements will dramatically alter the presentation of the Financial Statements including the elimination of the traditional three fund presentation. As a result, users will have difficulty identifying fund sources for expenditures.

- King’s University College paid off the mortgage principal ($3.5M) on Alumni Court in July. Investments which were set aside to cover this loan were used and covered all but $73,000 of the outstanding balance. As a result of this payment the College has no outstanding loans or mortgages at year end – an accomplishment not common within the university sector.

- The next triennial valuation on the Retirement Plan for the Employees of King’s University is required at December 31st, 2013. No new provincial or federal government funding relief measures are forthcoming. Several changes were implemented as a result of negotiations with the FA in the last round of bargaining including an increase to members’ contribution from 5.5% to 7.0%. In addition, the Pension Committee approved sourcing pensions directly from pension funds in lieu of the more expensive option of purchasing annuities from third parties. The December 31, 2012 valuation showed an increased funding deficit under both going-concern ($6.0M) and wind-up valuations ($10.1M). The special funding required as a result of the larger deficits will be approximately $107,000 per month starting in January 2014 ($78,300 in 2013).

Total Operating Fund Balance April 30, 2012 $18,214,473
Reserve for Student Life Centre (800,000)
Overall our actual revenues exceeded forecast by 0.9%. Expenses have been consistent throughout the year with no significant variance and were 2.0% below budget. The result will be a cash-flow surplus this year.

The effect on the operating fund is summarized following:

It should be noted these amounts exclude adjustments for pension expense as explained in note 1. In addition, a recommendation to move $800k of the reserve for the Student Life Centre to the Capital fund will be brought to the Finance & Investment Committee in September. This represents the funds expended as of April 30th, 2013 on the project. A recommendation to move an additional $985,000 from the Operating Fund to the Capital will also be made. This represents unexpended amounts budgeted for the fiscal year. If these two proposals are accepted the unrestricted reserve will be $7,249,411 or 16.4% of budgeted revenues for the year.

The accompanying charts illustrate the Operating Fund revenue and expenditures.

**Note 1:**
For financial statement purposes, the surplus is decreased by post-retirement benefits and pension expenses determined by our actuaries. The concept behind this adjustment which the auditors require is that post-retirement benefits are earned through service to the College and that therefore a current expense and liability exist for qualifying personnel even though there may be little cash outlay at the present time. Similarly, pension costs determined based on actuarial principles may differ from the cash contributions the College made to the plan. This theoretical cost is to be recognized in lieu of the cash cost and to the extent that it is greater, the surplus would be reduced.

The additional post-retirement benefits expense for 2012-13 amounts to $1,046,000. There was a reduction in the recorded pension expense in 2012-13 of $348,000; however, that pension reduction is offset by a transfer from the operating fund to the accrued pension asset in the restricted fund, so that there is no net effect on the operating fund balance. This represents additional funds required to fund a portion of the actuarially determined funding deficit.

It is expected that actual benefit results would not be allowed to jeopardize the College’s financial position. If these costs threaten the viability of the program, adjustments in coverage or premium sharing could be made. The pension plan also has a provision for adjusting future benefits if necessary. Funding of the plan will be reviewed as a normal part of negotiated contracts.

**Investments**

- Operating investment income for 2012-2013 was $296,682. This resulted from short term investing in high quality government and corporate notes as determined by our cash flow needs and our investment policy. Investment income in the Capital fund was minimal due to repayment of the mortgage. Foreign exchange revenue amounted to $26,903 as a result of the decrease in the Canadian dollar compared to the
US dollar. The combined investment and foreign exchange amount was higher than the net budget estimate of $185,000.

Budget 2013-2014

- The CFO and the Finance department worked extensively to compile the budget for 2013-2014 which has been presented and accepted by both College Council and the Board of Directors after lengthy discussions with both governing bodies. The Board voiced its concern regarding the deficit projected this year and is further concerned about the revenue and enrolment assumptions in the 5-year forecast. The specific motion from the Board directed Administration to eliminate the deficit projection by the October revisions. Concerns were raised about the increasing pension funding deficits.

