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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 Catholic university, and the best undergraduate institution of higher learning in the Canada.

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 the 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.

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 ongoing leadership at King’s and their contribution to this report which reflects the work of our entire community.

Jane Antoniak, Manager of Communications & Media Relations
Rev. Michael Bechard, Chaplain & Director of Campus Ministry
Claire Callaghan, Director of Libraries
Dr. Sauro Camiletti, Vice-Principal & 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, Vice-Principal of Finance & Support Services
Marilyn Mason, Vice-Principal of Enrolment Services & Strategic Partnerships
Chris MacNeil, Acting Director of Physical Plant
OVERVIEW: The 2014-15 academic year at King’s was marked by:

- Continued implementation of the Academic Review, including faculty hiring for replacement and additions to complement;
- Expanded academic and exchange partnerships, both international & with Catholic institutions;
- Continued implementation of the Administrative Review;
- Successful completion of the Student Life Campaign which raised $14.2 million for student financial assistance awards and the Darryl J. King Student Life Centre, surpassing the $10.5 million goal.

SELECTED HIGHLIGHTS FROM 2014-15

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 8 books, 61 refereed journal articles, 37 book chapters, co-edited 8 books, presented 89 refereed conference papers, and submitted 111 manuscripts for publication.

   - The establishment of a Student Presenter Fund that provided funding for up to five students per year to present at conferences.

   - The College awarded $137,652 in internal research grants to 45 faculty to support their ongoing research activities.

   - The College allocated $148,055 in travel support to 57 members of faculty who presented 89 refereed papers.

   - Two faculty members have research funds from SSHRC Insight Grants, totaling $239,494 in funding. Four Insight Development Grants were awarded to King’s faculty, totaling $257,802 in funding.

   - The number of full-time faculty has increased from 73 in 2005-06 to 98 in 2014-15.

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, and recently renamed, *Veritas 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 includes all Catholic School Boards in Ontario as well as the Catholic Educational
Organizations for Principals, Trustees, Curriculum Leaders, and Supervisory Officers. This group regularly meets at King’s and discusses the shared Catholic mission of our institutions so that we can grow stronger together.

3. **Enhancing the spirit of community at King’s;**

   - The enhancement of the physical plant, community space, and academic facilities continued to keep the facilities updated and provide students and faculty the opportunity to engage in a living-learning community.

   - The Foundation’s *Student Life Campaign – At the Centre of It* met and surpassed the campaign goal of $10.5 million. A total of $14.2 million was raised which will go towards the Student Life Centre project and new student awards/bursaries.

   - Campus Ministry, the established Centers for Catholic-Jewish Learning, Creativity and Social Concern, the new Centre for the Advanced Research in 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 be well-used and highly valuable to our students.

   - The third annual King’s Fall Fair took place in September 2014 at Kusterman’s Berry Farm. Over 200 College employees, board members and their families came 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 2014-15 the international student population included 417 international and exchange students and 78 2+2 degree students. Additionally, 29 King’s domestic students engaged in outgoing exchange programs to a total of 13 different countries. 95 students in total took part in outgoing exchange programs.

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

   - The Administrative Organization Review process was completed in 2014 and recommendations from the King’s Working Group were recommended by College Council and approved by the Board of Directors in April. Implementation of the recommendations took place throughout the 2014-15 year.
• 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 the Vice-Principal Finance and Support Services Jeff Major, continued to provide superior leadership for King’s.

• Board renewal has continued with the appointment of dynamic community and College representatives with the Chair, His Worship Mayor Dan Mathieson (Stratford), and Vice-Chair, Dr. Kelly Regan.

6. **To create an environmentally sustainable College.**

• The Darryl J. King Student Life Centre achieved the LEED Silver status.

• The solar panels installed on the roof of Labatt Hall continue to offset a considerable amount of CO₂ and generate, on average, over 25,000kwh per year with over $20,000 in annual revenue.

• King’s has committed to the Talloires Declaration, a commitment to environmental sustainability in higher education.

• 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
EXCELLENCE IN TEACHING

2015 Recipient of the King’s University College Award for Excellence in Teaching (Full-time Faculty)

Dr. Joe Michalski, Department of Sociology

Dean Camiletti’s Citation

Dr. Joe Michalski has demonstrated excellence, depth and breadth in his teaching at all levels since joining the Sociology Department in 2003. He is a consummate teacher scholar who mentors students inside and outside the classroom. Students describe him as always available, enthusiastic, supportive and passionate.

2015 Recipient of the King’s University College Award for Excellence in Teaching (Part-time Faculty)

Dr. Sid Noel, Department of Political Science

Dean Camiletti’s Citation

One student summarized Dr. Sid Noel’s Political Science seminars best by saying, ‘His seminars reflected the deep and nuanced understanding of theory and real world events that comes from a life-long dedication, and commitment to excellence in an academic field. The result was dynamic in-class debate and engagement with the material covered.”

Instructor Evaluation Chart for the Dean’s Honor Roll of Teaching Excellence

- Both full and part time faculty continue to provide our students with an exceptional educational experience as measured by the number making the Dean’s Honor Roll of Teaching Excellence this past year. Even more amazing is the fact that both the King’s overall median and mean was 6.0 on the 7 point scale.

<table>
<thead>
<tr>
<th>Faculty</th>
<th>2010-11</th>
<th>2011-12</th>
<th>2012-13</th>
<th>2013-14</th>
<th>2014-15</th>
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<tbody>
<tr>
<td></td>
<td>All</td>
<td>Honor Roll</td>
<td>%</td>
<td>All</td>
<td>Honor Roll</td>
</tr>
<tr>
<td>Full-time (-leaves)</td>
<td>81.2</td>
<td>52</td>
<td>64%</td>
<td>73.5</td>
<td>53</td>
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<tr>
<td>Part-time</td>
<td>138</td>
<td>80</td>
<td>58%</td>
<td>155</td>
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<td></td>
<td>73.2</td>
<td>52</td>
<td>71.0</td>
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# 2014-2015 Dean’s Honor Roll of Teaching Excellence

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<th><strong>Full-Time</strong></th>
<th><strong>Department</strong></th>
<th><strong>Part-Time</strong></th>
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<tbody>
<tr>
<td>Cushing, Pamela</td>
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<td>Arnold, Carrie A</td>
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<td>Frankel, Sam</td>
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<td>Benner, Mark William</td>
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<td>Gorman, Eunice</td>
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<td>Castrodale, Mark</td>
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<td>Hurley, Pamela</td>
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<td><strong>Interdisciplinary Programs</strong></td>
<td>Kuin, Alicia</td>
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<td>Machado, Rebecca Theresa</td>
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<td><strong>Economics, Business and Math</strong></td>
<td>Bohnet, Adam</td>
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Santos, Richard James
Turnbull, Joseph
White, John Richard

History
Bohnet, Adam
Broad, Graham Gordon
Jarvis, Eric James
Meek, Alison
Ventresca, Robert

Gucciardo, Dorotea
Krats, Peter Vaino Karl
Kubow, Magdalena
Norton, David Jeffrey
Potter, Paul
Temple, Jeffrey Wendell
Tunnicliffe, Jennifer Ellen
Vacante Jeffrey

Modern Languages
Clausius, Claudia
Dicicco, Lorraine
Dowdell, Coby Joshua
Koski, Raija Hellevi
Lysack, Krista Colleen
McKellar, Kenneth
Sutherland
Small, Susan Elizabeth
Werstine, Paul

Barwin, Gary
Brooks, Sarah Anne
Fanni, Kenan Gerald
Goode, Michal Ann
Greenway, Jeremy
Hartley, Michelle Rose
Joseph, Nigel Leo
Kelly, John Christopher
Kubow, Magdalena
Love, Miriam Elizabeth
Maclean, Gavin James
Morley, Patrick
Natarajan, Srividya
Robinet, Alicia Claire
Thompson, Peter James
Yu, Ruth

Politics
Bahcheli, Tozun
Grant, John Arthur
Lawlor, Andrea
Tieku, Thomas

Cooke, Thomas
Dunne, Patrick
Fragiskatos, Peter
Hassan, Zheger
Hoogenboom, David Anton
Narain, Nigendra
Nater, John
Noel, Sidney
Sarkany, Laszlo
Scorgie-Porter, Lindsay May

**Philosophy and Religious Studies**

Calcagno, Antonio
Geen, Jonathan
Kato, Julius-Kei
Yenson, Mark

Ahmed, Kamran
Baltzer-Jaray, Kimberly
Bechard, Michael
Bieber, Trevor
Burnetts, Charles
Di Giovanni, Andrea
Marsh, Jonathan Patrick
Massecar, Aaron Raymond
Parker, Rodney Kenneth Benson
Robb, Ryan Douglas
Tait, Morgan Christopher
Tremblay, Michael Francis

**Psychology**

Chovaz, Cathy Jean
Ellis, Wendy Elaine
Hutchinson, Lynda
Penner-Wilger, Marcie
Roney, Christopher

Arnold, Carrie A
Barnes, Kelly
Beatson, Pamela Joanne
Bell, David William
Cross-Mellor, Shelley Kathleen
Dishke Hondzel, Catharine
Everest, Michelle
Exner-Cortens, Deinera
Haynes, Graeme Andrew
Isaacs, Corey Ronald
Knutt, Adelle
Machado, Rebecca Theresa
Twyman, Alexandra Dawn

**Sociology**

Bruno, Tara Leah
Datta, Anisha
Lawrence, Christine
MacGregor, David
Reynolds, Jennifer
Yeager, Matthew G
Zawilski, Valerie

Akkaymak, Guliz
Araj, Bader Mohamed
Balandin, Darlene Evelyn
Barr, Lauren
Baumgartner, Kayla
Cassidy, Gale Lynn
Courey, Michael
Cushing, Neisha Lynne
Dowler, Ken
Haight, Michael
Hamed, Gahad
Klein, Michael
Maynard, Donna Katrine
Newnham-Kanas, Courtney E.
Pakvis, Patricia Joan
Pendakis, Katherine Laura
Piekosz, Agata
Rainhard, Darren S
Silcox, Jennifer
Vorstermans, Jessica

School of Social Work
Beres, Laura
Csiernik, Richard
Kwok, Siu Ming
Olivier, Claude A
Smith Carrier, Tracy
Arundel, Mary Kay
Gibson, Michelle
Hopkins, Carol A
Kirkham, Jennifer J
Levy, Cliff
Lewis, Meg
Page-Nichols, Melissa
Smith, Carrie Jean
Smith, Stewart J
Wardrop, Nancy Alice

- Other quality indicators of teaching at the College include:
  - Number of PhD’s among full-time faculty: **94 out of 98 or 96%**.

- Course coverage (including MSW and excluding faculty on leave):

  **2009 – 2010  (6 on leave)**

<table>
<thead>
<tr>
<th></th>
<th>Number</th>
<th>Sections</th>
<th>%</th>
<th>Registrations</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time/LTA</td>
<td>78.5</td>
<td>211.3</td>
<td>62.4</td>
<td>8789.4</td>
<td>58.1</td>
</tr>
<tr>
<td>Part-time</td>
<td>114</td>
<td>134.7</td>
<td>37.6</td>
<td>6335.9</td>
<td>41.9</td>
</tr>
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</table>

  **2010 – 2011  (9.5 on leave)**

<table>
<thead>
<tr>
<th></th>
<th>Number</th>
<th>Sections</th>
<th>%</th>
<th>Registrations</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time/LTA</td>
<td>81.2</td>
<td>200.2</td>
<td>56</td>
<td>8343.5</td>
<td>54.0</td>
</tr>
<tr>
<td>Part-time</td>
<td>138</td>
<td>154.3</td>
<td>44</td>
<td>7182.3</td>
<td>46.0</td>
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2011 – 2012 (14.5 on leave)

<table>
<thead>
<tr>
<th>Number</th>
<th>Sections</th>
<th>%</th>
<th>Registrations</th>
<th>%</th>
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</thead>
<tbody>
<tr>
<td>Full-time/LTA</td>
<td>74.0</td>
<td>196.0</td>
<td>52.6</td>
<td>8089.50</td>
</tr>
<tr>
<td>Part-time</td>
<td>155</td>
<td>176.5</td>
<td>47.4</td>
<td>7694.50</td>
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</table>

2012 – 2013 (17.5 on leave)

<table>
<thead>
<tr>
<th>Number</th>
<th>Sections</th>
<th>%</th>
<th>Registrations</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time/LTA</td>
<td>78</td>
<td>200.0</td>
<td>51.3</td>
<td>7743.00</td>
</tr>
<tr>
<td>Part-time</td>
<td>161</td>
<td>190.5</td>
<td>48.7</td>
<td>7829.75</td>
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</table>

2013 – 2014 (15.5 on leave)

<table>
<thead>
<tr>
<th>Number</th>
<th>Sections</th>
<th>%</th>
<th>Registrations</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time/LTA</td>
<td>82.8</td>
<td>195.0</td>
<td>49.6</td>
<td>7073.5</td>
</tr>
<tr>
<td>Part-time</td>
<td>186</td>
<td>198.5</td>
<td>50.4</td>
<td>8136.0</td>
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</table>

2014 – 2015 (15.5 on leave)

<table>
<thead>
<tr>
<th>Number</th>
<th>Sections</th>
<th>%</th>
<th>Registrations</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time/LTA</td>
<td>73</td>
<td>175.5</td>
<td>45.6</td>
<td>6074.0</td>
</tr>
<tr>
<td>Part-time</td>
<td>193</td>
<td>209.5</td>
<td>54.4</td>
<td>8640.8</td>
</tr>
</tbody>
</table>

**Teaching and Course Coverage**

- Part-time faculty taught a majority of course sections and student registrations. The expectation is that the retrenchment that is being forced upon us by declining enrolment will turn this around.

- We employed 5 LTA’s this past year, a figure that is very reasonable given the number of sabbaticals.

  - Ruth Ann Strickland  EBM  Accounting  Medical Leave Replacement & Program Support
  - Sam Frankel  DIP  CSI  Sabbatical Leave Replacement
  - Linda Hutchinson  PSY  Psychology  Sabbatical Leave Replacement
  - Maria Carolina Cambre  SOC  Sociology  Sabbatical Leave Replacement
  - Jennifer Reynolds  SOC  Sociology  Sabbatical Leave Replacement

- **On leave**
  - We had 2.5 faculty on non-sabbatical type leaves this past year. 1.5 were pregnancy leaves, and 1 was a medical leave.

- **Sabbatical Cycle**
- Sabbatical leaves accounted for 20.5% of the 23.0 leaves in the 2014–2015 academic year. Eleven sabbatical leaves (8 full year and 3 half year) have been approved for the 2015–2016 academic year—a low point in the sabbatical cycle.

- **Teaching load change**
  - The College is adapting very well to the new teaching load arrangement. From an administrative point of view, teaching load assignments would be greatly simplified if everyone taught 2.5 courses. This is generally the case in academic units that offer many half course sections. Disciplines such as History and English, with mostly full course have fewer course load assignment options.

- **Student Engagement**
  - We believe very strongly that the success of our students in first year has a bearing on program choice and their ability to realize their educational goals. The first to second year full-time cohort retention (a count of full-time students who proceed into second year after completing first year with us) is only 76%.
  - We continue to explore ways of improving the first year experience for our students. Recently we have:
    - Created a Pedagogy and Retention Working Group tasked with making recommendations to improve student development and the student educational experience;
    - Reduced the size of our larger first year classes in Sociology, Psychology, Economics, Social Justice and Peace Studies, History and Mathematics;
    - Increased teaching and tutorial assistance in Economics, Business and Mathematics courses;
    - Ran the King’s Academic Mentoring Program through its first year of operation.
  - Retention, particularly, from year 1 to year 2 is an issue of major concern for our College. Work on this issue continues in various quarters. We are working on profiling RTW and OP students with a view to discovering patterns that inform timely and effective modes of intervention and support.
  - Experiential learning initiatives continue to offer students extraordinary experiences beyond the classroom.
    - SJPS students to the Dominican Republic and Guatemala;
    - Political Science students to Addis Ababa, Ethiopia;
    - History and Political Science students to Boston;
    - Social Work and Religious Studies students to Pine Channel;
  - The College employs a range of modes of learning to enhance the learning experience and improve student engagement. These include lecture style learning, the case method of instruction, experiential learning, group learning, service learning, seminars, senior thesis, practicum placements and foundation course learning. In an increasingly competitive recruitment environment, our success depends upon our continued investment in student engagement and the availability of a broad range of learning opportunities.
A Culture Of Scholarship

1. **Books, 2014–15**

- **Eight** faculty authored or co-authored 8 published books
  - Laura Beres, *Titles*
  - Tara Bruno
  - Antonio Calcagno
  - Maria Carolina Cambre
  - Cathy Chovaz
  - Rick Csiernik
  - Tom Malleson
  - Ben Muller

- **Seven** faculty edited or co-edited 8 published books
  - Antonio Calcagno and Steve Lofts
  - Rick Csiernik
  - Lesley Harman
  - Christine Lavrence
  - Ruth Ann Strickland
  - Paul Werstine *Taming of the Shrew*
  - Paul Werstine *Richard III*
  - Matthew Yeager

2. **Papers, 2014–15**

Over the past year King’s faculty,

(A) authored or co-authored 61 refereed journal articles and 37 book chapters;
(B) presented 89 refereed conference papers;
(C) had 111 manuscripts submitted or approved for publication.

3. **Summary Research Activity 2014–15**

The following table summarizes research activity by outcome over the last eight years. The results fluctuate by year.

<table>
<thead>
<tr>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Books authored</td>
<td>6</td>
<td>2</td>
<td>6</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>6</td>
<td>8</td>
</tr>
<tr>
<td>Books edited</td>
<td>5</td>
<td>3</td>
<td>7</td>
<td>6</td>
<td>3</td>
<td>3</td>
<td>2</td>
<td>8</td>
</tr>
</tbody>
</table>
### 4. Sabbatical Leaves 2014-15

Twenty two faculty were on sabbatical leave this past year.

<table>
<thead>
<tr>
<th>Full Year:</th>
<th>(Economics, Business and Mathematics)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grigori Erenburg</td>
<td>Peter Ibbott</td>
</tr>
<tr>
<td>(Economics, Business and Mathematics)</td>
<td>Sergio Janczak</td>
</tr>
<tr>
<td>Paul Webb</td>
<td>Par Ryan</td>
</tr>
<tr>
<td>(History)</td>
<td>Brian Patton</td>
</tr>
<tr>
<td>Hunter Brown</td>
<td>Chaya Halberstam</td>
</tr>
<tr>
<td>(Philosophy and Religious Studies)</td>
<td>John Heng</td>
</tr>
<tr>
<td>Jim Kow</td>
<td>Mahdi Tourage</td>
</tr>
<tr>
<td>(Philosophy and Religious Studies)</td>
<td>Erin Hannah</td>
</tr>
<tr>
<td>Ben Muller</td>
<td>(Political Science)</td>
</tr>
<tr>
<td>Jacquie Newman</td>
<td>(Psychology)</td>
</tr>
<tr>
<td>Imants Baruss</td>
<td>Lynne Jackson</td>
</tr>
<tr>
<td>(Psychology)</td>
<td>Dermot Hurley</td>
</tr>
<tr>
<td>(Social Work)</td>
<td>Lesley Harman</td>
</tr>
<tr>
<td>(Sociology)</td>
<td>Kristin Lozanski</td>
</tr>
<tr>
<td>Half Year:</td>
<td>(History)</td>
</tr>
<tr>
<td>Alison Meek</td>
<td>Susan Small</td>
</tr>
<tr>
<td>(History)</td>
<td>(Modern Languages)</td>
</tr>
<tr>
<td>Rick Csiernik</td>
<td>(Social Work)</td>
</tr>
</tbody>
</table>

### 5. Approved Sabbatical Leaves for 2015-16

This year the Board approved the recommendations of the Leave Committee for the following 11 sabbaticals:

<table>
<thead>
<tr>
<th>Full Year:</th>
<th>(History)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graham Broad</td>
<td>Alan Pomfret</td>
</tr>
<tr>
<td>(Interdisciplinary Programs)</td>
<td>Ken McKellar</td>
</tr>
<tr>
<td>Cathy Chovaz</td>
<td>Nick Skinner</td>
</tr>
<tr>
<td>(Psychology)</td>
<td>(Psychology)</td>
</tr>
</tbody>
</table>
A. 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. The last entry is an estimate.

<table>
<thead>
<tr>
<th>Year</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>
<th>12-13</th>
<th>13-14</th>
<th>14-15</th>
<th>15-16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sabb</td>
<td>13</td>
<td>16</td>
<td>10</td>
<td>6.5</td>
<td>7.5</td>
<td>9.5</td>
<td>14</td>
<td>12.5</td>
<td>20.5</td>
<td>9.5</td>
</tr>
</tbody>
</table>

The number of part time and overload contracts fluctuates accordingly.

B. Sabbatical Leave Clumping in Academic Units

The clumping of sabbaticals will occur once more in the next 4 to 5 years as the same people, particularly in Economics Business and Mathematics, Philosophy, Religious Studies, Political Science and Social Work become eligible for their next sabbatical. Half year sabbaticals may have a mitigating effect on clumping although their occurrence is difficult to predict.

6. Research Grants Program

The College continues to support research through its Research Grants 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.

Support for Research Projects
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>39</td>
<td>32</td>
<td>44</td>
<td>39</td>
<td>50</td>
<td>48</td>
<td>41</td>
<td>45</td>
</tr>
<tr>
<td>Receiving</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amount</td>
<td>94,293</td>
<td>81,152</td>
<td>108,650</td>
<td>105,142</td>
<td>136,511</td>
<td>137,897</td>
<td>136,402</td>
<td>137,652</td>
</tr>
<tr>
<td>granted ($)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ave Grant</td>
<td>2,418</td>
<td>2,536</td>
<td>2,469</td>
<td>2,696</td>
<td>2,730</td>
<td>2,873</td>
<td>3,327</td>
<td>3,277</td>
</tr>
<tr>
<td>Allocation ($)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Course buy outs have been introduced a few years ago 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.

**Buy outs for the 2014 -15 academic year**

Ian Rae (Modern Languages) 1 half course

7. **External Grants**

Our faculty continue to seek external funding from SHHRC primarily and from other granting agencies.

**SSHRC Insight Grants**

**Competition year: 2015**

**Grants:** Antonio Calcagno, Year 1 of 4 Total grant - $74,830.00

**Recommended – not supported for Lack of Funds**

Dora Tam

**Competition Year: 2012**

**Grants:** Paul Werstine, Year 2 of 4 Total grant - $164,664.00

**SSHRC Insight Development Grant**

**Competition Year: 2015**

**Grants:** Siu Ming Kwok, Year 1 of 2 Total grant - $74,940.00

Andrea Lawlor, Year 1 of 2 Total grant - $60,087.00
Competition Year: 2014

Grants: Erin Hannah Year 1 of 2 Total grant - $63,942.00
Kristin Lozanski Year 1 of 2 Total grant - $58,833.00

8. Funding to Support the Presentation of Papers at Learned Conferences

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.

Support for Presentations at Conferences

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Papers Delivered</td>
<td>90</td>
<td>144</td>
<td>81</td>
<td>72</td>
<td>85</td>
<td>99</td>
<td>89</td>
<td></td>
</tr>
</tbody>
</table>

9. Appointments Promotion and Tenure

A. Academic Appointments 2014–15

Additions to Complement in 2014-15
Dr. Tom Malleson
Probationary contract in Interdisciplinary Programs (January 2015 in DIP)

Dr. Georgia Mouroutsou
Probationary contract in Philosophy and Religious Studies

Professor Shawna Wiengartner
Probationary appointment in Economics, Business and mathematics

Replacement Positions in 2014-15

Dr. John Grant
Probationary contract in Political Science

Dr. Andrea Lawlor
Probationary contract in Political Science

Dr. Mike Morrison
Probationary contract in Psychology
Leave Replacements in 2013-14

Lynda Hutchinson
1 year LTA in Psychology

Maria-Carolina Cambre
1 year LTA in Sociology

Jennifer Reynolds
1 year LTA in Sociology

Ruth Ann Strickland
1 year LTA in Business

Dr. Sam Frankel
1 Year LTA (DIP - CSI)

Retirements effective June 30, 2015

Dr. Tozun Bahcheli
Political Science

Dr. Bernie Hammond
Interdisciplinary Studies (effective September 1, 2015)

Dr. Carolyne Gorlick
Social Work

Professor Paul Webb
History

Three Approved Parental Leaves 2014-15

B. Academic Appointments approved for 2015–16

Additions to Complement
Failed search in Criminology

Replacement Positions in 2015-16
Professor Jennifer Jeffrey
Probationary appointment in Economics, Business and mathematics

Dr. Peter Donahue
Tenured appointment (Director) in the School of Social Work

Dr. Bharati Sethi
Probationary appointment in the School of Social Work
**Leave Replacements**

Dr. Lynda Hutchinson  
1 Year LTA (Psychology)

Professor Jennifer Reynolds  
1 Year LTA (Sociology)

Professor Ruth Ann Strickland  
1 Year LTA (Business)

Dr. Sam Frankel  
1 Year LTA (DIP - CSI)

**Promotions effective July 1, 2014**

Dr. Graham Broad to Associate Professor with tenure in History

Dr. Cathy Chovaz to Associate Professor with tenure in Psychology

Dr. Krista Lysack to Associate Professor with tenure in English

Dr. Siu Ming Kwok to Full Professor in Social Work

**Promotions effective July 1, 2015**

Dr. Rachel Birnbaum to Full Professor in Social Work

Dr. Antonio Calcagno to Full Professor in Philosophy

Dr. Stephen Lofts to Full Professor in Philosophy

Dr. Marcie Penner-Wilger to Associate Professor with tenure in Psychology

Dr. Thomas Tieku to Associate Professor with tenure in Political Science

Dr. Mark Yenson to Associate Professor with tenure in Religious Studies

**Contract Renewals effective July 1, 2014**

Dr. Coby Dowdell, two years at the rank of Assistant Professor (June 30, 2014-16)

**Contract Renewals effective July 1, 2015**

Dr. Tara Bruno  two years at the rank of Assistant Professor (June 30, 2015-17)

Dr. Adam Bohnet  two years at the rank of Assistant Professor (June 30, 2015-17)
Dr. Carolyn Chau—three years at the rank of Assistant Professor (June 30, 2015-18)

Dr. Andrew Mantulak—three years at the rank of Assistant Professor (June 30, 2015-18)

Dr. Tracy Smith-Carrier—three years at the rank of Assistant Professor (June 30, 2015-18)

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Full Professor</th>
<th>Associate Professor</th>
<th>Assistant Professor</th>
<th>LTA</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>13</td>
<td>46</td>
<td>24</td>
<td>6</td>
</tr>
<tr>
<td>2008</td>
<td>12</td>
<td>48</td>
<td>26</td>
<td>5</td>
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<tr>
<td>2009</td>
<td>12</td>
<td>53</td>
<td>24</td>
<td>3</td>
</tr>
<tr>
<td>2010</td>
<td>13</td>
<td>56</td>
<td>21</td>
<td>5</td>
</tr>
<tr>
<td>2011</td>
<td>12</td>
<td>58</td>
<td>17</td>
<td>7</td>
</tr>
<tr>
<td>2012</td>
<td>12</td>
<td>63</td>
<td>17</td>
<td>5</td>
</tr>
<tr>
<td>2013</td>
<td>12</td>
<td>64</td>
<td>15</td>
<td>7</td>
</tr>
<tr>
<td>2014</td>
<td>12</td>
<td>64</td>
<td>19</td>
<td>5</td>
</tr>
<tr>
<td>2015</td>
<td>14</td>
<td>62</td>
<td>17</td>
<td>5</td>
</tr>
</tbody>
</table>

Three promotions to associate professor, three promotions to full professor and four retirements 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 has remained constant and near parity over the past two years, 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, we continue to hire more female faculty than male faculty and retirements are predominantly male. These factors should move us very close to parity in the 2015-16 academic year.

Gender balance 2005 -2014

<table>
<thead>
<tr>
<th>Year</th>
<th>F</th>
<th>M</th>
<th>% F</th>
<th>% M</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>25</td>
<td>49</td>
<td>34</td>
<td>66</td>
</tr>
<tr>
<td>2006</td>
<td>26</td>
<td>52</td>
<td>33</td>
<td>67</td>
</tr>
<tr>
<td>2007</td>
<td>36</td>
<td>52</td>
<td>41</td>
<td>59</td>
</tr>
<tr>
<td>2008</td>
<td>39</td>
<td>52</td>
<td>43</td>
<td>59</td>
</tr>
<tr>
<td>2009</td>
<td>35</td>
<td>56</td>
<td>38</td>
<td>57</td>
</tr>
<tr>
<td>2010</td>
<td>37</td>
<td>56</td>
<td>40</td>
<td>57</td>
</tr>
<tr>
<td>2011</td>
<td>38</td>
<td>56</td>
<td>40</td>
<td>56</td>
</tr>
<tr>
<td>2012</td>
<td>44</td>
<td>54</td>
<td>46</td>
<td>54</td>
</tr>
<tr>
<td>2013</td>
<td>46</td>
<td>54</td>
<td>46</td>
<td>54</td>
</tr>
<tr>
<td>2014</td>
<td>46</td>
<td>54</td>
<td>46</td>
<td>54</td>
</tr>
</tbody>
</table>

10. Other Research Initiatives
The Faculty Research Activity Committee (FRAC), chaired by the Associate Academic Dean, continues to play an important role in support of research at King’s.

FRAC initiatives and those of the Associate Academic Dean over the past academic year are summarized below.

- **Dr. Hugh Mellon Excellence in Research Award**: The Committee is pleased to report that it decided unanimously to name **Dr. Paul Werstine** as the first recipient of the Hugh Mellon Excellence in Research Award. The award was announced at the Faculty Publications Celebration on Wednesday, March 18 2015. The award will be disseminated to the broader community again at the June Convocation ceremonies held at King’s. The Committee was pleased and honoured to recognize Dr. Werstine's outstanding contributions to his field as well as his modeling of research excellence at King’s.

- **King’s Faculty Research Seminars**: FRAC organized the King’s Faculty Research Seminars for the first time this year. A sub-committee of FRAC took over the logistics of this important series and very effectively managed the events. The chair would like to acknowledge the work of our colleagues, Krista Lysack, Thomas Tieku and Laura Lewis in this regard. There were five seminars held this year and they provided vibrant forums for discussion and debate about various research questions. We anticipate that participation and attendance will continue to increase. The list of seminars is available on the King’s Research webpage at [http://www.kings.uwo.ca/research/faculty-seminar-series](http://www.kings.uwo.ca/research/faculty-seminar-series)

- **College Research Plan**: FRAC continues to review the Research Plan and will present a revised version in the near future.

- **Research Day**: The Committee is also organizing a Research Day for late September 2015 and ask that all of our colleagues consider participating in this opportunity to learn about the research being done at King’s and explore various ways of enhancing research at King’s.

- **Royal Society of Canada**: Nominations were submitted for two colleagues.

- **Book Launch**: We celebrated the publication of 8 new monographs by our colleagues.

- **Collaborative Approaches**: The outcome of this collaborative approach is a new policy on the part of the Research Grants Committee requiring recipients of the King’s Research Grant to agree to present the results of their research at a public forum at King’s.

- **Canada Research Chair (CRC)**: We are exploring a case for a CRC in Poverty Research within the context of Western’s guidelines.

- **Student Presenter Fund**: We have developed a travel fund for student conference presenters in order to advance professors’ initiatives in drawing their students into their research.

- **Research Partnerships**: 


1. London Poverty Research Center
2. Youth Research and Exchange
3. Brant-Haldimand-Norfolk School District

- **Faculty Research Seminars**

  There were five seminars this year. Don Kerr’s was in honour of Hugh Mellon and reflected some of the research Don and Hugh had done together. The paper was titled: *Energy, Population and the Environment: A paper co-authored with Dr. Hugh Mellon*

  In November Christopher Roney presented: **Free-market Attitudes and Conservatism**

  In December Matthew Yeager presented: **FRANK: Frank Tannenbaum and the Making of a Convict Criminologist**

  In January Ayoub Yousefi presented: **The Impact of Cross-border E-commerce on International Trade**

  In February Sam Frankel presented: **Opening the Window: Exploring the potential of engaging with children’s everyday lives**

- **WEBSITE:** FRAC continues to update the research website informing our community regarding Funding Opportunities as well as information sessions and other useful application tools. We also continue to celebrate the accomplishments of our colleagues applying for and receiving national and international funding and other types of research recognition and awards.

### Aggregate Research Activity 2003-15

<table>
<thead>
<tr>
<th>Year</th>
<th>Full-time Faculty</th>
<th>Total Research Activity by Raw Research Index</th>
<th>Raw Research Activity per FT Faculty</th>
<th>Total Research Activity by Weighted Index</th>
<th>Weighted Research Activity per FT Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003-04</td>
<td>64</td>
<td>319</td>
<td>5.08</td>
<td>449.75</td>
<td>7.03</td>
</tr>
<tr>
<td>2004-05</td>
<td>66</td>
<td>370</td>
<td>5.61</td>
<td>451.25</td>
<td>6.84</td>
</tr>
<tr>
<td>2005-06</td>
<td>71</td>
<td>384</td>
<td>5.41</td>
<td>473.5</td>
<td>6.67</td>
</tr>
</tbody>
</table>
Generally, aggregate research activity per faculty member has been rising since 2006 – 07 when the College reduced the teaching load from 9 courses over 3 years to 8. However, it is the case that we have a small productive core that makes the lion’s share of contribution to the research profile of the College. It is also the case that a group of faculty have not submitted their activity reports, thereby compromising the accuracy of this year’s count.

Notes: Raw research index assigns a unit of 1.0 to every activity that could be classified as research related as submitted annually by faculty to their department chairs. A word of caution is in order regarding data collected in prior years as some faculty may not have been encouraged by their Chairs to submit their reports.

The Weighted Research Index assigns a differential weighting to the various activities. For example a refereed article is weighted at 3.0 while a manuscript submission receives 0.25.

FT faculty does not include the following: Principal, Dean, and Associate Dean. FT faculty also does not include J.B. Brown who is cross-appointed with Health Sciences.
• Top ten researchers by productivity accounted for 42% of the weighted index, down from 47% last year.

• This year, 18 faculty were engaged in 11 or more research related activities compared to 11 last year.

• The two points above speak to the greater engagement of faculty in general in research.

The top three Departments/School in terms of research activity were Social Work, Sociology and Political Science respectively. The cumulative research activity in the Department of Political Science is particularly noteworthy given the small size of that department in comparison to the other two.

**Student-Enrolment and Admissions Standards**

• Enrolment Services (ES) succeeded in providing offers of admission much earlier this year. A new and expanded admissions campaign resulted in an increase in new January registrants. ES processes were created and will now need to be reviewed and improved. In addition, an easier transition for these January admit students will be the focus of a multi-unit review in the fall term. Focussed strategies to encourage students offered admission in target programs (CST and KFH) resulted in classes of 25. Our admissions offers are processed throughout the year for our ESL partners, School Board partners as well as our direct applicants. Our success has resulted in the largest percentage of international students registered at King’s in its history. With success comes more challenges- particularly retention issues and increase in demand in student services.

• The growing impact of the Catholic partnerships was demonstrated in the increase in separate school applicants from 34% TO 37.7% and a huge increase of registrants 47.8 TO 57.5% Our applicants from the GTA grew from 33% to 35%, however our registrants dropped to an all-time low of 12%. Overall numbers to on-campus events have increased as a result of more events although numbers at individual events remained the same or dropped.

• Undergraduate enrolment dropped from 3222 full-time students last year to 3149 full-time students this year.

• The full time student equivalent dropped from 3145.5 to 3078.6 whereas the full time faculty equivalent grew from 142.9 to 152.1.

• The faculty/ student ratio was 21.9:1 in 2012-3 and it decreased to 20.3:1.

• A range of analysis and information is found in the annual Admissions and Enrolment Report and it remains an invaluable source of institutional data and a vibrant document which changes according to the needs and interests of the College.

**Separate And Non-Separate Secondary School Applicants And Confirmed Responses 2008 - 2015**
<table>
<thead>
<tr>
<th></th>
<th>Separate OSSD Applicants (Confirmed Responses)</th>
<th>Non-Separate OSSD Applicants (Confirmed Responses)</th>
<th>TOTALS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2008-2009</td>
<td>862 (248)</td>
<td>1693 (374)</td>
<td>2555 (622)</td>
</tr>
<tr>
<td>Overall %</td>
<td>33.7 (39.9)</td>
<td>66.3 (60.1)</td>
<td></td>
</tr>
<tr>
<td>2009-2010</td>
<td>843 (261)</td>
<td>1537 (398)</td>
<td>2380 (659)</td>
</tr>
<tr>
<td>Overall %</td>
<td>35.4 (39.6)</td>
<td>64.5 (60.4)</td>
<td></td>
</tr>
<tr>
<td>2010-2011</td>
<td>777 (301)</td>
<td>1468 (406)</td>
<td>2245 (707)</td>
</tr>
<tr>
<td>Overall %</td>
<td>37.55 (42.5)</td>
<td>65.4 (57.4)</td>
<td></td>
</tr>
<tr>
<td>2011-2012</td>
<td>794 (253)</td>
<td>1440 (359)</td>
<td>2234 (612)</td>
</tr>
<tr>
<td>Overall %</td>
<td>35.5 (41.3)</td>
<td>64.5 (58.7)</td>
<td></td>
</tr>
<tr>
<td>2012-2013</td>
<td>855 (275)</td>
<td>1414 (300)</td>
<td>2269 (575)</td>
</tr>
<tr>
<td>Overall %</td>
<td>37.7 (47.8)</td>
<td>62.3 (52.2)</td>
<td></td>
</tr>
<tr>
<td>2013-2014</td>
<td>762 (320)</td>
<td>1481 (237)</td>
<td>2243 (557)</td>
</tr>
<tr>
<td>Overall %</td>
<td>34 (57.5)</td>
<td>66 (42.5)</td>
<td></td>
</tr>
<tr>
<td>2014-2015</td>
<td>662 (194)</td>
<td>1366 (304)</td>
<td>2028 (498)</td>
</tr>
<tr>
<td>Overall %</td>
<td>32.6 (38.9)</td>
<td>67.3 (61)</td>
<td></td>
</tr>
</tbody>
</table>

Regional Distribution of Ontario Secondary School Registrants By Region
2008 – 2015

Real Numbers of Registrants

<table>
<thead>
<tr>
<th></th>
<th>Toronto &amp; Reg</th>
<th>London &amp; Reg</th>
<th>Southwest Ontario</th>
<th>Hamilton/ Niagara</th>
<th>Central Eastern</th>
<th>Northern Ontario</th>
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<tbody>
<tr>
<td>2009-2010</td>
<td>112</td>
<td>359</td>
<td>118</td>
<td>36</td>
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<tr>
<td>2010-2011</td>
<td>121</td>
<td>410</td>
<td>97</td>
<td>24</td>
<td>9</td>
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<tr>
<td>2011-2012</td>
<td>102</td>
<td>386</td>
<td>87</td>
<td>21</td>
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<tr>
<td>2012-2013</td>
<td>106</td>
<td>294</td>
<td>88</td>
<td>42</td>
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</tr>
<tr>
<td>2013-2014</td>
<td>64</td>
<td>350</td>
<td>72</td>
<td>45</td>
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<tr>
<td>2014-2015</td>
<td>76</td>
<td>352</td>
<td>12</td>
<td>28</td>
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### Full-Time Enrolment 2006-15

<table>
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<tr>
<th>Year 1</th>
<th>(%)</th>
<th>Senior General</th>
<th>(%)</th>
<th>Senior Honors</th>
<th>(%)</th>
<th>Totals</th>
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<td>2007-08</td>
<td>854</td>
<td>28</td>
<td>1529</td>
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<td>677</td>
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<td>2008-09</td>
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<td>1454</td>
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<td>2010-11</td>
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<td>2011-12</td>
<td>876</td>
<td>27</td>
<td>1610</td>
<td>49</td>
<td>783</td>
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<tr>
<td>2012-13</td>
<td>821</td>
<td>25.5</td>
<td>1577</td>
<td>49</td>
<td>824</td>
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<td>730</td>
<td>24.4</td>
<td>1524</td>
<td>50.1</td>
<td>785</td>
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### 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, as well as 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.”

In addition to the ministry provided at King's University College, members of the staff of the Office of Campus Ministry are also charged with responsibility for the wider UWO community. Canonically established as a “personal parish” of the university, a small number of families from the city join us regularly for worship.

**Preamble**

Like every other department in the community, we are reevaluating on a constant basis how to best deliver services to the community and to best discern the most appropriate manner for proclaiming the gospel in this milieu.
Though providing concrete numbers to assess our ministry is difficult, they will be provided and elaborated upon wherever warranted and possible.