- The operating budget includes revenues of $46.9 and expenditures of $47.1M, yielding an expected budgeted deficit of $0.24M.

- Revenues are expected to increase by 6.9% over 2013 original budget due to 3% domestic and 8% international tuition fee increases, 5.5% residence fee increase and less conservative enrollment forecasting compared to 2013 original budget. Grant revenue will see minimal changes due to decreases in some grants being offset by small adjustments to the accessibility grant due to growth last year.

- Overall budgeted expenses are expected to increase by 6.7% from last year’s budget. Salaries have been budgeted according to the latest contracts for each association and expected staffing levels resulting in an increase of approximately 7.5% in compensation costs. The budget anticipates minimal capital expenditures ($100k) beyond the Student Life Centre. Several unknowns will have significant impacts on the budget including, reaching our enrolment and retention targets for domestic and international students, pension funding valuations, the provincial government’s ability to fund grants, and completion of discussions with the Diocese.

Ancillary operations are projected to generate a surplus of $326K for the year due to the elimination of the mortgage last July. With the addition of the new auditorium in the SLC future revenue potential should be higher.

Accounts Payable/Purchasing

- As indicated in the introduction to this report, the Accounts Payable role was covered by a contract employee until March when Angela Brodt returned from her maternity leave. In addition to the personnel changes, the purchasing card program and the conversion to the new system were undertaken in A/P. The processing of purchases and payment of vendors is a continuously active area 12 months of the year. During the fiscal year 7,329 invoices were processed which resulted in 1,011 different vendors being paid. The total outlay of funds through A/P was $19.7M which was up 1.0% from the previous year. This included the $6.9M in payments for the SLC.

- A/P continues to work to reduce the number of paper cheques issued. However, this year the number was increased by 919 cheques as a result of refunds required for the Access Copyright Rebate. The level of accuracy and timeliness with which the A/P process has been performed has remained high despite the transitions and was a noted during the external audit which found minimal errors during the testing phase.
The Finance Department worked with both internal faculty and external granting agencies to administer funding for all external grants including grants from the Tri-Council Granting agencies and the Ministry of Justice. Total external grants received were $173K. This function continues to grow in terms of the number of grants and time required to administer on a year-over-year basis.

**STUDENT FINANCIAL SERVICES**

- The Finance Department was responsible for the collection and administration of $28.3M in tuition and residence fees during 2012-2013. The balance of student receivables due at April 30, 2013 was $32,110 representing 32 accounts. Approximately $13,408 of this amount is considered uncollectible and has been sent for external collection. Extensive work with students including financial counseling and education, proactive discussions regarding outstanding accounts, budgeting, OSAP and loan repayment schedules have been effective in keeping King's default levels at remarkably low levels. Despite our continued efforts to increase communications with students regarding due dates and late penalties, the amount of late fees collected during 2012-2013 increased by over 6% to $126,966. The late fee charges do not seem to provide an incentive for students to meet the payment deadlines.

- In May of 2013 the new FIS module for SFS was implemented in time for SAO in June. The conversion stream-lined the process for students as it no longer requires students to create their own invoice from a separate input from their registration information. The new system creates the invoice and student account based on direct downloads from PeopleSoft. Students have access to their on-line invoice and all transaction lines which is a vast improvement over the prior balance-only system the prior system provided.

- The Tuition Set-Aside (TSA) Fund which requires reserving the prescribed percentage of tuition fee increases provided financial assistance of $1,081,727 to a total of 565 students throughout the year for various programs. The TSA funded $100,238 for 58 part-time winter study participants and $181,969 for 29 full-time summer positions in 2012. The fund also provided enhanced scholarships for students exhibiting a need component in the amount of $409,500 for 189 entrance students and $208,700 for continuing scholarships for 124 returning students. In addition the TSA assisted with Entrance Bursaries for 28 first year students with unmet need through OSAP in the amount of $21,000, Student Access Guarantee Bursaries provided to 101 students who were identified through the Ontario Student Access Guarantee in the amount of $104,040, General Bursary funds issued to 15 students in financial need in the amount of $17,780 and Summer Volunteer Bursaries for 20 students who volunteered their time in the summer and those hours are recognized with a bursary for a total of $38,500 applied towards their fees.