**Liturgy Life**

The community celebrated daily Eucharist at King’s at 12:00PM Tuesdays thru Fridays in addition to the two Sunday liturgies at 10:30AM (Revera’s Windermere on The Mount) and 5:00PM (Elizabeth A. “Bessie” Labatt Hall).

Again this year, The Office of Campus Ministry offered evening celebrations of Adoration of the Blessed Sacrament on the second Thursday 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. Surprisingly, this event drew an average of thirty students per gathering. We will continue to do this next year on the third Thursday of each month.

The annual **Convocation Mass** took place on June 10, 2014 and was a success. Members of Campus Ministry were responsible for organizing the elements of the Mass and ensuring engagement from every group within the King’s community.

**Christ the King University Parish**

Through diocesan mandate, since canonical establishment and reorganization (2004), the parish is able to celebrate and record sacraments. Besides those connected to King’s University College and Western University as staff, faculty, students and alumni, the parish provision also extends to those who intentionally choose and register with our parish community.

Our sacramental registers indicate that in the last year:

- 28 infants were baptized
- 1 adult was baptized
- 17 individuals received their first communion
- 2 individuals were confirmed
- 3 individuals were received into full-communion with the Catholic Church
- 15 weddings were celebrated
- 11 funerals were celebrated

A number of couples connected to the university were prepared for marriage at King’s, with their weddings celebrated elsewhere. Accompanying dispensations or Declarations of Nullity were processed through our office.

In addition, hundreds of confessions were heard. The nature of the parish and community dictates that there is not a “set time” for confessions. Rather, parishioners and students are invited to come as they are available.

**Parish Finances**

The following revenues were received:

Sunday Collection ($164,855.05)
St. Peter’s Seminary Appeal ($1,593.00)
St. Joseph’s Hospitality Centre ($545.00)
Share Lent Campaign designated to Development and Peace ($1,380.00)
Refugee Sponsorship Initiative ($64,622.63)
Non-specified Donations ($3450)

**Refugee Sponsorship Initiative**

In October 2014, an initiative to raise funds to sponsor refugees was started, in the hopes of welcoming one or two refugees to the community. Thus far, we have welcomed three men and have agreed to sponsor an additional four.

The financial support from the parish and King’s community is very positive and the promise of scholarships from King’s, Brescia and Fanshawe have provided the possibility of further studies and future employment.

**Veritas Series for Faith and Culture**

The word “veritas” comes from the Latin word meaning “truth.” It is taken directly from the College motto “Christus est Via, Veritas et Vita.” (Christ is the Way, the Truth and the Life.)

In his Apostolic Constitution, Ex Corde Ecclesiae (1990), John Paul II, wrote “It is the honour and responsibility of a Catholic University to consecrate itself without reserve to the cause of truth. By means of a kind of universal humanism a Catholic University is completely dedicated to the research of all aspects of truth in their essential connection with the supreme Truth, who is God. It does this without fear but rather with enthusiasm, dedicating itself to every path of knowledge, aware of being preceded by him who is “the Way, the Truth, and the Life.”

In the same document he writes, “A Catholic University, as any University, is immersed in human society; as an extension of its service to the Church, and always within its proper competence, it is called on to become an ever more effective instrument of cultural progress for individuals as well as for society. Imbued among its research activities, therefore, will be a study of serious contemporary problems in areas such as the dignity of human life, the promotion of justice for all, the quality of personal and family life, the protection of nature, the search for peace and political stability, a more just sharing in the world's resources, and a new economic and political order that will better serve the human community at a national and international level. University research will seek to discover the roots and causes of the serious problems of our time, paying special attention to their ethical and religious dimensions. If need be, a Catholic University must have the courage to speak uncomfortable truths which do not please public opinion, but which are necessary to safeguard the authentic good of society.”
Through the Veritas series, King’s endeavors to foster learning and dialogue by gathering scholars, artists and activists who support and challenge us in living lives of faith and justice in the 21st Century. This year’s series brought together the following speakers:

Reverend Donald Cozzens, PhD

Kathleen Norris

Joey Weisenberg

Reverend Jan Michael Joncas

Dr. Ingrid Mattson

Jonathan Pageau

Reverend Daniel P. Horan, OFM

Music Ministry

King’s University College Chamber Choir

In its fifth season, the King’s University College Chamber Choir continued to make connections with the wider London community in its role as a cultural ambassador for the College and fundraiser for various needs of the community. The choir has had a fruitful season of beautiful music-making and connecting with our community. The number of choristers remains at a steady membership of 30.

The choir performed two concerts this year. The first one took place on November 29, 2014 in the Chapel at Revera’s Windermere on the Mount, entitled “Songs of the Angels” which featured guest artists St. Mary’s Choir School Grade Six Choir, under the direction of Christine Petrasjnas and harpist Julia Shaw. The attendance for the event was beyond capacity as the audience overflowed to the choir loft and in the sanctuary and it was very warmly received. $2,765.65 was raised for the Wait List Clinic, a mental health initiative by the Canadian Mental Health Association for those in the community who are on wait lists for mental health counselling who are in immediate need.

The second concert took place on March 28, 2015 in the Joanne and Peter Kenny Theatre in the Darryl J. King Student Life Centre. The concert, entitled “Songs of Celebration” commemorated the 60th anniversary of King’s University College. It featured songs that celebrate the values and identity of the College and was highlighted by a stunning performance of Ola Gjeilo’s *Sunrise Mass* with string chamber orchestra. The concert raised $851.55 for Christ the King University Parish’s refugee initiative.

In addition, the Chamber Choir sang for the King’s Remembrance Day Service on November 11, 2014, and King’s University College Convocation Mass on June 10, 2014.
In addition, the parish community enjoys the ministry of two different choirs.

**Youth Ministry Initiatives**

**Preparations for the Sacraments of Initiation**

All children preparing for sacramental reception are first visited in the homes and then are engaged in both individual and group formation. Group formation takes place with other children and their parents.

**Sunday Children’s Programs**

This program features lessons adapted from the Church’s liturgical calendar that are directed at children aged three to six. Children under four require 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.

Approximately 25 children attend the program regularly each Sunday. However, numbers do vary depending on the Church season. For example, during Advent and Lent these numbers can extend to approximately 30 to 50 children and their families.

**Youth and Family Opportunities**

In order to serve our young families better, different opportunities have been established, in addition to the events and activities that take place in the parish on a regular basis. These opportunities have developed collaboratively with input from the families involved.

**Advent Party:** Children take part in preparing for our Lord’s birth, making crafts, doing activities and reflecting on this very special time of the year.

**Holy Week Lenten Retreat:** This year, the children’s Lenten retreat took place on Palm Sunday after mass, preparing for the special week ahead, Holy week. Children age four to nine were invited to attend and different activities were set out for the different age groups. Parents were welcome to join in and be a part of the day.

**Stations of the Cross:** Children assisted as cross-bearer, candle-bearer, and readers on March 27, 2015. Prior to the service all were welcomed to attend a pot-luck dinner that also incorporated youth crafts and activities that reflected a deeper understanding of the station of the cross, led by university volunteers. Janet led the music for the Stations of the Cross.

**Unleashing Our Children’s Spirituality-Family Workshop:** On Thursday, October 16, 2014 gathered at Windermere on the Mount for a potluck and discussion around unleashing the potential of our children in their spiritual development. This was co-facilitated with Margaret Whitley, parishioner of Christ the King University Parish and director of Montessori London. Principles were drawn from *The Catechesis of the Good Shepherd* and the Montessori approach to education.

**Leadership Opportunities for High School Students**
This program has been developed for youth aged fourteen to seventeen. The main focus is to integrate high school students in fellowship with each other and university volunteers, in addition to serving those in the wider community. While high school students from our parish have been involved in opportunities available and have had positive experiences, our numbers are low. Therefore, the best way to move forward with the high school students is to encourage them to get involved during Sunday’s liturgy, volunteering with the Children and Youth Events and at the Parish Coffee House at St. Joseph’s Hospitality Centre each month. In addition, Come and Serve was a way for our university and high school students to connect and serve.

Come and Serve is a day that consists of connecting high school students with several service projects throughout the city of London. Following a “hand’s on experience” in the community, the students return to King’s campus where they have the opportunity to share a meal and to reflect on their experiences of the day. This period of reflection includes a keynote speaker and small group discussion. This academic year Come and Serve took place on Friday, October 24, 2014.

**Programming**

**Two Hospitality/Potluck Dinners** were held immediately following our Sunday Evening Eucharistic celebrations on September 21, 2014 and March 1, 2015. We received positive feedback from those students and members of the wider community who attended. Between 100–150 people came together for food and fellowship including students from King’s, St. Peter’s Seminary, Brescia University College as well as members of Christ the King University Parish.

**Pastoral Counselling** continued throughout the academic year at a significant and steady pace. Counselling was provided to a total of 56 clients, with a total of almost 518 hours of counselling sessions, between May 1, 2014 and March 17, 2015; comprising 29 students, 3 faculty, 13 parishioners, 11 alumni/members of the community, and 18 marriage preparation couples. Four accompaniments to medical or legal appointments were also provided by Melissa Page Nichols.

**Catholic Update Series:** Campus Ministry offered a weekly Catholic Update Series based on Robert Baron’s series Catholicism and was facilitated by Reverend Paul Baillargeon in both the autumn and spring semesters.

**Lenten Retreat** afternoon with Bishop Mark Hagemoen was held on Sunday, March 1, 2015. For the fifth year running students from King’s and Brescia and students and members of Christ the King University Parish were in attendance.

**Pine Channel:** First Nations issues continue to be a priority for King’s and for our nation. As part of this growing awareness and the need to introduce students to these concerns, Michael Bechard brought 13 students to the Fond Du Lac Denesuline First Nation on Lake Athabasca, northern Saskatchewan. part of the program, students were 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. $35,000 for this project were raised.

**Just Youth Group:** A number of students met on a weekly basis to discuss the seven principles of Catholic Social Teaching and the impact they have on their lives. The group also used a variety of materials provided by the Canadian Catholic Organization for Development and Peace
to discuss the global impact of decisions and actions made in North America. The campaign this year was entitled “Sow Much Love” and focussed on the impact of seed patents in the global south. Although the Canadian Catholic Organization for Development and Peace has chosen to call their young adult groups Just Youth groups, a decision has been made to call this group “Development and Peace” next year. We look forward to continuing to grow this group by making more contact with the residence students next year and continuing to foster an awareness of the social implications of our choices and lifestyles on our global community. The focus of the campaign next year is Climate Change.

**Solidarity Meal:** This year a solidarity meal was held at the parish hall at Windermere on The Mount following Sunday Eucharist, March 22, 2015.

**Catholic Fair:** To raise awareness about, and culture accompanying the idea “Catholic” a number of tables were set up in the Student Life Centre Februar 5, 2014 representing a few of the Catholic opportunities and Catholic organizations available for students participation in both now and in the future. This year these organizations included Madonna House, Jesuit Volunteers of Canada, Scarborough Foreign Missions, Development and Peace, the Catholic Women’s League, the Precious Blood Sisters, the Newman Club, Save a Family Plan, St. Peter’s Seminary, and Jesuit Vocations.

**Ten Thousand Villages:** To raise awareness around issues of fair trade and provide members of the King’s community with alternative options to commercial shopping experiences for Christmas shopping.

**A New Leaf:** The organization of Development and Peace, The Food Grains Bank of Canada and Salt and Light TV partnered to create the movie A New Leaf, a movie presentation about issues of food sovereignty in the Sahel. This movie was shown at King’s January 15, 2015 with a discussion following the movie that was facilitated by the development and peace local animator for the Southwestern region, Nano Kojo Damptey. The twelve students that participated learned a great deal about the problems leading to hunger and how this challenge can be overcome.

**Adoration:** Students celebrate adoration connected to the Liturgy of the Hours in the Christ the King Chapel on a monthly basis. This hour long liturgy continues to create an atmosphere of prayerful reflection for the King’s community.

**Newman Club:** Once a week the Newman Club meets on main campus. This is a gathering of Catholic Young Adults eager to learn of the many aspects of the Catholic faith.

**St. Joseph Hospitality Centre:** This is the third year that the King’s community has volunteered at St. Joseph’s Hospitality Centre on Dundas Street. The King’s community provides food, entertainment, and a safe place for those less fortunate on the second Saturday of the month. The continuity has resulted in positive relationships developing between people from the East end community and our King’s community. This past year new departments have volunteered such as the Modern Languages, and Alumni Affairs. Next year we anticipate inviting more new departments to join us including both faculty and students, volunteering together.
**Step into Christmas:** This year as a part of Campus Ministry’s Christmas initiative, the King’s University College community and the Christ the King University Parish were once again invited to fill shoe boxes with gifts to be distributed at the Hospitality Centre Coffee House in December. Our community responded generously with about 130 shoe boxes being received. The recipients were very grateful. For many this was the only gift they expected to receive at Christmas.

**Pregnancy Crisis Centre:** Our parish continues to prepare for Christmas by engaging in a fundraiser to support the London Crisis Pregnancy Centre. A car load of donations were collected and delivered to the Pregnancy Crisis Centre on December 21, in time to be delivered in the Christmas boxes they prepare for new moms in the city. Campus Ministry also co-hosted a musical fashion show entitled, “Those were the Days”, a Marion Kernighan Production at King’s Student Life Centre on November 1, 2014. Proceeds from the event went to the London Crisis Pregnancy Centre.

**Visio Divina:** This is the second year that we offered this opportunity to prayerfully reflect on scripture using the illuminations of the St. John’s Illustrated Bible. Participants first explore the meaning of the biblical passage. That is enhanced by additional reflection on the illuminations.

**Trivialities’ Event** on March 21, 2015 in Labatt Hall, hosted by Campus Ministry was a fundraiser for St. Joseph Hospice. The event attracted nearly 200 attendees raising $5661.85.

**Jesuit Volunteers of Canada:** The coordinator of the Jesuit Volunteers of Canada facilitated a presentation on Discernment and Theological Reflection within our life choices for a handful of students on February 10, 2015. This presentation introduced students to Ignation Spirituality and the way it can enhance their lives, thereby continuing to foster an atmosphere of prayerful reflection among the student body.

**Canadian Catholic Students Association Conference:** This year Annette Donovan Panchaud attended the Canadian Catholic Students Association Conference in Edmonton with two students from King's University College on October 16-19, 2014. Students from across Canada attended. The student body voted Daniela Dabrowski to be the chair of the CCSA executive and Aaron Stemmler became the CCSA campus representative for King’s University College.

**Ecumenical Prayer**

**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 and third 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. Two evenings were hosted by King’s whereby we welcomed Brother Emile from the Taize community in France. 400 people were part of these two gatherings in March.

**UWO Chaplains’ Association**

The reallocation of space by Western University necessitated the Office of Campus Ministry withdrawing from the UWO Chaplains’ Association in December 2014. Ministry, nevertheless, continues to be provided to those who request it.
Ministry to Schulich Faculty of Medicine and Dentistry: A Multifaith Memorial Service of Prayer and Thanksgiving honouring those who gifted their bodies for teaching and research at Western University in May 2014.

Windermere on the Mount Retirement Residence

Monthly visits to our parishioners who live at Windermere on the Mount Retirement Residence continued, beginning in September 2014 through to the end of May 2015. 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 infirm.

Diocese of London

Members of the Office of Campus Ministry continue to provide assistance as needed and continue to seek new opportunities for partnering with the Diocese of London’s ministers, staff and parishes.

Promotional Materials

In an effort to increase our interaction with parishioners and students, as well as to improve our ability to disseminate programming information, The Office of Campus Ministry created both a Facebook fan page and a Twitter account.

Involvement with Partner Boards

Chaplains’ Newsletter: This year, the format for the Chaplains’ Newsletter changed, moving us from a quarterly print booklet, to a move timely, bi-weekly electronic publication.

Carpe Diem: The Office of Campus Ministry continues to be involved in the planning and facilitation of this year gathering.

Workshops and Presentations:

The Office of Campus Ministry offered:
Food Sovereignty Workshop (London Catholic) May 2014
Sow Much Love (London Catholic) October 2014
Taize Workshop (London Catholic) September 2014
Retreat (Niagara Catholic) December 9, 2014
Retreat (Catholic School Chaplains of Ontario) January 2015
Workshop (Peterborough and Northumberland Catholic) February 2015
Workshop (St. Clair Catholic) March 2015
Workshop (Thames Valley Public) March 2015
Workshop / Retreat (Sault Ste. Marie Catholic) October 2015
Workshop (Huron-Perth Catholic) June 2014
Presentation (St. Clair Catholic) February 2015
Further details can be provided about the content of these workshops and the number or participants.
Considerations for the Future

There are two items that are presently being evaluated: faculty and staff engagement and the future of the Sunday morning community as our lease at Windermere on the Mount comes to its conclusion.

A VIBRANT ACADEMIC, CULTURAL AND SPIRITUAL MILIEU

Religious Life Lecture Series

Veritas Series for Faith and Culture

The word “veritas” comes from the Latin word meaning “truth.” It is taken directly from the College moto “Christus est Via, Veritas et Vita.” (Christ is the Way, the Truth and the Life.)

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Through the Veritas series, King’s endeavors to foster learning and dialogue by gathering scholars, artists and activists who support and challenge us in living lives of faith and justice in the 21st Century.

For the 2015-16 Veritas Series we will welcome:

Thursday, September 24, 2015

Dr. Moira McQueen
Death, Resurrection and Bioethical Dilemmas

The Christian approach to death is charged with meaning, since we recognize that death is an essential part of life. We are challenged in many ways to die to ourselves so that we might rise to greater things, just as the seed must fall into the ground and die in order to produce great fruit. Christ’s Resurrection reverses our idea of finality, giving us hope and meaning for our lives and deaths as well as helping us confront some of the bioethical dilemmas found in today’s ‘Culture of Death.’

Wednesday, October 21, 2015

Paula D’Arcy

Divine Love in Challenging Times

Dealing with grief and loss can be both difficult and transformative. Within the experience of pain and loss are powerful gifts. How do we open our eyes to the potential blessings inside sorrow? What is life-giving to the heart and able to sustain hope?

Thursday, January 28, 2016

Dr. Darcy Harris

Transformation through Loss

Grief is the response to change and loss, and is often viewed as something we need to “get over” in order to return to life again. However, even though grief can be a very painful experience, it can be a highly transformational time in our lives as well. In this lecture, we will explore the adaptive and positive ways in which grief can deepen us, open us to the suffering of others, and allow us to tap into our innate resilience and potential for living fully.

Thursday, February 25, 2016

Very Rev. Dr. John Behr

Behold: Dying we Live

Christ says that he has come that we might have life? Are we not then, already, alive? What is this life that Christ brings, how is it connected to his Passion—his death and resurrection—and what does this say about what it means to be human, in the image and likeness of God?” This talk will reflect on these fundamental themes by bringing to bear the unique witness, and words, of the early martyrs and those Fathers who reflected and wrote upon the testimony to the work of God that they demonstrated. In the light of what we find in the early centuries of Christianity, the lecture will conclude by asking difficult questions about how we are to bear witness and minister to the life brought about by Christ, through death, in a world where we no longer ‘see’ death, where the traditional liturgy of death in all its dimensions is all but erased.

Wednesday, March 2, 2016
Dr. Victoria Barnett

Understanding the Holocaust Multireligiously: From Dialogue to Trialogue and Beyond

The genocide of European Jews on a predominantly Christian continent led to a new conversation between Jews and Christians, becoming a significant theme in interreligious relations. In recent years, many Jewish-Christian conversations have expanded to include Muslims and members of other religions. What significance does the Holocaust have in this broader context? What historical and theological insights are emerging from these encounters?

Victoria Barnett, Director of the Programs on Ethics, Religion, and the Holocaust at the U. S. Holocaust Memorial Museum, will describe how these developments are shaping our understanding of the Holocaust.

Thursday, March 31, 2016

King’s University College Chamber Choir

Let Eternal Light Shine: A Performance of Two Requiem Settings

The Requiem mass, a rite that honours the dead, has roots that can be traced to ancient times. The structure and formularies of the mass have varied over time and thousands of choral settings have been composed. King’s University College Chamber Choir and guest soloists will perform two beautiful and Poignant settings, written over 100 years apart: one by the highly influential 19th-century French composer, Gabriel Fauré, and the other by renowned Canadian contemporary composer, Eleanor Daley.

Plans are already underway for the 2016-1017 Series which will look at issues of faith and culture as Canada celebrates the 150 year since its foundation.

The Centre for Studies in Creativity

The Centre for Creativity organized and presented five events during the 2014-15 year. The first event, on September 25, 2014, was a full-scale dramatic staging of Jeff Culbert's play Choose, But Choose Wisely. This production, presented in the Kenny Theatre, was directed by Culbert and featured Chris Bancroft, Johnny Bobesich, Josh Cottrell, David Henry, and Marina Sheppard. Culbert's play, which was workshopped in a dramatic reading at King's last year, dramatizes the historical context and circumstances surrounding the War of 1812 for residents of the Thames River Valley.

On November 19th, 2014, the noted writer-performer Alison Wearing presented a one-woman show titled Confessions of a Fairy’s Daughter at the Kenny Theatre. The Write Place and the Centre for Creativity co-hosted this show by the author of the internationally acclaimed travel memoir, Honeymoon in Purdah: an Iranian Journey, and of Confessions of a Fairy’s Daughter, a bestselling memoir that was transformed into this award-winning one-woman play. The performance was well attended, particularly by members of the broader London community, and was very well received.
In an event co-sponsored by the Department of Modern Languages, the poet Tanis MacDonald did a reading of her poetry at King’s on Monday, Oct. 27\textsuperscript{th}, from 3:30 to 5:00 p.m. in Labatt Hall 105A.

Respected and popular art critic Sarah Milroy (editor and former publisher of \textit{Canadian Art} magazine) presented the McIntosh Gallery Distinguished Lecture for 2015. The Centre for Creativity collaborated with the McIntosh Gallery in bringing this event, for the first time, to King’s. It took place at the Kenny Theatre on Sunday, March 8th. Milroy's talk, entitled “Wayfaring in the ‘New World’” linked the art of Emily Carr with the work of prominent London artists like Jack Chambers and Greg Curnoe. This lively event was a welcome introduction to the work of the Centre for Creativity at King's for many of those attending.

On March 25, 2015 Gregory Betts gave a lecture titled ‘”The greatest book by a Canadian”: The Cosmic Consciousness of London, Ontario's Dr. Richard Maurice Bucke.’ The lecture, co-sponsored by the Department of Modern Languages and the Centre for Creativity, discussed the influence of Bucke’s philosophy on the Canadian avant-garde of the 1920s and 30s.

The board of the Centre for Creativity wishes to thank King’s for supporting these performances, talks, and cultural events. Co-chairs Vidya Natarajan and Jim Zucchero extend their thanks to board members for their time and efforts in organizing and promoting the Centre's activities. Members of the Board this year were: Antonio Calcagno, Ruth Douthwright, Catherine Elliot Shaw, Therese Khimasia, Laura Lewis, Gloria Alvernaz Mulcahy, Ian Rae, James Reaney, and student members representing Student Outreach and Events (KUCSC).

James Reaney, who is stepping down from the board after serving for three years, has been a tireless supporter of the Centre for Creativity. His ideas, energy, and assistance in promoting events, have been especially helpful.

Our events this year ran very smoothly, largely thanks to technical support provided by Corey Cooke and his assistants; their efforts in support of our activities are much appreciated.

The Centre also benefited from support provided by Luke McInnis, whose assistance was enormously helpful at events and meetings.

There will be some turnover on the board and direction of the Centre moving forward. Dr. Vidya Natarajan, who has provided outstanding leadership in chairing the Centre for Creativity for the past 4 years, will step down. Vidya's talents, creativity, energy, and attention to detail have been a great boon to the Centre, most notably in expanding its outreach in the community, and in developing programming in new areas of the performing arts. She deserves our thanks.

Programming for next year has begun. We are hopeful that an event celebrating the heritage of the Old East London Village will begin next year's programming. The production of a brochure outlining the Centre's activities and history is under way. Promotion of events, and partnerships with other campus and community organizations should continue to be a focus for development.

\textbf{The Centre for Jewish-Catholic-Muslim Learning}

\textbf{Financial Report}
• The operating budget for the CJCML was $5750.00, with $3984.64 being spent to date.

Events

• In conjunction with the Office of Campus Ministry’s Veritas Series for Faith and Culture, the following speakers were welcomed to King’s:
  
  **Joey Weisenberg (November 6, 2014)**

  **SINGING COMMUNITIES**
  
  Joey Weisenberg, a multi-instrumentalist musician, singer and composer based in New York City, is the Creative Director of the Hadar Center for Communal Jewish Music and the author of Building Singing Communities. Joey works as the Music Director and Ba’al Tfilah (prayer leader) at Brooklyn’s oldest synagogue, the Kane Street Synagogue. He visits shuls and communities around the country as a “musician-in-residence”, in which he teaches his “Spontaneous Jewish Choir” workshops. Having come to cherish the imperfectly beautiful music of normal people singing together, Joey works to empower communities around the world to unlock their musical and spiritual potential, and to make music a lasting and joy-filled force in shul (synagogue) and in Jewish life. 2

• **Dr. Ingrid Mattson (January 22, 2015)**

  **HOW TO TELL A BEAUTIFUL STORY: THE TALE OF JOSEPH IN THE QU’RAN**
  
  Dr. Ingrid Mattson is a Muslim religious leader, a scholar of Islamic Studies, and an expert in interfaith relations. Since 2012 she has held the London and Windsor Community Chair in Islamic Studies at Huron University College at Western University. Dr. Mattson earned a PhD in Near Eastern Languages and Civilizations from the University of Chicago in 1999. Her book, The Story of the Qu’ran, is an academic best-seller and was chosen by the US National Endowment for the Humanities for inclusion in its “Bridging Cultures” program.
  
  In introducing the Surah (Chapter) of Joseph, the Qu’ran says, “We will relate to you the most beautiful story.” What follows is a tale with suspense, drama and complex characters. The motifs of dreams, shirts and hidden objects woven throughout the narrative point to the theme of the illusory nature of the world. This is a story that requires the engagement of the imagination to understand deeper meanings, which is appropriate, as it is only by employing the faithful imagination that a believer can see himself as he truly is.
  
  In both cases, the attendance was good.

• One lecture is scheduled for 2015-16:

  **Victoria Barnett (March 2, 2016)**

  **UNDERSTANDING THE HOLOCAUST MULTIRELIGIOUSLY: FROM DIALOGUE TO TRIALOGUE AND BEYOND**
  
  Victoria Barnett is Director of the Programs on Ethics, Religion and the Holocaust at the United States Holocaust Memorial Museum. In that capacity she works with professors and scholars of religious studies as well as leaders and groups of all faiths when they visit
the Museum. From 2004 – 2014 she served as one of the general editors of the Dietrich Bonhoeffer Works, the English translation series of Bonhoeffer’s complete works that was published by Fortress Press. She is a graduate of Indiana University, Union Theological Seminary (New York), and George Mason University. She is the author of For the Soul of the People: Protestant Protest against Hitler (Oxford University Press, 1992) and Bystanders: Conscience and Complicity during the Holocaust (Greenwood Press, 1999), and editor/translator of Wolfgang Gerlach’s And the Witnesses were Silent: the Confessing Church and the Jews (University of Nebraska Press, 2000) and the new revised edition of Eberhard Bethge’s Dietrich Bonhoeffer: A Biography (Fortress Press, 2000). She has written numerous articles and book chapters on the role of religious leaders and institutions during the Holocaust, and is the author of the website article on Dietrich Bonhoeffer published on the Museum’s website (http://www.ushmm.org/bonhoeffer/).

The genocide of European Jews on a predominantly Christian continent led to a new conversation between Jews and Christians, becoming a significant theme in interreligious relations. In recent years, many Jewish-Christian conversations have expanded to include Muslims and members of other religions. What significance does the Holocaust have in this broader context? What historical and theological insights are emerging from these encounters? Victoria Barnett, Director of the Programs on Ethics, Religion, and the Holocaust at the U. S. Holocaust Memorial Museum, will describe how these developments are shaping our understanding of the Holocaust.

One other invitation has been extended but at this time, it has not been accepted or refused.

Challenges And Opportunities

- The majority of those who attend the lectures sponsored by the CJCML are from the broader community. The engagement of faculty, staff and students is low. It is difficult to assess why this is the case and I am sure that the reasons are both complex and complicated.

  The hope is that in the coming years, the CJCML will be able to engage more faculty. The other significant challenge this year was a result of the “fallout” of incidents at Western University’s decision to eliminate prayer space for Christians and the increased space provided to the Muslim Students’ Association. Not only did this take up a significant amount of time and energy but as relationships often were stretched and pulled, more effort was required to facilitate these bridges of communication.

  Finally, at the two major Muslim centres in the community and at the conservative synagogue there were either changes in personnel or there was a maternity leave. Both situations made it challenging to have information disseminated in the community or to garner support for activities.

The Centre for Social Concern

- Budget for the year 2014/2015 was $6,000. Activities of the Centre are ongoing. Approximately, $1,450 has been committed.
The following were the activities of the Centre during this academic year:

- The Centre purchased from the Beehive Design Collective the following banners for use in the work of the Centre:
  - 1 each Mesoamerica Resiste – Ceiba Forest 9’x18’ banner $810
  - Mesoamerica Resiste – Cover Map 9’x9’ banner $405
  - Banners are made from heavy-duty polyester recycled from soda bottles and printed using a waterless dye-sublimation process.
  - 1 Hemming + grommeting ($110 Ceiba + $75 Cover) $185
    - Each banner is made of two separate pieces sewn together, then the edges are hemmed and grommets placed in 4 corners.
  - 1 USPS Priority Shipping $93.10
  - TOTAL COST $1493.10

- This amount was charged to last year’s budget, but not reported in the Annual Report for 2013-2014, as the purchase took place after the submission of the report.

- September 16, 2014
  Talk on the activities or Barrick Gold in Papua New Guinea – Jethro Tulin

- September 23
  Christian Peacemaker Teams Hannah Redekop “Finding Civility Amidst Civil War: Reflections on International Accompaniment in Colombia”

- October 29, 2014

- November 24, 2014
  Talk on the history of Cooperativa Nuevo Horizonte, Guatemala Arnulfo Figueroa

- November 29, 2014
  Canadian Latin American Association Co-sponsored Community Forum on Bullying with Canadian Latin American Association

- January 28, 2015
  Panel on Police Violence Sakihitowin Awasas Dr. Ajamu Nangwaya York University Giselle Dias

The School of Social Work

The School of Social Work sponsored a variety of conferences, workshops and guest lectures during 2014-15
Social Work Week

- The School of Social Work celebrated Social Work Week with a number of events directed toward the theme Mobilizing Strengths in Individuals and Communities.

Other events

- Professional Development Day – Friday, February 27, 2015.
  - The Use of Social Media and Innovation in Social Work Education and Practice: Pioneering New Ways of Thinking - Dr. Katharine Dill.

- Rethinking Home: A Social Work Lens
  - An overview of the Syrian refugee crisis followed by a panel presentation by refugees and local service providers

- Do you see what I see?
  - An exhibit of Dr. Bharati Sethi’s participatory research project that explored the employment-health association for immigrant/refugee women using PhotoVoice
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. May 30, 2015. The students engaged in workshops on the following subjects:
  - Global Citizenship..... Our Responsibility
  - Positive Gear
  - What is Fair Trade and Why Does It Matter? “Bleeping” School!
  - Taizé Prayer
  - Guided Meditation Workshop
  - You “R” Somebody
  - Because I am a Girl
  - Stephen Lewis “Grandmothers to Grandmothers Campaign”
  - St. Anne’s Mission Trip

- 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.

- The CPCO and OCSOA courses were hosted at King’s in the summer of 2014.
INTERNATIONALIZATION

- In 2014 – 2015, there were 417 international and exchange students attending King’s University College. These students represented 33 countries including: Pakistan, The Bahamas, India, China, Trinidad and Tobago, Bermuda, S. Korea, Jamaica, USA, Barbados, Australia, Brazil, Colombia, France, Germany, Japan, Russia, Singapore, Sweden, Nigeria, The Philippines, Nepal, Mexico, Switzerland, Thailand, United Arab Emirates, Saudi Arabia, Qatar, United Kingdom, Oman, Dominican Republic, Ecuador, and Bangladesh. This number includes those students enrolled in 2+2 programs: Chongquing Technology and Business University (CTBU) – 52, and Dongbei University of Finance and Economics (DUFE) – 26.

- Ninety-five (95) King’s students participated in academic exchange, summer programs, as well as Experiential Learning programs during the 2014 – 2015 academic year. Experiential Learning opportunities were available through: Social Justice and Peace Studies, Childhood and Social Institutions, Social Work, Campus Ministry, and Political Science. Eighty-three (83) International Study Awards were processed.

<table>
<thead>
<tr>
<th>Country</th>
<th>Number of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>United Kingdom</td>
<td>22</td>
</tr>
<tr>
<td>Germany</td>
<td>3</td>
</tr>
<tr>
<td>Switzerland</td>
<td>1</td>
</tr>
<tr>
<td>Australia</td>
<td>3</td>
</tr>
<tr>
<td>France</td>
<td>4</td>
</tr>
<tr>
<td>India</td>
<td>1</td>
</tr>
<tr>
<td>Spain</td>
<td>4</td>
</tr>
<tr>
<td>Pine Channel Trip</td>
<td>13</td>
</tr>
<tr>
<td>Dominican Republic</td>
<td>14</td>
</tr>
<tr>
<td>Ethiopia</td>
<td>7</td>
</tr>
<tr>
<td>Guatemala</td>
<td>12</td>
</tr>
<tr>
<td>Sweden</td>
<td>8</td>
</tr>
<tr>
<td>California</td>
<td>3</td>
</tr>
</tbody>
</table>

- For the first time during June and July 2014, King’s International, along with King’s Residence Office and King’s Enrollment Services, hosted MBA students from Sharda University, India and a group of high school students from Brazil. The students from Sharda University took business classes, participated in workshops, attended guest lectures, and toured companies in London, Ontario. The Brazilian students participated in English, Art, and Music classes.
In Term 2, we worked with 31 King’s students interested in exchange and study abroad opportunities. In collaboration with the ADO, we led a pre-departure orientation for them. We assisted many of them in preparing exchange applications to host universities, submitting LOP’s and course approvals to ADO, submitting International Study Award applications, and responded to multiple inquiries.

<table>
<thead>
<tr>
<th>Students in Exchange and Study Abroad Opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Notre Dame (Term 2)</td>
</tr>
<tr>
<td>Leeds Beckett University (Term 2)</td>
</tr>
<tr>
<td>Leeds Beckett University (Full Year)</td>
</tr>
<tr>
<td>Richmond, The American International University (Full Year)</td>
</tr>
<tr>
<td>Richmond, The American International University (Term 2)</td>
</tr>
<tr>
<td>Kwansei Gakuin University (Full Year)</td>
</tr>
<tr>
<td>Universite Catholique de Lille (Full Year)</td>
</tr>
<tr>
<td>University of Notre Dame (Term 2)</td>
</tr>
<tr>
<td>Leibniz Universitat Hannover (Summer)</td>
</tr>
<tr>
<td>Universite Catholique de Lille (Summer)</td>
</tr>
<tr>
<td>South Korea (Summer)</td>
</tr>
<tr>
<td>American University in Bosnia &amp; Herzegovina (Summer)</td>
</tr>
<tr>
<td>Holguin, Cuba (Summer)</td>
</tr>
<tr>
<td>University of York, UK (Full Year)</td>
</tr>
<tr>
<td>University of Sydney (Term 2)</td>
</tr>
<tr>
<td>Lancaster University, UK (Full Year)</td>
</tr>
<tr>
<td>University of Leeds (Summer)</td>
</tr>
<tr>
<td>Stockholm University Exchange (Full Year)</td>
</tr>
<tr>
<td>University of Western, Australia (Term 2)</td>
</tr>
<tr>
<td>Spain Teaching Internship Program (Full Year)</td>
</tr>
</tbody>
</table>

King’s International hosted thirty-eight (38) incoming exchange students from 20 partner schools.

<table>
<thead>
<tr>
<th>Exchange Students at King’s University College</th>
</tr>
</thead>
<tbody>
<tr>
<td>Country</td>
</tr>
<tr>
<td>---------</td>
</tr>
<tr>
<td><strong>First Term</strong></td>
</tr>
<tr>
<td>Kwansei, Japan</td>
</tr>
<tr>
<td>Kristianstad, Sweden</td>
</tr>
<tr>
<td>Lille, France</td>
</tr>
<tr>
<td>Nanyang Polytechnic, Singapore</td>
</tr>
<tr>
<td>PUC-SP, Brazil</td>
</tr>
<tr>
<td>Moscow State, Russia</td>
</tr>
</tbody>
</table>
At the end of Term 2, 37 incoming exchange student applications were processed for 2015 – 2016 (Term 1 only, and full year). We expect up to 20 more incoming exchange student applications for Term 2 by the Fall deadline. At least 7 of these applications will come from our Brazilian partners. This will result in a significant increase to the overall number of incoming exchange students compared to the previous year. We have made a change in the number of incoming exchange students allowed from each partner, limiting it to no more than 2 students per academic year.

Emerging Leaders in the Americas Program (ELAP)

- Through CBIE – Six (6) students from ELAP eligible countries received awards in 2014; ELAP results and financial reports submitted to CBIE. Three students participated in the Fall Term, one from Colombia and two from Brazil; three students participated in the Winter Term, one from Ecuador and two from the Dominican Republic.

King’s International Events 2014 – 2015

- International Bridging Week – August 26, 2014 – August 31, 2014
- Welcome Reception
- Welcome lunch for visiting Faculty
- Toronto trip (2)
- Study abroad sessions
- Thanksgiving dinner
- Audrey Vanpeperstraete – Lille Summer Program
- Halloween Party
- King’s Open Houses
- International Student Day – City of London
- Hockey night with Western Mustangs
- Global Learning Forum (King’s)
- International Learning Fair (Western)
- Christmas and farewell party for Term 1 exchange students
- Welcome Back Social
- Toronto and Ripley’s Aquarium
- Annual King’s Cultural Festival
- Lunar New Year Event
- Sugar Bush Tour
- Graduation and End of the Year Celebration
- Peer Guide Training

**International Office Advising Visits**

Conducted a total of 191 in-office advising visits.

<table>
<thead>
<tr>
<th>International Office Advising Visits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type of Visit</td>
</tr>
<tr>
<td>Visa, Study &amp; Work Permit</td>
</tr>
<tr>
<td>Career Search</td>
</tr>
<tr>
<td>Course Selection</td>
</tr>
<tr>
<td>Study Abroad &amp; Exchange</td>
</tr>
<tr>
<td>Financial Inquiries</td>
</tr>
<tr>
<td>Health</td>
</tr>
<tr>
<td>Other</td>
</tr>
<tr>
<td>Number of Visitors</td>
</tr>
<tr>
<td>75</td>
</tr>
<tr>
<td>5</td>
</tr>
<tr>
<td>49</td>
</tr>
<tr>
<td>29</td>
</tr>
<tr>
<td>5</td>
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<tr>
<td>4</td>
</tr>
<tr>
<td>24</td>
</tr>
</tbody>
</table>

**International Peer Program**

- The King’s International Peer Guide Program offered by King’s International is designed to assist international and exchange students new to King’s with adjustment to the University culture and Canadian life. This voluntary program matches new international students with returning King’s students. International students and Peer Guides benefit
from this opportunity by developing cross-cultural skills and understanding, as well as diverse friendship networks.

- International students and Peer Guides commit to spending one (1) to two (2) hours per week throughout the Fall term, and stay in touch during the Winter term. They are also invited to volunteer for, and participate in, large program events including holiday celebrations and out-of-town excursions.
- In term 2, we recruited thirty-four (34) peer guides and increased the number of Bridging Assistants from ten (10) to twelve (12). Interviews and focus groups were conducted. Training sessions for new peer guides took place in April.

Communications

- Working with ITS, we have made multiple edits to various pages on the King’s website. In collaboration with King’s Communications, the following publications have been revised and published in the summer of 2014: *International Student Guidebook, Events brochure, Exchange Brochure, Bridging Assistant Booklet*. In Term 2, we collaborated with Enrollment Services on revisions to the *King’s Exchange Partner Guide* and *King’s Exchange Partner Fact Sheet*. Both were published. *The Bridging Registration Form* has also been revised to include arrival information.

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, as required, 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 completed. 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 Western’s Orientation Planning Group) and KUCSC activities and special events were well planned and implemented during 2014-15—a year which saw the implementation of a more academic focus to orientation.
- The guest speaker series and full complement of club events and activities filled the KUCSC calendar. Student participation varied considerably by event.
- Improvements to the KUCSC web site and communications are needed and 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.