- The Foundation funded awards totaling $209,055 and were provided to 143 students.

- The College also funded an additional $903,020 in various other scholarships and bursaries programs.

- Throughout the year 459 appointments were booked directly with the Student Financial Services Officer and thousands of other drop-in visits and questions were answered during the year by the SFS staff.

- The Student Financial Services Office also processes all OSAP applications during the fall and winter semesters. This year 2,172 students received OSAP assessments which is more than half of our full time student population. Unfortunately, there is still no agreement with UWO related to summer students and our students must process summer OSAP with UWO personnel during the summer months.
The continuous changes to the Ontario Tuition Rebate (30%) program caused an increase in inquiries to our office as the students were directed back to financial aid offices with any questions about the program. The process can be time consuming depending on the level of attention needed by the student and results in multiple meetings with the student and parents.

The Finance department continued to play an important role in attracting and retaining students through proactive financial counseling and contact with students at liaison events and high school visits. Forty high schools requested Financial Aid /OSAP Presentations during the year and an additional two financial aid workshops were given to high school guidance counselors and prospective students and their parents. The Finance department participated in three open houses on Saturdays during the year.

In 2010, King’s was awarded a First Generation Grant which allowed for First in Family students to gain employment on campus, similar to the financial aid based work study program. The goal of the program was to integrate First in Family students into the University Community and help diminish any barriers they may have felt being the first in their family to attend post-secondary institutions. The program has been very successful and in 2012-2013 we were able to employ 32 students on a part time basis during the Fall/Winter term for a total expenditure of $75,213. During the summer of 2012, we employed 11 full time students for a total expenditure of $63,538. Unfortunately, the program was not renewed for 2013-2014. The loss in student employment will be partially offset by the increase in the IWE budget but the change will result in fewer student jobs on campus this year.

**PAYROLL**

- As noted, payroll was the first module implemented under the new FIS. The Payroll group has worked diligently to adapt to the new system and continues to work through the transition while endeavouring to maintain the high level of accuracy and timeliness King’s has become accustomed to.

- In 2013 the payroll office processed payroll for 1071 employees throughout the fiscal year broken out into 242 full-time, 816 part-time and 13 early retirees/LTD claimants. This represented an increase of 98 employees or 10.1% over the previous year. The total salary and benefit costs administered through Payroll were $29.6M.

**REPORTS**

- The normal required internal and external reports were completed, including CAUBO, COFO-UO, STATSCAN, SSHRC research reports, charity returns for the College and Foundation, GST reports for the College and Foundation, annual financial statements for the College and Foundation, a 5-year forecast and investment reports. Monthly reports were issued to Budget Unit Heads. A financial summary was provided quarterly to the Finance and Investment Committee.

**RETIREMENT PLANS**

- The quarterly Pension Committee meetings were chaired by the Chief Financial Officer at which investment policy, legislation and related issues were discussed.
• The portfolio return for 2012 was a positive 8.9%, prior to investment counsel fees of 0.58%. The Plan held $38.3M in assets at April 30th, 2013. The plan has 103 active members and is providing direct benefits to 7 retired members.

• The next valuation for the Pension Plan is in draft form and will result in an increase in the pension funding deficit on a going concern basis from $5.4M to $6.0M. Current service cost payments will be 15.7% of salaries and special payments will be $107,000 per month compared to 14.5% and $78,700 in the prior year.

• For members of the Group RRSP an annual session was also held to outline investment strategies and general logistics. The total amount of RRSP funds is $8.1M representing the savings of 135 employees.
Appendices

Fig. 1

King's University College
Revenue & Compensation

Note: All data obtained from audited Financial Statements