- The many facilities in the King Centre are appreciated by KUCSC and students report high satisfaction with the building. As “housekeeping” challenges arise, they have been well addressed by Chris McNeil (Acting Director of Physical Plant) and Andrea Jolliffe (General Manager, KUCSC).

- The focus for the 2015-16 Council is on making Council more well-known to the student body and fostering inclusion, engagement and wellness.
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.

Personal Counselling

During 2014 – 2015, 245 students received individual personal counselling. This total represents an increase over the previous year. Some Kings’ 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 included: trauma, anxiety, depression, addiction, suicidality, sexual assault, and bereavement.

Academic Counsellors and members of faculty continue to be the major referral source for students seeking personal counselling assistance.

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014 – 2015</td>
<td>245</td>
</tr>
<tr>
<td>2013 – 2014</td>
<td>232</td>
</tr>
<tr>
<td>2012 – 2013</td>
<td>213</td>
</tr>
<tr>
<td>2011 – 2012</td>
<td>231</td>
</tr>
<tr>
<td>2010 – 2011</td>
<td>179</td>
</tr>
<tr>
<td>2009 – 2010</td>
<td>191</td>
</tr>
<tr>
<td>2008 – 2009</td>
<td>177</td>
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<tr>
<td>2007 – 2008</td>
<td>179</td>
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<tr>
<td>2006 – 2007</td>
<td>236</td>
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<tr>
<td>2005 – 2006</td>
<td>204</td>
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<table>
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<tr>
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<tr>
<td>1</td>
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<td>36</td>
<td>51</td>
<td>47</td>
<td>50</td>
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<td>42</td>
<td>60</td>
<td>58</td>
<td>61</td>
<td>54</td>
</tr>
</tbody>
</table>
Services for Students with Disabilities

- Continuing the trend of annual increases in the number of students requiring academic accommodation for disabilities, 410 students registered at King’s requested academic accommodation – an increase over the prior year. In addition, 108 students registered at Western required course accommodation at King’s.

<table>
<thead>
<tr>
<th>King’s University College SSD</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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<td>6</td>
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<td>4</td>
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</tr>
<tr>
<td>Hearing</td>
<td>4</td>
<td>5</td>
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<td>4</td>
<td>5</td>
<td>7</td>
<td>8</td>
<td>13</td>
<td>9</td>
<td>9</td>
<td>8</td>
</tr>
<tr>
<td>Mobility/Functional</td>
<td>0</td>
<td>6</td>
<td>23</td>
<td>29</td>
<td>34</td>
<td>48</td>
<td>56</td>
<td>56</td>
<td>33</td>
<td>27</td>
<td>34</td>
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<td>Learning Disability</td>
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<td>46</td>
<td>61</td>
<td>69</td>
<td>67</td>
<td>67</td>
<td>78</td>
<td>79</td>
<td>89</td>
<td>110</td>
<td>109</td>
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<tr>
<td>Attention Deficit Disorder</td>
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<td>33</td>
<td>33</td>
<td>43</td>
<td>50</td>
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<td>Acquired Brain Injury</td>
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<td>11</td>
<td>10</td>
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<td>10</td>
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<td>29</td>
</tr>
<tr>
<td>Psychiatric Disability</td>
<td>15</td>
<td>15</td>
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<td>36</td>
<td>39</td>
<td>55</td>
<td>77</td>
<td>79</td>
<td>77</td>
<td>95</td>
<td>102</td>
</tr>
<tr>
<td>Chronic Medical</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>
<td>28</td>
<td>28</td>
</tr>
<tr>
<td>Multiple Disabilities</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>
<td>6</td>
<td>39</td>
</tr>
<tr>
<td>Temporary Disability**</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>
<td>18</td>
<td>4</td>
</tr>
<tr>
<td>Unconfirmed Disability/Screening*</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>
<td>20</td>
<td>64</td>
</tr>
</tbody>
</table>
*2009 – 2010 & 2011 – 2012 “Temporary Disability” students were allocated to the appropriate Ministry classifications; in 2012 – 2013 the general temporary category was reinstated (Ministry reporting)

Western University Students with Disabilities Requiring Academic Accommodations

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>09 - 10</th>
<th>10 - 11</th>
<th>11 - 12</th>
<th>12 - 13</th>
<th>13 - 14</th>
<th>14 - 15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Western Students (one or more courses)</td>
<td>72</td>
<td>89</td>
<td>98</td>
<td>92</td>
<td>107</td>
<td>108</td>
</tr>
</tbody>
</table>

*The number of Western students requiring academic accommodations at King's is not available due to restrictions within Database.
Students with Learning Disabilities, Psychiatric Disabilities, and Attention Deficit Disorder (ADHD) continue to be the largest groups requiring accommodation. Thirty (30) students were referred for a psycho-educational assessment with twenty-nine (29) assessments completed. This is compared to twenty-five (25) students referred for a psycho-educational assessment with twenty-one (21) assessments completed in 2013 – 2014.

**Bursary for Students with Disabilities (BSWD)**

- During 2014 – 2015, 111 King’s students applied and received funding in the amount of $192,100 through the BSWD Program. All receipts for the BSWD Program are
submitted to the Office of the Dean of Students at King’s, and forwarded to Western University Financial Services for reconciliation.

<table>
<thead>
<tr>
<th>Year</th>
<th># of Students</th>
<th>BSWD Funds Received</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014 – 2015</td>
<td>111</td>
<td>$192,100</td>
</tr>
<tr>
<td>2013 – 2014</td>
<td>72</td>
<td>$140,326</td>
</tr>
<tr>
<td>2012 – 2013</td>
<td>84</td>
<td>$226,362</td>
</tr>
<tr>
<td>2011 – 2012</td>
<td>83</td>
<td>$222,133</td>
</tr>
<tr>
<td>2010 – 2011</td>
<td>73</td>
<td>$199,620</td>
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<tr>
<td>2009 – 2010</td>
<td>74</td>
<td>$204,969</td>
</tr>
<tr>
<td>2008 – 2009</td>
<td>63</td>
<td>$154,402</td>
</tr>
</tbody>
</table>

### Bursary By Type

<table>
<thead>
<tr>
<th>Type</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Strategist</td>
<td>1</td>
</tr>
<tr>
<td>Chiropractor</td>
<td>2</td>
</tr>
<tr>
<td>Computer Repair</td>
<td>1</td>
</tr>
<tr>
<td>Counselling</td>
<td>9</td>
</tr>
<tr>
<td>Massage</td>
<td>1</td>
</tr>
<tr>
<td>Note-taker</td>
<td>6</td>
</tr>
<tr>
<td>Parking</td>
<td>6</td>
</tr>
<tr>
<td>Furniture</td>
<td>1</td>
</tr>
<tr>
<td>Specialized Transportation (Taxi)</td>
<td>4</td>
</tr>
<tr>
<td>Technology</td>
<td>47</td>
</tr>
<tr>
<td>Tutor</td>
<td>18</td>
</tr>
<tr>
<td>Psycho-ed. Assessments (BSWD)</td>
<td>13</td>
</tr>
</tbody>
</table>

### Test and Examination Accommodation for Students with Disabilities

The number of accommodated tests and exams increased in 2014 – 2015.

<table>
<thead>
<tr>
<th></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>
<th>12-13</th>
<th>13-14</th>
<th>14-15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer</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>
<td>91</td>
<td>121</td>
</tr>
<tr>
<td>Fall</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>
<td>550</td>
<td>520</td>
</tr>
<tr>
<td>Exams</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>
<td>409</td>
<td>449</td>
</tr>
</tbody>
</table>
Note-taking and SSD Proctors

- Note-takers were arranged for seventy-three (73) students in one hundred and fifty-two (152) courses. For eight (8) of the seventy-three (73) students which accounted for fifty-one (51) courses, the note-takers were Ministry funded, and were arranged through SSD-UWO. The other note-takers were funded from Bursaries, the Work Study program, and Office of the Dean of Students dollars. There were sixty-three (63) volunteer note-takers. For forty-six (46) courses, more than one (1) student benefitted from the help of the note-taker.

<table>
<thead>
<tr>
<th>Year</th>
<th># of Students</th>
<th># of Courses</th>
<th>MTCU Funded (through Western University SSD)</th>
<th>Volunteer Note-takers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Students</td>
<td>Courses</td>
</tr>
<tr>
<td>2014 - 2015</td>
<td>73</td>
<td>152</td>
<td>8</td>
<td>51</td>
</tr>
<tr>
<td>2013 - 2014</td>
<td>52</td>
<td>144</td>
<td>8</td>
<td>45</td>
</tr>
<tr>
<td>2012 - 2013</td>
<td>51</td>
<td>105</td>
<td>4</td>
<td>21</td>
</tr>
<tr>
<td>2011 - 2012</td>
<td>47</td>
<td>105</td>
<td>7</td>
<td>32</td>
</tr>
<tr>
<td>2010 - 2011</td>
<td>37</td>
<td>85</td>
<td>4</td>
<td>31</td>
</tr>
<tr>
<td>2009 - 2010</td>
<td>27</td>
<td>73</td>
<td>3</td>
<td>27</td>
</tr>
<tr>
<td>2008 - 2009</td>
<td>19</td>
<td>43</td>
<td>3</td>
<td>12</td>
</tr>
</tbody>
</table>

- All SSD Proctors are hired, trained, and paid by Examination Services at Western University (value to King’s of approximately $42,448 in 2014-15). Additional training and orientation specific to King’s is conducted at King’s. Western continues to provide financial support for Senior Proctors (Coordinating position) during the academic year in addition to all Proctor’s hours. A small number of Proctors were on casual contracts through the Office of the Dean of Students to provide support during high-demand periods.
Alternative to Print Course Material Prepared for Students with Disabilities

- Overall, the total number of students referred to use Alternative to Print (ATP) or accessible format materials for the 2014 – 2015 academic year has increased by 9 students (an increase of 11.5%), while the number of students who actually used ATP materials (which includes textbooks, novels, course-packs, OWL postings, reserve library readings, descriptive and/or closed captioned videos) was only 81 students (this is down by 18 students or 18.1% from 2013 – 2014). To summarize, only 76.4% of students who were referred for ATP materials actually ended up receiving them. This can be attributed to a multitude of reasons: some students did not retain copies of textbook purchases, some students never attended their scheduled appointment, a few students dropped courses which require formal textbooks, and perhaps some students decided they would not make use of digitally accessible books.

- A new element provided to students who utilize ATP services was the introduction of the ACE Portal (created to provide Ontario University students with perceptual disabilities, open digital access to all stack shelved books found in their respective campus library). Eighty-five (85) individual ACE ‘tokens’ were provided to King’s students. This number is higher than the total number of students who used ATP materials (81), as all students who attended at least one appointment with ATP would have received an Access Token to the ACE Portal. As the ACE tokens were not received for distribution until August 18, 2014, a total of five (5) students who were seen between May 1, 2014 and August 17, 2014 did not receive an ACE token.

<table>
<thead>
<tr>
<th></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>
<th>12 – 13</th>
<th>13 – 14</th>
<th>14 – 15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Students Referred for ATP Service</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>56</td>
<td>90</td>
<td>133</td>
<td>89</td>
<td>92</td>
<td>106</td>
</tr>
<tr>
<td>Total Student Using ATP Service</td>
<td>32</td>
<td>44</td>
<td>35</td>
<td>58</td>
<td>52</td>
<td>86</td>
<td>116</td>
<td>83</td>
<td>99</td>
<td>81</td>
</tr>
<tr>
<td>Textbook Order Processed</td>
<td>261</td>
<td>227</td>
<td>255</td>
<td>306</td>
<td>359</td>
<td>496</td>
<td>1074</td>
<td>931</td>
<td>1006</td>
<td>902</td>
</tr>
<tr>
<td>Books Received From WRMS, RFB&amp;D, CNIB, AERO</td>
<td>93</td>
<td>34</td>
<td>2</td>
<td>4</td>
<td>3</td>
<td>0</td>
<td>12</td>
<td>0</td>
<td>8</td>
<td>28</td>
</tr>
<tr>
<td>Books Recorded In-House</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>This service no longer applicable</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Books Transcribed In-House (formerly King’s e-text library)</td>
<td>12</td>
<td>1</td>
<td>42</td>
<td>128</td>
<td>45</td>
<td>223</td>
<td>369</td>
<td>136</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Books Scanned</td>
<td>33</td>
<td>134</td>
<td>109</td>
<td>79</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>52</td>
<td>67</td>
</tr>
<tr>
<td>Included in transcribed “in-house”</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CD’s or E-Text Files Received from Publishers (includes UWO course)</td>
<td>54</td>
<td>34</td>
<td>73</td>
<td>63</td>
<td>271</td>
<td>262</td>
<td>693</td>
<td>683</td>
<td>274</td>
<td>205</td>
</tr>
</tbody>
</table>
Assistive Technology

- One hundred twenty-one (121) students were seen for Assistive Technology assistance, and forty-five (45) BSWD technology hardware and software quotes were completed.

<table>
<thead>
<tr>
<th>Software</th>
<th># of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>OneNote</td>
<td>19</td>
</tr>
<tr>
<td>Dragon Naturally Speaking</td>
<td>35</td>
</tr>
<tr>
<td>Kurzweil 3000</td>
<td>62</td>
</tr>
<tr>
<td>Inspiration</td>
<td>17</td>
</tr>
<tr>
<td>Scientific Notebook</td>
<td>0</td>
</tr>
<tr>
<td>ZoomText</td>
<td>0</td>
</tr>
<tr>
<td>Jaws</td>
<td>0</td>
</tr>
<tr>
<td>LiveScribe Smart Pen</td>
<td>6</td>
</tr>
<tr>
<td>CCTV</td>
<td>0</td>
</tr>
<tr>
<td>Kurzweil 3000 Alternatives</td>
<td>8</td>
</tr>
</tbody>
</table>

Learning Skills

- In September 2014, seven learning skills seminars were developed (e.g., time management, memory strategies, presentation strategies, writing multiple choice exams) and presented twice weekly from October 2014 to April 2015. An additional seminar (effective study groups) was added to the repertoire in January 2015. Attendance was low but fairly consistent during fall term (approximately 2-3 students per seminar), but with increased exposure (e.g., twitter and the banner on the King’s University home page) and the introduction of the Certificate of Academic Engagement (attendance at three seminars between January and April 2015) attendance increased substantially. Seminar attendance averaged 5 people per seminar during the winter semester, with
several seminars peaking at 11-13 participants (see table below).

- The Certificate of Academic Engagement was well received and many students cited it as the motivator to attend the seminars. During the winter semester more detailed records were kept regarding attendance, and records indicate that 59 unique individuals attended the seminars and 29 of them successfully completed the Certificate of Academic Engagement. The Brain Bucks program was also a draw for some students, though this was predominantly during first semester.

- Throughout the academic year individual counselling sessions were available 6 hours/week during fall semester and 8 hours/week during winter semester. There were 43 students who took advantage of this service, many of whom required multiple sessions. The primary areas that students asked for assistance with were time management, note taking, studying, exam writing, test anxiety, and procrastination.

- The marketing of learning skills seminars was increased this year and the continuity of poster design and the consistency of location helped raise awareness about these services. Additional promotion through the TVs around campus would be beneficial (the seminars were advertised this way in the fall term but not during the winter term). Continuing with, and even increasing, twitter advertising on the day of the seminars may help increase attendance.

- Finally, word of mouth promotion through faculty members, residence staff, and academic counselling could be cultivated to increase the use of learning skills services, both seminars and individual counselling. In-class presentations could be developed and presented on request. These presentations could be designed to address differing needs based on year. For example, a professor teaching a first year course might request Writing a Multiple Choice Test or Study Habits of Successful Students, while a professor teaching a third year course might request a presentation on Concept Mapping or Presentation Strategies.

<table>
<thead>
<tr>
<th>Date</th>
<th>Learning Skills Presentation</th>
<th>Number of Attendees</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 13, 2015</td>
<td>Memory Strategies</td>
<td>2</td>
</tr>
<tr>
<td>January 14, 2015</td>
<td>Time Management</td>
<td>6</td>
</tr>
<tr>
<td>January 20, 2015</td>
<td>MC Tests</td>
<td>13</td>
</tr>
<tr>
<td>January 21, 2015</td>
<td>Note-taking</td>
<td>8</td>
</tr>
<tr>
<td>January 27, 2015</td>
<td>Study Groups</td>
<td>9</td>
</tr>
<tr>
<td>January 28, 2015</td>
<td>Presentation Strategies</td>
<td>7</td>
</tr>
<tr>
<td>February 3, 2015</td>
<td>Time Management</td>
<td>12</td>
</tr>
</tbody>
</table>
### Career Services

**Career Counselling:**
- Two hundred eight (208) students were seen for career counselling at King’s during the 2014 – 2015 academic year – a decrease from the two hundred forty-nine (249) students seen in 2013 – 2014. However, the total number of appointments for 2014 – 2015 was 428, compared to 437 appointments for 2013 – 2014. All students were seen initially for ½ hour appointments to ensure that they would be seen in a timely fashion and avoid a waitlist. All subsequent appointments were one hour in length.

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Attendees</th>
</tr>
</thead>
<tbody>
<tr>
<td>February 4, 2015</td>
<td>MC Tests</td>
<td>1</td>
</tr>
<tr>
<td>February 10, 2015</td>
<td>Note-taking</td>
<td>4</td>
</tr>
<tr>
<td>February 11, 2015</td>
<td>Essay Exams</td>
<td>0</td>
</tr>
<tr>
<td>February 17, 2015</td>
<td>Presentation Strategies</td>
<td>1</td>
</tr>
<tr>
<td>February 18, 2015</td>
<td>Study Groups</td>
<td>0</td>
</tr>
<tr>
<td>February 24, 2015</td>
<td>MC Tests</td>
<td>4</td>
</tr>
<tr>
<td>February 25, 2015</td>
<td>Memory Strategies</td>
<td>3</td>
</tr>
<tr>
<td>March 3, 2015</td>
<td>Time Management</td>
<td>0</td>
</tr>
<tr>
<td>March 4, 2015</td>
<td>MC Tests</td>
<td>1</td>
</tr>
<tr>
<td>Mary 10, 2015</td>
<td>Note-taking</td>
<td>7</td>
</tr>
<tr>
<td>March 11, 2015</td>
<td>Essay Exams</td>
<td>0</td>
</tr>
<tr>
<td>March 17, 2015</td>
<td>MC Tests</td>
<td>3</td>
</tr>
<tr>
<td>March 18, 2015</td>
<td>Memory Strategies</td>
<td>6</td>
</tr>
<tr>
<td>March 24, 2015</td>
<td>Study Groups</td>
<td>5</td>
</tr>
<tr>
<td>March 25, 2015</td>
<td>Time Management</td>
<td>3</td>
</tr>
<tr>
<td>March 31, 2015</td>
<td>Studying for Exams</td>
<td>7</td>
</tr>
<tr>
<td>April 1, 2015</td>
<td>Studying for Exams</td>
<td>11</td>
</tr>
<tr>
<td>April 7, 2015</td>
<td>Essay Exams</td>
<td>4</td>
</tr>
<tr>
<td>April 8, 2015</td>
<td>MC Tests</td>
<td>12</td>
</tr>
</tbody>
</table>

**Total Attendees:** 129
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>16</td>
<td>28</td>
<td>28</td>
<td>39</td>
<td>39</td>
<td>41</td>
<td>25</td>
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<tr>
<td>2</td>
<td>14</td>
<td>22</td>
<td>31</td>
<td>27</td>
<td>32</td>
<td>41</td>
<td>30</td>
</tr>
<tr>
<td>3</td>
<td>13</td>
<td>28</td>
<td>33</td>
<td>41</td>
<td>48</td>
<td>61</td>
<td>56</td>
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<tr>
<td>4</td>
<td>29</td>
<td>30</td>
<td>42</td>
<td>68</td>
<td>64</td>
<td>90</td>
<td>78</td>
</tr>
<tr>
<td>5</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>4</td>
<td>5</td>
<td>8</td>
</tr>
</tbody>
</table>

(Special Student)

Graduate/Alumni

<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>P T</th>
<th>Alumni</th>
<th>Int.</th>
<th>1st Nation</th>
<th>1st Gen</th>
<th>Social Work</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014-15</td>
<td>208</td>
<td>58</td>
<td>150</td>
<td>171</td>
<td>37</td>
<td>17</td>
<td>26</td>
<td>3</td>
<td>16</td>
<td>0</td>
<td>9</td>
<td>13</td>
</tr>
<tr>
<td>2013-14</td>
<td>249</td>
<td>73</td>
<td>176</td>
<td>203</td>
<td>46</td>
<td>21</td>
<td>5</td>
<td>23</td>
<td>11</td>
<td>33</td>
<td>0</td>
<td>33</td>
</tr>
<tr>
<td>2012-13</td>
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<td>59</td>
<td>157</td>
<td>170</td>
<td>46</td>
<td>16</td>
<td>4</td>
<td>23</td>
<td>29</td>
<td>18</td>
<td>1</td>
<td>38</td>
</tr>
<tr>
<td>2011-12</td>
<td>183</td>
<td>32</td>
<td>151</td>
<td>152</td>
<td>31</td>
<td>15</td>
<td>7</td>
<td>18</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>12</td>
<td>6</td>
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<td>94</td>
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<tr>
<td>2008-09</td>
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<td>19</td>
<td>54</td>
<td>59</td>
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<td>9</td>
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<td>7</td>
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<td>81</td>
<td>86</td>
<td>14</td>
<td>85</td>
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<td>5</td>
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<td>n/a</td>
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King’s Students Receiving Service at the Student Success Centre at Western (September – May)

- The following are data obtained from the Student Success Centre. The goal is to minimize the number of King’s students who are accessing individual services at Western. The category “intake drop-in” is self-referral, so it is higher than “intake booked” because in theory the reception person should filter out King’s students and redirect them to our service at that point. This data forms the basis for discussion with Western colleagues about how to manage cross-referencing most effectively.

<table>
<thead>
<tr>
<th>Year</th>
<th>Assessment</th>
<th>Express Career Help</th>
<th>Intake Booked</th>
<th>Intake Drop-in</th>
<th>Mock Interview</th>
<th>One-to-One</th>
<th>Total</th>
<th>Unique Users</th>
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<tr>
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<td>5</td>
<td>8</td>
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<td>31</td>
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<td>35</td>
<td></td>
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<tr>
<td>2013-14</td>
<td>4</td>
<td>3</td>
<td>10</td>
<td>13</td>
<td>2</td>
<td>15</td>
<td>47</td>
<td>28</td>
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<tr>
<td>2012-13</td>
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<td>2</td>
<td>52</td>
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<tr>
<td>2010-11</td>
<td>5</td>
<td>41</td>
<td>26</td>
<td>72</td>
<td>32</td>
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<td>21</td>
<td>2</td>
<td>19</td>
<td>53</td>
<td></td>
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</table>

Group Counselling for International Students

- The decision was made not to offer this group this year given that it was offered jointly with the International Student Office and the co-facilitator was on leave. Planning to offer the group again in the 2015 – 2016 academic year will take place in September.
THE ACADEMIC HEART OF KING’S UNIVERSITY COLLEGE: THE G. EMMETT CARDINAL CARTER LIBRARY

- The Cardinal Carter Library celebrated its official opening in September 1995. In the years since the late Cardinal referred to the new building and its contents as “the heart of the university”, the Elizabeth A. “Bessie” Labatt Hall and, more recently, the Darryl J. King Student Life Centre have joined the library to enclose a traditional college quadrangle, giving concrete form to the sense of ‘community’ so valued at King’s. During its early years the library was very much a repository of books and quiet study but it has since been transformed into a space that accommodates different styles of learning and provides access to information in multiple formats. While the second floor remains dedicated to books and almost silent study, the main floor houses a small reference collection, print only serials and a display of new books, and now buzzes with collaborative learning, meeting, teaching and discovering. With its barrier free link to the Student Life Centre this open and inviting learning zone is clearly a favoured space among King’s students. Alterations of space in the library have been accompanied by evolutions in access to information and in modes of scholarship and scholarly communication. Activities and successes using traditional metrics continue to be captured (Appendix 1). Transformations among library staff, though possibly less visible, are no less significant. Professional and leadership development, hiring priorities and cross-training is establishing a highly skilled library staff, well equipped to help learners and scholars navigate an increasingly complex information landscape.

- In 2015, after ten years of focused repurposing of library space, the necessary changes in its physical environment are complete, while library services and the roles of librarians continue to evolve. In response to the shifting priorities of students who recognize the value of a career focused education, have grown up using sophisticated technologies and who have learned to communicate using varied formats and media, reforms in higher education “emphasize active learning and learning as a social process, [as well as] the need for students to develop collaborative skills and the ability to communicate effectively and professionally in various media”. The emerging academy appreciates the advantage of librarians’ deeper engagement with the curriculum. As a direct result of the King’s Administrative Review, with the library reporting to the Vice-Principal and Academic Dean, librarians are better positioned to “work as partners with faculty, become resources for innovative teaching and learning activities, and guide students as they create new types of content for their course assignments.”

Physical: Library-as-Place

- Over the summer Physical Plant staff attended necessary enhancements to support our students’ learning. Floor castles, with power bars, were added to the 6 x 4-seater study carrels and three study tables running north-south in the west aisle of the second floor. Heating/cooling issues concerning the boilers that support both the library and the King Centre were addressed. An LED assessment was completed by an outside lighting consultant. Foot candle readings are noteworthy with the original pot light = 50 foot
candles vs. LED pot light = 56 foot candles. A request to replace all pot lights with LED lights was included in Physical Plant’s 2015-16 budget. Multiple bulbs and ballasts were replaced and rewiring of the dome lights above the circulating collection has recently commenced. Six coats of sealant were applied to the main floor foyer to assist with the prevention of further damage from water and salt stains. Acrovyn wall covering, used in hospitals, was applied to more areas on the main floor and which required the removal of wallpaper prior to installation to ensure a secure adhesion.

- To ease staff concerns, adjustments were made to the compact shelving and the weight of the low-use material was distributed equally on sides of each bay as a safety precaution and to facilitate use. The office furniture behind the Service Desk was reconfigured to provide an expanded work environment.

- In terms of aesthetics the carpet that previously resided in the Eaton Special Collections Room, and then moved to the Vice-Principal and Academic Dean’s office was returned to the library’s Fireplace Reading Lounge and 2 framed posters, highlighting the 2013-14 Centre for Creativity events, were installed on the north-west wall on the second floor.

- The ‘study space’ rating on the 2013-14 Survey of Graduating Students increased slightly from the previous year. We look forward to seeing how the additional space in the Helen and Andy Spriet Learning Commons continues to evolve as an extension of the learning spaces offered in the library (Appendix 3).

- The library remained consistently busy throughout the school year as both an academic and social learning space and visits increased by 75,945 or 14.3% in 2014-15 over 2013-14. Usage statistics, including circulation figures and research transactions, are indicated in Appendix 4. Revenue from book fines collected by the library during 2014-15 was $9,680.91 (Appendix 5).

- Over the past year, thirteen informative displays including “Pastoral Challenges to the Family in the Context of Evangelization as part of the Third Extraordinary General Assembly of the Synod of Bishops” gathering in Rome in October 2014 and “Breached Horizons: The Work of Jean-Luc Marion” were mounted.

- In mid-January 2015 students enrolled in the King’s Honors Society enjoyed spending time admiring the treasures found in the Eaton Special Collections Room. In addition to the famed Dante’s Divine Comedy incunabula, books by John Locke dating back 1692 and 1695 captured their attention. The students were clearly impressed as both Twitter and word of mouth increased the number of visits.

- Commencing in September the library partnered with the ‘Coupons for Hunger’ grass roots organization which helps to address the needs of the estimated 25,657 residents of London facing food insecurity every year. Coupons are collected through drop-boxes located at all sixteen London Public Library locations and the Cardinal Carter Library. The coupons are clipped, cashed in and the groceries are given to the London Food Bank and other organizations such as Mission Services and Women's Community House.
• King’s is acknowledged for being one of the first academic libraries to provide space for a ‘Textbooks for Change’ drop box. This initiative provides students with the opportunity to purchase textbooks at an inexpensive price. Books are donated to African universities, and 50% of proceeds from all books sold to entrepreneurs are allocated in the form of microfinance loans.

Information Services

• During the fall and winter terms eight work studies, including four first generation students, provided support to Information Services staff, assisting with service desk and stacks maintenance activities. Evening and weekend circulation service was provided by ten student circulation assistants (SCA), all King’s undergraduate students. After-hours research assistance was reduced by one hour per shift on Monday through Thursday evenings, discontinued on Friday evenings, and increased by one hour on Sundays. This service was provided by four student reference assistants (SRA), who are graduate students enrolled in Western’s Master of Library and Information Science program.

• Information literacy instruction was provided to 1,070 students in fifty-six classroom sessions and to many more in one-on-one meetings by appointment with one of the subject librarians or upon request at the Research Help Desk. Inspired by the Association of College and Research Libraries (ACRL) Framework for Information Literacy for Higher Education,¹ the librarians at King’s have been working “to develop teaching practices which expose students to threshold concepts that transform their understanding of the information ecosystem.”²

• The library hosted nineteen information literacy workshops during the fall and winter terms, each workshop focusing on a specific library research skill, for example, effective database searching or using citation management software. The SRAs, who participated in this workshop series, appreciated the opportunity to prepare and present information literacy sessions. However, despite active promotion and apparent support from faculty, these workshops were poorly attended. Even in an increasingly complex world, where information seeking and evaluation skills are essential, it remains a challenge to reach those who are likely to require those skills throughout their careers. Ways to increase attendance, including moving beyond the library’s walls, will be explored during the summer.

• Two librarians and the Information Services Assistant (Research) continued their participation in the OCUL virtual reference service, ASK: Chat with a Librarian, contributing nine hours per month to Western Libraries’ commitment of hours to the service. Requiring practitioners to adapt well developed in-person research help skills to the live online environment, this has been a satisfying new way to test and exercise their professional expertise.

• With the assistance of the SRAs, Research Guides and other help pages were kept current and visually interesting. The Foundations in Western Thought and Civilization guide was
completely revised and restored to the Research Guides page in anticipation of the renewal of the Foundations program, and six new guides were added to the ‘Guides-Across the Curriculum’ in the Student Support section of the library website.

- The *Faculty Publications* page was kept current based on entries made in the Faculty Reporting Tool. Additions to this page are limited to the following publications: Articles, but not book reviews, published in refereed journals, chapters in books and books authored or edited and papers published in conference proceedings. A guide to *Open Access Resources* was added to the Faculty Support section of the library website. This guide provides information about the array of open access resources available for teaching, research and publication, and will help researchers verify the academic credibility of open access journals and how to avoid predatory open access publishers.

- Despite having only one work study during the summer term and that the new full-time Information Services Assistant (Stacks Maintenance & Circulation) assumed her role in early July 2014, the entire library collection was shelf-read using the 3M inventory wand, purchased as part of the previous year’s RFID project. Shelf-reading the collection is a large and necessary project which ensures the accessibility of material at the beginning of the academic year and identifying items for replacement. Completed in early August 2014, it also prepared the collection for a systematic deselection project, removing outdated and unused material which is duplicated in other Western and affiliated libraries, and making space for growth. The deselection of material in selected call number ranges will be an ongoing project.

- After participating in Western Libraries Course Reserves Working Group, which submitted its recommendations in January 2014, the Information Services Assistant (Circulation & Reserves) now serves on the Ares Implementation Team. Ares is an electronic reserves system which integrates well with the OWL course management system, facilitating instructors’ provision of reading material to their students, giving students online access to eligible material and providing ongoing assistance in meeting copyright and fair dealing guidelines. The Implementation Team is preparing a pilot study for the summer term, including two King’s courses as test subjects. Full implementation for the coming fall term is the team’s goal.

- In November the library’s Twitter account was reactivated and the newest member of the Information Services staff began tweeting at least twice a day. As evidenced by the number of retweets and a steady growth of followers, the library’s tweets have been a great success, communicating small servings of important information, as well as encouragement and positive news, in a medium in which many students are engaged. On April 30, 2015 @KingsLib had 135 followers, including several academic libraries, the Canadian Research Knowledge Network, the Canadian Library Association and *College and Research Libraries*, the official scholarly research journal of the ACRL. Building on this tweeting success, Instagram was added to the library’s social media activity in early March and as of April 30, 2015 there were thirty-nine followers. Bolstered by a good supply of chocolate and some fun and frivolous activities on Student Appreciation Days, the library’s lighter side is beginning to show.
• The library extended its hours to 8:00 am – 12:00 midnight, seven days a week, through both exam periods, adding thirty-two hours of service in December and forty-eight in April. Students continue to appreciate the library’s recognition of their needs during stressful times of the year and to make good use of the study space and added hours.

• Samantha Murray assumed the Information Services Assistant (Stacks Maintenance/Circulation) role on July 2, 2014. Samantha graduated from the University of Guelph with a Bachelor of Arts (Honours) in 2012 specializing in History and then achieved her Library and Information Technician diploma from Seneca College in 2013. Prior to coming to King’s, she worked in the Owen Sound Public Library.

• In late January 2015, two highly valued staff members announced their retirements. Susan Evans, Head of Research and Information Services, with twenty-seven years of library service at King’s, retired effective April 30, 2015 and Shirley Bratscher, Administrative Assistant to the Director of Libraries and a library employee for twenty-two years, retired on May 31, 2015. Interviews for the Head, Research and Information Services position took place the week of March 23, 2015 and Emma Swiatek, a professional librarian at Brescia University College, was the successful candidate. She assumed her role on May 19, 2015. Interviews for the Administrative Assistant to the Director of Libraries took place in May.

**Information Resources**

• Information Resources acquires and provides access to materials in all formats in support of the teaching and research missions of King’s University College. The departmental is committed to continually improving our efficiency and reliability and keeping our work skills relevant.

• The library’s collection continues to grow and support the teaching and learning mission of the library albeit at a slower pace due to the impact of a low Canadian dollar. Subject specific collection policies are reviewed frequently to adjust to curriculum changes and to support the needs of the new faculty. The library ensures that material acquired, especially films, comply with the government enforced mandate to comply with the AODA: Accessible Formats in Education Libraries standards by its January 1, 2015 deadline whereby "educational and training institutions and its libraries must provide educational and training resources and materials in accessible formats upon request." Films that include closed captions, and/or English sub-titles, and descriptive video are ordered. Twenty-one transcripts are available should there be a need to provide closed captioning.

• The application of the newly introduced Resource Description and Access (RDA) format continues to evolve as libraries transition to this format. Western Libraries and the affiliate libraries confer about best practices and the need to change a number of long standing cataloguing practices to ensure essential information is reflected accurately in the shared library catalogue.
The budget submission request memo for 2014-15 dated January 19, 2014 requested departmental total budgets be reduced by 10% of the 2013-14 original budgeted figure. This reduction amounted to a loss of $62,449 in the acquisition lines. The total acquisitions budget for 2014-15 was $532,600 of which $220,000 was directed to monographs/audiovisual and $312,600 to serials. While thankfully the Budget Committee approved a 5% increase to the 2015-16 acquisitions budget, it takes us back to the F11-12 allocation (Appendix 6).

Appendix 7 highlights the breakdown by fund code and department of the year end monographs/audiovisual budget statement as of April 30, 2015. The weakened Canadian dollar negatively impacted purchasing power which forced us to cancel subscriptions and to restrict purchases of monographs and films. King’s is fortunate to be part of the shared library catalogue which affords us access to collections of over eleven million items in a myriad of formats. Librarians within the Western community work collaboratively to cost share where possible. In light of the current fiscal environment we will continue to review journal subscriptions when online duplication allows and to make all collection development decisions judiciously. A total of 3,597 orders and 856 invoices were processed, adding 3,625 books and 115 films to the collection in support of scholarly research and teaching. Eight reference titles and five ebooks were purchased.

Extensive gift collections were received from several faculty including Professors Bowlby, MacGregor, Ryan and Dunlop.

Significant changes are taking place in the publishing world with the recent announcements of ProQuest assuming ownership and management of Coutts Information Services and MyiLibrary from Ingram Content Group and YBP Library Services joining the EBSCO family of services. Changes in billing practices and service delivery will be closely monitored over the coming year. Appendix 8 reflects the vendor comparisons for the period May 1, 2014 through April 30, 2015.

Appendix 9 shows the percentage of orders assigned to the primary vendors, including the Book Store at Western. The average estimated cost of a book was $61.75 while the average cost for audiovisual material, including feature films and documentaries, was $139.73 (Appendix 10).

As referred to on page six, deselection of library material in the circulating collections and storage areas continued due to limited collection space. Using the CREW formula (Continuous Review Evaluation and Weeding) review files of call number ranges were run so that titles could be checked against the shared library catalogue. Older imprints or titles available in the shared library catalogue were withdrawn to make room for new material. In total 2,718 items were withdrawn which included 1,592 books from the circulating collection, 11 reference titles, 761 volumes of periodicals and newspapers, and 354 reels of microfilm. The disposal of assets detailed report amounted to $59,402.25. Appendices 11 and 12 include the library volume count and the analysis and growth of the circulating book collection by Library of Congress class.

One hundred and one serial titles, available online with no embargo of the current issue, valued at approximately $17,237.13 were cancelled in 2014-15 (Appendix 13). Although
renewal prices are subject to change based on variations in publisher prices and currency conversion rates, the annual renewal invoice was lower than the previous year due to this cancellation initiative. The librarians continue to exercise due diligence to cancel only those journals available full-text in scholarly and stable databases such as Scholars Portal, Canadian Research Knowledge Network (CRKN), JSTOR and publishers’ websites. Appendix 14 identifies two new journal titles ordered to support curriculum programming; namely Reflections and Studies in World Christianity.

- Collection growth in the Eaton Special Collection Room was again modest given the space limitations. Twenty-four titles were added to the faculty recognition area bringing the total to 306 books.

- Eighty-eight boxes from academic and administrative units, which included ten boxes of course outlines, dating as far back as 1981-1982 and not available in digital format, were added to the College Records Centre Collection. Forty-three service requests were handled.

- On May 1, 2014 Mark Rumas, as the successful candidate, assumed the Information Resources Assistant (Cataloguing and Records Management) role. Subsequently job functions in Information Resources were reviewed and Ewa Czachorowski accepted the position of Information Resources Assistant (Acquisitions: Monographs and Serials).

- On August 1, 2014, Melissa Rapp successfully gained the position of Information Resources Assistant (Workflow Support). She is a 1998 graduate of Western University with a Bachelor of Arts (Honours) specializing in Anthropology. From 2003-2009 she worked as a library assistant at the London Public Library and completed her Library and Information Technician diploma from Mohawk College in 2009. Most recently, Melissa worked as a school librarian with the London District Catholic School Board.

Virtual: Place-as-Library

- After analyzing usage statistics and determining that content was available in other e-databases four titles totaling $10,141.03 CDN were cancelled as follows: Christian-Muslim Relations, Christian Periodical Index, Child Development & Adolescent Studies and World Religion Database (Appendix 15). Columbia Granger’s World of Poetry ceased publication last fall and a $4,086 CDN refund was received. Appendix 16 highlights the electronic database subscriptions purchased by King’s and made available to the entire Western community.

- King’s is cost sharing with Western Libraries for Psychiatry Online for 20% or $1,474.34 CDN. Canadian Public Policy Collection was recently folded into the Canadian Document Collection and is now purchased jointly (50%) with Western Libraries. King’s portion is $5,904.25 CDN.

- Sixty published LibGuides are on the library’s website. Scholarly print and e-resources continue to be added to the twenty-two subject specific research guides with 23,603 views recorded from May 1, 2014 – April 30, 2015.
• The Faculty Publications research guide continues to be popular with a total of 3,192 views recorded from May 1, 2014 –April 30, 2015. Information in this guide was beneficial when preparing for the second annual Faculty Book Launch on February 6, 2015. A link to Faculty Publications has been added to the King’s home page on the Scholarship@Western platform. http://ir.lib.uwo.ca/kings/

• In June 2014 digital copies of thirteen honors Psychology theses were posted to the King’s site within the Scholarship@Western repository, making them available to the academic community and searchable on the web. Usage statistics indicate that these papers were retrieved and downloaded 1,632 times from June 1, 2014 –April 30, 2015. The number of downloads is shared with the individual faculty and in some instances, scholarly articles co-authored by the faculty member and the student are being considered. http://ir.lib.uwo.ca/psychK_uht/. Fourteen honors theses for the class of 2015 were posted in late April.

Collaborative Partnerships

Internal Partners

• **Library Committee:** Meeting on two occasions the Committee provided valuable input in regard to the reduction to the monograph and serials budget lines in 2013-14 and the Budget Committee’s request “that departmental budgets be maintained at the same level as last year’s original budget figures”. At the February 12, 2015 meeting the following motion was put forward: “That the Library committee asks for a 5% ($26,630) increase in the acquisitions budget, which takes us back to F11-12, to offset the cost of the valuation of the Canadian dollar. As mentioned on page seven, this motion was accepted by the Budget Committee.

• **Principal’s Office:** In the new administrative structure the Director of Libraries, previously referred to as the Chief Librarian, reports to the Vice Principal and Academic Dean, and continues to shares an integrated leadership role with the Cardinal Carter Library at King’s and the A.P. Mahoney Library at St. Peter’s Seminary. The Administration Team gathered at St. Peter’s Seminary on August 28, 2014 to review the roles of each of the clusters; namely the Principals Group, Enrolment Services Partnerships, Financial Support Services and Academic Services Group.

• The Director of Libraries is grateful to Dr. Sylvester for approving the continuation of the two positions vacated by retirements.

• **Vice Principal and Academic Dean’s Office:** The Academic Services Group (ASG) is comprised of the Vice-Principal and Academic Dean, the Associate Dean, the Dean of Students, the Director of the School of Social Work and the Director of Libraries. Meeting twice monthly academic issues are addressed and action items prepared.
• External reviews for Childhood and Social Institutions and Psychology occurred in March 2015 and the Masters of Social Work program in late April. Collection assessments were prepared and following faculty input at the department level, the three collection policies were finalized.

• **KUCSC:** In August KUCSC ordered three canisters of earplugs and by the end of October they were depleted. The library, who originally did not feel this purchase necessary with the construction of the King Centre completed, ordered another twenty canisters for the academic year, due to popular demand. David Castillo, the President, confirmed that $1,000 will be allocated for the “Library earplug purchase” in KUCSC’s 2015-16 budget. A ‘Provided by KUCSC’ stamp will be affixed to each canister.

• **Campus Ministry:** Staff participated in the St. Joseph Hospitality Centre by either donating food or serving patrons.

• **Human Resources:** Special thanks are extended to the Human Resources staff for handling all aspects of the hiring process for the Head: Research and Information Services and Administrative Assistant to the Director of Libraries positions.

• **Office of the Dean of Students:** Staff in the Counselling and Student Development office with support from the library, ITS and Human Resources, are working closely to ensure that barrier free accessibility for persons with disabilities is achieved. Feature films and documentaries must be either captioned or captionable and/or include audio descriptions. The importance of compliance was stressed at the September 10, 2014 Faculty Council meeting. Linda Whidden represents the Library on the Human Resources’ Accessibility Committee.

• **Information Technology Services:** ITS serves the library staff and users in a most positive and accommodating manner. From dealing with continued PaperCut print management software issues, upgrading XP machines to Windows 7, installing HDMI cables, replacing monitors etc., library staff is most appreciative of their courteous and responsive support. ITS supplied the library’s requested IT needs for the 2014-15 fiscal year which included a Zebra barcode printer, Mac charger, two MAC to VGA adaptors, wireless keyboards, headphones and a combined black and white, colour printer/copier unit for the Office of the Director of Libraries.

• **Enrolment Services:** Retention and Pedagogy working groups were set up in October to address the serious retention issues facing most universities. The Director of Libraries was invited on as a member of the Retention working group. Merging in January 2015 agendas, minutes, resource documents and discussion areas are included on OWL. Meetings are fruitful with the added benefit of knowing that all King’s faculty and staff have a role to play in student retention.

• **Financial Services:** Library staff continued to assist Finance Services with the implementation of the new portals. Work study and first generation support handled from
the Student Financial Services office is appreciated.

- **Physical Plant Department**: Exemplary service is always provided by Physical Plant. Temperature and humidity issues continued to plague the Eaton Special Collections Room during the extremely cold winter. Staff tried numerous remedies such as reintroducing the hygrothermograph, recalibrating the sensor based on readings taken from the psychomotor, changing the humidity control from absolute to relative and altering the temperature on the panel to read in Fahrenheit instead of Celsius. Controlled testing continued and after meeting some success, and using the American Society of Heating, Refrigerating, and Air-Conditioning Engineers (ASHRAE) guidelines, it was determined that the room temperature is to be kept between 63-67º F and the RH between 43-47.

- The Environment and Sustainability summer intern prepared new signage and placement groupings of recycling and waste/landfill bins for each floor.

- **Communications Office**: With major assistance from Communications a first-ever ‘Insider’s Tips to King’s Library’ video aimed at current and potential students, and featuring our student assistants, went live in early March 2014 and as of April 30, 2015 there have been 1,837 views. Twitter and Instagram support from this office is appreciated.

**KUC-St. Peter’s Seminary Library Partners**

- Following the 2013-2014 “annus horribilis”, Claire Callaghan and Frances Theilade were invited to the May 2014 faculty meetings to ponder the vision of the A.P. Mahoney Library going forward. A visioning report was prepared which sketched the historical perspective, outlined the current landscape of significant changes and budget cuts, and posed some questions to consider as we move forward. The questions and conversation were timely as the seminary was developing its five year strategic plan. While the path ahead has its share of uncertainties, the foundation of collaboration and partnership with King’s University College has served the library in good stead.

- “The Very Model of a Modern Major Bishop: the Public Ministry of Archbishop John Walsh 1867-1898” was the entertaining and informative subject of the fifth annual A. P. Mahoney Library lecture given by Fr. John Comiskey, Registrar and Assistant Professor in Church History. The lecture held on October 15, 2014, celebrating ATLA’s Theological Libraries Month, was followed by a reception and book signing in the library foyer.

- The much anticipated, new seminary website was unveiled on November 10, 2014. Previous to the launch Frances and Claire met with Brenda Sefeldas and a representative from Capitol Technologies to discuss the scholarly layout. A thorough review and revamping of the library pages, both pre and post launch, resulted in a streamlined library section. Enhancements included an intuitive menu bar with fewer clicks required and
updated faculty and student support pages.

- King’s IT department continues to be an essential partner. In August and September all nine public and staff computers were upgraded to Windows 7. The computer used for circulation functions was replaced gratis and extra memory was added to the service desk computer. King’s IT successfully troubleshoot with Wallaceburg Bookbinding to restore the unique LARS program after an upgrade removed the program. Wi-Fi in the library conference room will continue to be unreliable until new access ports are installed.

- Jennifer Robinson, Director of Library and Information Services, at Huron University College, conducted an analysis of their reference collection in preparation for their upcoming ATS visit. Their analysis concluded that 70% of the material listed in the standard Literature of Theology (2003) is held jointly by our three libraries. Huron also completed a review of periodicals and again consulted with Claire and Frances regarding the theology journals marked for cancelling and discarding. As a result some of these journals will find a home at St. Peter’s.

- On June 9, 2014 Claire and Frances met with Jennifer Younger, Executive Director of the Catholic Research Resources Alliance (CRRA) and Noel McFerran, Theology and Rare Book Librarian at the Kelly Library, University of St. Michael’s College, to discuss the Catholic Newspaper Project and potential membership in the CRRA. Following our meeting a tour of the library, its rare book collection and the Pontifical Institute for Medieval Studies (PIMS) Library located on the fourth floor of the Kelly Library was provided.

- In light of Frances’ increased responsibilities, effective September 1, 2014 her title was changed from Assistant Librarian: Public Services to Associate Librarian.

External Partners

- **Diocese of London**: Deb Majer, archivist for the Diocese of London, continues to provide archival assistance as needed.

- **Western Libraries**: Catherine Steeves, Vice-Provost and Chief Librarian, assumed a five year term beginning August 18, 2014. Catherine came from the University of Guelph where she was the Deputy Chief Information Officer (CIO) and Associate Chief Librarian (ACL). She is doing her utmost to ensure the affiliate university college library directors are kept informed about Western Libraries initiatives.

- In March 2015 Western Libraries began a strategic planning exercise titled “FLIP: Future Library in Progress”, to realize the vision and strategic priorities as indicated in Western University’s Strategic Plan, *Achieving Excellence on the World Stage*, which includes libraries in two of the four priorities; namely,

- Priority #1 – Raising our Expectations: Create a world-class research and scholarship culture
- “Engage our libraries as partners in research and scholarship”;
• Priority #2 – Leading in Learning: Provide Canada’s best education for tomorrow’s global leaders
• “Maximize our libraries’ contribution to supporting student success and scholarly excellence”.
• Part of the consulting process involved seeking feedback from all the affiliate libraries.

• Valuable information continues to be added to the Copyright@Western website. ‘Ask Copyright’ allows users to type in questions and receive answers drawn from a database of actual questions related to Copyright such as liability, copyright protection, fair dealing, licensed use, etc. The ‘License Look-Up Tool’ launched in November 2014 and pioneered by Western Libraries allows members of the university community to search specific journals or journal packages found in the shared library catalogue, and get a quick overview of the associated permissions.

• Western Libraries is collaborating with the libraries at McMaster University, Queen’s University, University of Ottawa, and University of Toronto, to develop a coordinated approach that will ensure long-term sustainability of retaining low-use print materials through a shared preservation storage project at the University of Toronto’s Downsview facility. By bringing together expansive and efficient high-density storage, an existing retrieval and transportation network and new models of desktop delivery, this project will ensure that low-use print materials remain readily available for research and study while enabling partner libraries, including King’s, to release space for new purposes.

• With the acquisition of Ares course reserves software in February 2015, the Ares Implementation Team was formed with Craig Mitchell representing the affiliate university college libraries. Ares expands beyond its normal function as a library course reserves tool to include management and processing of all supplementary course material regardless of format or method of delivery to students across the wider campus.

• Starting last spring RFID tags were applied to all books in The D.B. Weldon Library and the Allyn and Betty Taylor Library. The Business and Music Libraries are also fully RFID compliant. Education, Law and Huron are the sole campus libraries that do not have RFID. Linda provided ‘best practice tips’ to the Western Libraries crew prior to embarking on this huge project.

• **Affiliate University College Libraries**: Jim Mei, Brescia’s Director of Library Services, and Jennifer Robinson, Director of Library and Information Services at Huron, met with Claire at King’s on June 25, 2014. Following the tour of the King Centre, relevant topics such as Brescia’s program review and prioritization process, reporting line restructuring, collaborative collection development, Huron’s Learning Commons planning process and its upcoming review of the Theology program by the Association of Theological Schools were discussed.

• The undergraduate Jewish Studies program, based in the Department of History at Western, is undergoing an external review in 2015-16. This wide-ranging program explores the many disciplines related to Jewish studies at Western, King’s, and Huron,
and as such, a shared collaborative collection assessment was prepared by the three libraries.

- **London Poverty Research Centre**: Linda Whidden and Mark Rumas are providing assistance on cataloguing their resources. A workshop hosted by rTraction, the database provider approved by the Centre, was held in late April.

### Forward Looking

- As the Cardinal Carter Library prepares to mark its twentieth anniversary there is little doubt that its transformations in space and services have helped to “enrich the student experience and enhance the teaching, learning, and scholarly activity in the King’s University College community.” In a demographic environment in which universities struggle to maintain enrolment, the library can be central to both retention and recruitment. King’s is proud of its library as a beautiful and welcoming space and is beginning to acknowledge that its librarians have a pedagogical role in the success of its students. The ability to locate, evaluate and manage appropriate information is an essential, practical and marketable skill for those preparing to enter the workforce. Still, many students leave university with a very rudimentary understanding of scholarly communication and the organization of credible information beyond the scope of Google. Librarians can help. ACRL’s *Framework for Information Literacy for Higher Education* “addresses the need for a more sophisticated and integrated approach for librarians’ interaction with learning.” The newly established Academic Service Group cluster allows for a closer working relationship with our academic partners and we are witnessing a culture of collaboration and innovation. Like other units at King’s, the library is adjusting to retirements of long serving and valuable staff. Recognizing the year ahead will be filled with challenges and opportunities, following the recent Administrative Review, library staff are directing their energy and resources purposefully and fully to undergraduate, graduate and faculty success.

### HUMAN RESOURCES

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

- During this period, King’s recruited to 18 full-time administrative positions (Staff and PAOA)

- There were 10 secondment opportunities filled

- 21 administrative contract positions were filled

- The Faculty Association met in September and ratified their 3-year agreement.

- In February of 2015, part-time faculty at King’s certified and they are now part of CUPE
It has been three years now that HR has taken over the administrative aspects of the faculty hiring process. Faculty contract letter templates and standard promotion and tenure letter templates have been updated to standardize and streamline the process which flows from the Academic Dean’s Office to Human Resources, to the Office of the Principal and involves cooperation amongst all these offices as well as with Finance/Payroll.

We have, once again, updated our Faculty Orientation Handbooks for Part-time and Full-time faculty and our Best Practices for Faculty Hiring.

45 summer part-time faculty contracts (of whom 3 are new instructors), 228 fall/winter part-time faculty contracts, and 7 new probationary, 1 LTA and 4 renewal contracts of Limited Term Appointments were completed. Additionally, 7 faculty promotions were confirmed via new contract letters.

HR continues to support the relocation of new faculty and their families (all non-academic aspects).

This past year, the Associate Dean assembled a committee to rewrite the faculty handbook prepared by the Academic Dean’s Office. Human Resources participated and contributed the non-academic aspects of content for this document, particularly as it pertains to services available to faculty.

Staff orientation packages continue to be updated. This year, we devised a new orientation package for two new Senior Administrative recruits.

The Immigration Guidelines for hiring foreign academics, appended to the Best Practices document is continually updated due to constantly changing immigration procedures.

This past year, CIC rules changed significantly, again, and the new International Mobility Program has had an impact on how we bring to King’s any foreign visitors such as those here on the Lille Exchange Program, and those who are invited as Visiting Professors, Guest Lecturers. Human Resources has handled all such immigration matters for the ADO and International Student Services.

Human Resources has done some investigation and preliminary work on pay equity, as it was discovered that this has not taken place at King’s to date. It is one of the department’s goals to develop such a program and to implement it in the coming year.

In response to a demand for more stringent rules and specific Sexual Violence policies on campuses, HR has researched and drafted a King’s Sexual Violence Policy which would pertain to everyone at the College and which is fashioned after that of Western’s policy.
• As part of staff development, all staff and PAOA were, once again, invited to participate in Western’s Staff and Leaders’ Conference week commencing February 17, 2015. This year’s theme was “It’s Your Move”, and numerous quality presentations relating to leadership were offered. There were 27 King’s attendees.

• Wellness lectures have been organized once again and two were offered throughout the year by our EAP provider. They were well received and, therefore, Human Resources will offer additional sessions this coming year.

• This year five ergonomic assessments were requested and completed.

• 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.

• This year, HR had a major undertaking: developing a training package for the combined standard of Information and Communications, Employment and Transportation. Using Western’s video as the foundation, we adapted two videos: one for our service employees (i.e. non-academic staff) and one for our teaching group (i.e. faculty) and make it relevant to King’s policies and procedures and culture. Communications have been prepared and they are ready for dissemination upon the start of the fall term. Those who have completed the original online training provided for the Customer Service Standard, will be provided with an update to the legislation which they will be required to read. Those who never completed the original training will be asked to complete the online session and provide proof of completion. HR will begin its campaign for compliance in September.

• We continue to work on the Occupational Health & Safety Act as it pertains to workplace violence, workplace harassment and domestic violence. We have adapted to our environment Western’s on-line training program to which we have been given access.

• Last year the Occupational Health and Safety legislation introduced mandatory training for all workers as well as for all supervisors. All employees needed to be trained and the College needed to be in a position to provide proof of training. HR continues to keep track of all who have completed the training. There has been follow-up with those who still have to go through the process. The challenge has been to capture part-time faculty. However, there has been a paragraph added to all new part-time faculty contract letters explaining that they must complete all legislated and other required training. This should help with new appointments.
FOUNDATION AND ALUMNI

ALUMNI AFFAIRS

- The Office of Alumni Affairs at King’s University College fosters and maintains lifelong relationships with more than 18,000 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. 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, LinkedIn and Instagram.

- Members of the Alumni Board for 2014-15 were: Ryan McMurray ’08, President; Jeremy Santucci ‘12, Vice-President; Natalie Mak ’10, Past President; Dr. David Ducharme ’64, King’s University College Board Representative; David Castillo, King’s University College Student’s Council Representative; Daniel Cuevas ’11; Gregory Dack ’98; Richard Dixon ’78; Khalil Hamzo ’10; Mary O’Connor ’10; Katrina Clarke ’06; and Erin Lawson.

- Hamilton:
  - In May, members of the Hamilton alumni chapter celebrated King’s 60th at Rousseau House in Ancaster with birthday cake and stories about King’s.

- Ottawa:
  - In April, Ottawa area alumni explored the city’s darker history with a haunted walking tour of the downtown, followed by drinks and snacks at Metropolitain Brasserie.

- Toronto:
  - In July, alumni from Toronto gathered at the Watermark Irish Pub on the harbour front. The event was well attended, with more than 30 alumni coming out for summer refreshments.
  - In August, several King’s grads joined Western alumni for a Blue Jays game against the New York Yankees.
  - On November 27, the Toronto chapter hosted its annual Merry Hours event at the Rock ‘n’ Horse Saloon. Prizes were awarded for the best King’s Cowboy and Cowgirl.
  - Alumni networking breakfasts were hosted in May by alumnus Jason Peetsma ’01 and in January by alumna Alana Walker Carpenter ’96.

- London:
  - On September 13, London and area alumni joined faculty and staff for a fall fair event at Kusterman’s Berry Farm.
  - The annual Stratford Festival trip was hosted on September 27, drawing 40 guests to a performance of King Lear at the Festival Theatre. Prior to the play, attendees enjoyed a talk by Professor Ian Rae on the history of the Festival in Stratford, as well as a lecture on King Lear provided by Professor Paul Werstine.
  - In March, approximately 20 alumni attended a networking breakfast hosted by alumnus David MacKenzie ’83.
• Young Alumni:
  o In January, the Killan Cup hockey tournament was held for the fifth time. A local alumni group led by Alumni Association President Ryan McMurray ’08 ‘took home the cup’.

• Development Day:
  o On May 1, the Office of Alumni Affairs hosted its second Development Day. Approximately 40 students, staff, alumni and friends attended this full-day personal and professional development event, which featured keynote speaker Chris Bailey, renowned blogger, author, entrepreneur and social scientist.

• Convocation:
  o Spring Convocation welcomed 604 new members to the Alumni Association on June 10, 2014. After the new graduates crossed the stage at Alumni Hall, they made their way to the Darryl J. King Student Life Centre for a reception with family and friends. There was a great turnout for the celebration of the newest members of the Association.
  o Fall Convocation saw another 170 new members added to the Association on October 23, 2014. Following the ceremony at Alumni Hall, students, along with their family and friends, were invited to a luncheon at King’s.

• Homecoming:
  o Homecoming 2014 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 the legendary Rick McGhie and to catch up with old friends.
  o Saturday’s Alumni Brunch featured presentations of the Alumni Award of Distinction to recipient Andy Thibodeau ‘93, and the Young Alumni Award of Distinction to Kant Chong ‘03. Both alumni were recognized for their outstanding contributions to community. The event included a hot brunch, remarks from Principal David Sylvester and touching words spoken by the honoured guests.
  o The festivities then moved to the King’s tent at TD Stadium for a battle between the Western Mustangs and the University of Toronto Varsity Blues.
  o The School of Social Work hosted an alumni wine and cheese reception in Labatt Hall.
  o The final event to wrap up the weekend festivities was a post-game “Wings and Things” reception, held in the Garron Family Lounge. Guests were treated to the musical talents of King’s alumnus, Gareth Bush ’13.

• The Life After King’s Alumni Mentoring Program provides an informal opportunity for students and recent graduates to connect with alumni who are established in their field. Mentors may provide advice on a range of topics, including entering the workforce, career transitioning, specific career paths, or life in a new city. The Office of Alumni Affairs made 28 mentor connections in 2014-15.

• Life After King’s also hosted a career workshop for students interested in the field of law. David MacKenzie ’83 (managing partner at SMG Law) and Matthew Bak ’10 (student at Western Law) met with 15 King’s students to answer questions about LSATS, law school, articling, and building a legal career.
The Alumni Office offers beautiful degree frames as a service to new and past graduates (we will even frame them for you when you come in with your degree). In 2014, over 160 degree frames were sold to new alumni at the June and 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 $29,250 and approximately $1,000 was received from Canada Life.

KING’S UNIVERSITY COLLEGE FOUNDATION

We are pleased to announce that King’s has exceeded the Student Life Campaign goal of $10.5 million, raising a total of $14.2 million in support of the Darryl J. King Student Life Centre, student awards and bursaries, and additional programs that enhance and enrich the King’s community.

The members of the Foundation Board for 2014-15 were: Fred Galloway, Chair, Brent Shea ’80, Samira El-Hindi, Glenn Hardman, Marie Horman ’82, Trevor Hunter ’92, Tim Kavanagh, Vincent MacDonald, Shawn McConville ‘84, Joanne McNamara ‘96, Fr. James Mockler, Matthew Thuss ‘98, King’s University College Students’ Council representative, David Castillo, Principal David Sylvester and Erin Lawson, Executive Director.

In its audited statements for 2014-15, the Foundation reported revenues of $2,421,260 from all sources.

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.

Funding for the second priority of the Student Life Campaign, scholarships and bursaries, continues to exceed expectations, with close to $1.8 million of our $1.5 million goal raised by April 30, 2015. With the matching programs offered by the government during this period, close to $3 million was added to our endowed funds, generating income for student awards in perpetuity.

King’s University College Foundation supported 245 students with over $260,000 in funding through student awards and bursaries in 2014-15.

The following new awards were approved by the Scholarship and Bursary Committee in 2014-15:
I. Dr. Hugh Mellon Scholarship for studies in Social Policy and Administration
II. Dr. J. Criminology Award
III. Dr. J. Sociology Award

- King’s University College Foundation received 106 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 over $45,000 in donations through the annual fund solicitation in support of the College’s highest priority needs, the Student Life Campaign. Over 139 donors supported the annual fund program with an average gift of $330.

- The Theatre Seat Program continued this year, with an additional 12 seats named by donors in the Joanne and Peter Kenny Theatre in the Darryl J. King Student Life Centre. To date, 92 seats have been purchased through donations of $1,000 per seat, and name plaques have been affixed to each purchased seat in recognition of this support.

- Participants of our 19th annual King’s Golf Classic at Highland Country Club were greeted with a warm smile (as it was a bit chilly outside) and enjoyed a BBQ lunch, buffet dinner and numerous prizes generously donated by our sponsors and local businesses. Thanks to the support of our generous sponsors and participants, more than $60,000 was raised for the highest priority needs of the College.

- On December 2, King’s partnered with GivingTuesday.ca to host our first “Giving Tuesday,” which was held in conjunction with our annual “Tag Day” event. “Tag Day” raises awareness of the amenities on campus that are largely funded by donors, including the King Centre, Labatt Hall, Cardinal Carter Library, as well as numerous awards and bursaries. “Giving Tuesday” is a global movement that created a day devoted to volunteering, philanthropy and supporting the community. More than 60 donors supported Giving Tuesday, contributing over $9,000 to the Student Life Campaign. The Foundation and Alumni Affairs team were in the King Centre throughout the day, connecting with students and inviting them to sign thank you cards. More than 150 cards were mailed to annual fund donors with notes of gratitude from King’s students.

- Over 90 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

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. An Environmental and Sustainability Intern was hired over the summer months.

The Reception Office administered the work order system with 2072 work orders processed during the year. Of these, 330 were Health and Safety related. At year end only 15 work orders were outstanding.

The switchboard supports 605 extensions and 743 voice mail users in addition to 43 external lines for faxes, modems and private lines.

SECURITY AND SAFETY

Stinson Security continues to provide security services for King’s responding to incidents on campus and involving Campus Police as required.

Some of the incidences they encountered this year included:

- 10 thefts on campus
- 33 first aid calls
- 20 ambulance calls
- 18 police calls
- 6 false fire alarms
- 11 vehicle battery boots

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:

- Review of all accidents
- First Aid training
- AODA issues across campus
- Requirement for all employees to be trained in basic safety awareness
- Review of all safety work orders

Members of the JHSC carried out workplace safety inspections covering all areas of campus.

Training
The following work related training sessions were held:

- Team Development – Training for lead hands.
- Green Roof Training – how to properly care for the green roof at the King’s Centre.
- Fall Protection Training – a certificate course in safety while working at heights (legislated).
- Platform Operator Training – a certificate course for safe operation of man-lifts (legislated).
- Ninja Carpet Cleaner – Internal training.
- Attended disaster training exercise at main campus.

**EMERGENCY PLANNING**

There were several incidents of flooding around campus primarily in town house 1,2,3 and DL012. Some preventative steps were taken to minimize this. In the townhouses, due to the slope of the walkway and the small size of the run-off drain, a small amount of debris can plug the drains very quickly causing rain water to collect/pool and then enter the first floor of this building. Security and Custodians are on site 24 hours and are aware of this issue. During heavy rains, they will check the building to ensure the drains are kept clear. While this is not an ideal solution, it has prevented flooding on several occasions during the spring.

In DL012, during heavy rains, a window well fills with rainwater which then enters the building. To address this issue, modifications have been made to the eves troughs above the window well. This modification has greatly improved this issue.

There was a fire alarm in the boiler room of Dante Lenardon that initially appeared to be a fire. Investigation after the incident found that a boiler’s water tank cracked creating steam which set off the fire alarm.

Fire drills were conducted for all residences and major buildings. These were carried out in conjunction with UWO Fire Services. A review of the evacuation was held for those involved at the end of the drills.

**PARKING**

Two parking attendants cover the Wemple and Diocese parking lots from 7:00 a.m. to 3:00 p.m., while from 3:00 p.m. to 11:00 p.m. only the Wemple lot is attended. The cost for pay per use parking remained at $5.00 per visit. The cost of guaranteed parking, allowing unlimited parking at King’s, was raised to $780, up $50 from last year. A total of 75 transponders were sold to students plus 102 stickers for the residence lot and Broughdale Hall. There are currently 505
active transponders used by faculty, staff, board members, etc. The total number of transponders is up 31 from last year. Total parking revenue for the year was $198,000 (up 3.6%). This is made up of guaranteed parking of approximately $125,000 with the balance being the daily pay per use cash receipts. In accordance with our parking agreement with the Diocese the net receipts for that parking lot are split with the Diocese. Seventy three parking tickets were issued but payment was only received from half as we are not allowed to cross-reference tickets with our student data base.

**HOUSEHOLD SERVICES AND GROUNDSKEEPING**

Some of the initiatives taken to improve communication and performance include:

- Documentation of specific custodial and housekeeping duties (on-going)
- Documentation of event set-ups
- Round table meeting with Custodial lead hands
- Tracking of work orders and set ups
- Daily shift reports
- Tool and equipment documentation and sign out
- Housekeeper meetings prior to conferences

**ENVIRONMENT and SUSTAINABILITY**

- King’s received a silver level plaque from LEEDS for the King’s Centre Leeds Plaque presentation was held
- Tour of BFI – Organized at tour of our recycling contractor for members of King’s Custodial and Student council.
- Planting of the “memorial tree” at the site on Epworth Ave. where the large maple was removed by the city (beside Labatt Hall)
- Enrolled King’s in the cigarette butt recycling program offered by Terracycle.
- Master’s student from Western’s Environment and Sustainability programme hired to work over the summer.
- Implementation of compost program for kitchen waste, cafeteria waste and landscaping materials. These materials are captured and sent to Progressive environmental where they are used to make compost.
- Release of Chimney Swifts to the existing population at King’s.
- Solar panels have generated over 78000 kWh since installation, the equivalent of $63,000.

**AODA**

- Installed a hand rail in Dante main staircase leading to the basement.
- Installed a strip pattern across 57 panes of glass in the King’s Centre.
- Installed automatic door openers in 9 locations across campus.
• Installed stair nosing in the King’s Centre.

MAINTENANCE

John Hessey, Jim Fletcher and Mark Pyne are responsible for all maintenance work across campus.

Some of the projects worked on include:

• Renovations to the Registrar’s Wing.
• Boiler installation in Townhouse 4-7.
• Two new HVAC units in the South Annex.
• Re-shingled the roof at Broughdale Hall.
• Installed a new roof on Alumni Court.
• Continuation of the LED lighting conversion across campus.
• Addressed the aluminium wiring in the condos at 265 and 267 Epworth to meet code.
• Improvements to the cooling system in KC119 and KC219.
• Completed over 130 work order requests.
• Repaired the library parking lot sump pumps to eliminate the flooding.

NEIGHBOURHOOD ISSUES

There was only minimal interaction with neighbours and neighbourhood issues. The Interim Director of Physical Plant met with the other owners on the Epworth Place Residents Association.
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.

INFRASTRUCTURE AND SERVICE UPDATES

Upgrade Virtual Environment Hardware

The production Storage Area Network was upgraded by adding Solid State Drives for faster performance and several terabytes of 10KSAS and NL drives for data storage. We are now able to fully utilize the Easy Tier function which automates data placement throughout the disk pool to improve the efficiency and performance of the SAN. Easy Tier relocates data across the various drive tiers automatically without disruption to application performance. This ensures the most frequently used data or hot data is immediately accessible and with lower latency. Easy Tier detects when any data extent is heavily in use and moves it to a higher tier storage such as SSD or 10KSAS. The added storage capacity allows us to implement larger test environments which enables smoother transitions into our production environment.

RezNet and Admin Network Segregation

- A physical separation of the RezNet and Admin networks was created by adding a number of new switches and utilizing new underground fiber traversing Epworth Ave. By segregating the networks, we are able to double our bandwidth and achieve higher security across both networks. The segregation and added fiber also gives us the ability to add 10Gb connectivity between network resources in the future.

Windows Server 2003 End of Life

- Microsoft is ending support for the Windows Server 2003 OS in 2015 so we migrated various servers from Windows Server 2003 to Windows Server 2012 R2. By upgrading to a supported OS such as Windows Server 2012 R2 we are able to continue receiving Microsoft patches to minimize risks of viruses and other security threats. While many servers were successfully migrated there are some remaining that will be completed in 2015-2016, brought offline, or segregated from the rest of the environment if the OS cannot be upgraded for compatibility reasons.

Monitis
• Cloud based monitoring software was implemented to monitor various ITS resources such as web sites, servers, cameras, switches etc. We are now able to receive instant failure alerts via email or text/SMS. We’re also able to generate daily, weekly, monthly and ad hoc reports with service level metrics and have access to two years of historical archives.

**CheckCentral**

• CheckCentral was initially implemented as part of the vendor beta testing program. It gave us the ability to test the software and ultimately when the application came out of beta we were given a free license. CheckCentral can process all notifications and send critical messages via email, sms, or to their application when there is an actual problem. We created a mailbox notifications@kings.uwo.ca to which the daily notifications and alerts are sent; CheckCentral flags those alerts that require attention and forwards detailed communication to the appropriate technicians reflecting the severity of the issue.

**EnGenius WiFi Bridge Installations**

• To connect the College network to properties located at 265 Epworth and 267 Epworth, EnGenius Wifi bridges were installed. This connected the properties back to our secondary network via Broughdale hall. These, combined with the Unifi Access Points (see below), allow more streamlined management of the network in these two properties. The solution is also scalable for future purchases of properties in the area.

**Unifi APs**

• Unifi Access Points were evaluated to ensure they were an effective alternative to the consumer grade Linksys/Asus routers used in outlying buildings which are not directly on the College network. The Unifi Access Points provide central management and a server was setup and dedicated to the controller. Access Points were deployed to 265 and 267 Epworth. Future plans include replacing all permanent hotspot AP configurations. The installation included the deployment and configuration of a virtual server which runs the Unifi controller and also serves as a DHCP/DNS server for the secondary network. Ultimately this provides greater resiliency on that network than was provided by the aging Linksys router.

**Skynet Camera Server**

• The configuration of many security cameras was evaluated to ensure they record appropriate motion but produce as few false positives (caused by light changes, etc.) as possible. Disk space on the server was increased to accommodate additional recordings. There were some issues encountered with the timeline feature when viewed with a web browser – this is an issue that Video-Insight (security recording application vendor) is investigating.
**BES12 Server**

- The latest iteration of the Blackberry Enterprise Server was deployed and 95% of our BlackBerry smartphone users have been migrated to the new server. Training for end users on the new 10.3.1 Blackberry OS was also conducted when appropriate.

**DeepFreeze Upgrade**

- The latest version of DeepFreeze has been rolled out across our public computer and lab environment. The new version increases the feature set and is more robust.

**Domain Migration**

- ITS continues work toward domain migration which is hoped to be completed this academic year. To date we have cleaned up the RAMP database (removing more than 100 entries) and migrated different groups (faculty, staff, servers, etc.) to different IP ranges and removed many unused entries. Additionally we have reviewed the structure of Active Directory and have created a plan to add a number of new security groups and roles to support additional features and the access restrictions for web use.

**King’s 1Card System**

Many of the area and room-based security options were reconfigured: building hardware reviewed, responsibility applied to locations, and user groups updated to reflect current needs. These changes were not necessarily simplifying but standardizing so that others can quickly look at the setup and understand. This includes categorizing locations into rooms, areas, perimeter doors, and by building. In the case of Wemple and Alumni Court this also involved the sub-areas of Wemple residence and Alumni Court administrative offices.
Trend Micro Management Console

To best utilize the licensing of Trend Micro and to ensure we can apply the appropriate filters for our servers we are now using the Trend Micro Management Console for malware and virus protection. The console allows detailed configuration of servers and workstations in the College environment.

Wireless ‘N’ Coverage Improvements

In the previous academic year, ITS installed and deployed more than 150 additional wireless access points based on RF surveys of each building. The result provided excellent coverage in all locations with the exception of the upper level of all townhouse residences. The weak areas have been augmented with additional access point hardware for a seamless student wifi experience.

Client Support Initiatives and Software

Deployments

TeamViewer for Remote Assistance

- TeamViewer for Business was configured and installed on a Windows 2008 R2 server. Icons for custom executables for both Windows-based and Apple-based systems were placed on the ITS website. This has resulted in simplified end-user support for off-campus users or for on-campus support of non-College owned devices.

Staff Workstation Upgrades

- Across campus Windows 7 was deployed to over 45 systems; the upgrades often involved the installation of new hardware or the replacement of the existing workstation. In most cases training was involved to familiarize the user with Windows 7.

LARS (Library Automated Retrieval System) Update for Library

- This required the creation of a Windows 7 32Bit Virtual Machine which users access via RDP. This is software used by both the Cardinal Carter Library and St. Peter’s Seminary Library. SecureFTP was setup as well for communication and separate logins for each users.

W143 Instructional Lab

- The instructional lab had all systems upgraded to 4GB of RAM and an installation upgrade to Windows 7. This extended their life for an additional academic year and allowed the installation and configuration of newer software to meet instructional needs.

Openfire Spark Instant Messaging Client
• The School of Social Work indicated interest in the implementation of an instant messaging client. After a review of competing technologies Spark was selected and installed. A custom client was deployed to SSW and to ITS to suit the needs of each group. Openfire supports Active Directory and LDAP authentication and has a modern web management interface. The messaging client supports group discussions, file sharing, and encrypted conversations.

Calendar Migrations to Calcium

• The migration of calendars to Calcium continues with an aim to reduce the number of calendaring servers from three to one. There are some larger group calendaring implementations that will require further work to migrate in the 2015-2016 year.

Trello Project Management

• ITS has started to use the free online project management site Trello. Trello allows a number of flexible options for project management and is especially geared toward agile development methods. The end goal is to develop a working list of features that are desired for a future project management module in the Work Request Database.

Faculty and Pedagogy Projects

Technologies and Pedagogies Conference

• This year the ITS group were the primary organizers for the conference which had significant off-campus interest. This year introduced a pre-TAPS session lead by Thanatology instructor Jane Moore which walked participants through a number of free online tools and a website that reviewed them.

Supporting Faculty Web Projects

• Two Wordpress instances were configured on separate Windows Server 2008 R2 Virtual Machines. These instances were configured to allow LDAP authentication and enabled two professors to create public spaces within which their students could work. The pre-existing tools supported on campus did not allow for this. http://asociologyspectacle.ca/ has now been utilized for a second term and a presentation regarding its use was made at the 2014 Technologies and Pedagogies Conference

KUCSC Faculty and Kings Kamp OWL Pages

• At the request of the KUCSC, OWL pages for each faculty were created. This facilitated intra-faculty conversation and allowed for easier sharing of event information. It is expected that the use of the sites will continue. We also assisted Kings KAMP in the creation of an OWL page as well as the use of survey tools to best understand their user group. At the end of the initial year it was discussed that we would utilize the Qualtrics survey tool moving forward.

Poverty Research Centre – Poverty Simulation
• We supported the Poverty Research Center with their Poverty Simulation which utilized the new Qualtrics survey tool. Three separate surveys were sent to two groups with follow-up reminders sent as necessary. The raw data was stripped of any user-identifiable traits by our office before being forwarded to the research group. These surveys were sent over the course of a number of weeks.

APPLICATION DEVELOPMENT

Project Charter Development and Projects Supervised

• **Project Charter 20140516 – The Regis Website**
  o Developed charter and supervised development, and in some situations, had to chase the project sponsor to ensure responsibilities were addressed.

• **Project Charter 20150302 – Course Descriptions Database**
  o Developed charter and coordinated change requests with project sponsors (ADO).

• **Project Charter 20150303 – Exam Submission System**
  o Developed charter and determined requirements from a number of meetings and email correspondence.

• **Volunteer Notetaker Application form**
  o Determined project requirements via a number of meetings and information exchange, and coordinated development.

• **King’s Future Students web site**
  o Organized meetings with relevant Enrolment Services personnel to determine project requirements, change requests, and satisfaction with the evolving result. Meetings were also used to clarify project sponsor responsibilities and timelines. This project was initiated as a means of driving engagement and retention of students.

New Web Application Server Deployment

• A Windows Server 2012 R2 Virtual Machine was configured with a 64-bit Apache installation, FileZilla FTP server, an Extended-Validation SSL certificate and added it to the myKing’s Single-Sign On satellite configuration to authenticate to the server’s domain, kucits.ca. This server is a byproduct of the growing demands and needs in supporting College staff, faculty and students.

New Projects

• **Work Request Database version 2**
  o Requested by: ITS/Jory, Morrison, Thuss – This year saw the release of the all-new Work Request Database version 2 (WRDBv2) which replaces the original which was deployed June 2004. As of September, over 19,444 tickets were processed with the original work request database. Redesigned from the ground up, the WRDBv2 consists of several integrated applications including an extensive Administrative module containing custom notification management, user and policy configuration, a ticket dashboard that visualizes data and statistics; an extensive ticket-handling system that allows dynamic reassignment of request types, automatic customer notifications, a per-ticket task queue and comments section; a number of user-focused services including extensive preference settings, ticket pins, metadata tagging, search filters, and an in- application
mail system. Additionally, several user “wish list” requests were incorporated into the final design. The system is flexible and extensible; a number of additional features are planned for integration, including a reporting interface, a print template system and a project management interface.

- From a customer-service perspective, a new “track my tickets” feature has been added that will allow review of submitted work request ticket progress. This feature works much like web-based package-tracking for shipping couriers.
- One of the biggest changes is that the WRDBv2 is managed by an application called “Meta Admin” which allows the management and creation of dedicated instances of the work request system. This means that multiple departments at King’s could have their own “slice” of the WRDBv2 with discrete user, policy and behaviour configuration.
- WRDBv2 is a responsive application and works in desktop and mobile modes, scaling to the device automatically.
- In addition to the initial development and release, several user feature requests and changes were implemented. These items are noted in Application Maintenance & Updates, below.

**Print Project Request form**

- Requested by: ITS/Jory – This form was introduced as a means of initiating and streamlining project request forms, and to clearly indicate requestor responsibilities and concrete timelines. Upon form submission, a print project request receipt is issued to the requestor and a notification is sent to the King’s web team. Additionally, submissions are stored in a database for long-storage and reference as required. The form is responsive in design and scales to device’s viewport.

**Exam Submission System**

- Requested by: ACADEMIC DEAN’S OFFICE/Swartz, Camiletti – As concerns were expressed regarding the security of using email as a method of sending exams to be printed by Central Services, a more secure alternative became a necessity. In order to extend a more secure option, an authenticated online upload system was devised.
- The Exam Submission System (ESS) is comprised of two primary interfaces: one for instructor exam uploads and another for management functions. The management interface employs several security mechanisms to ensure that only authorized individuals have access to exam downloads. These mechanisms include provisioned network access ranges, user rights assignment configuration, and an optional password-challenge requirement for on-demand downloads. An automatic notification system is utilized by the system to notify relevant departments of an uploaded exam or if an exam has been printed. The notification system allows the user to work within the application without the need to open an email client for relevant communication. At this time of writing, over 360 exams have been handled by ESS.
- Unfortunately, some departments were overlooked during the project request and requirements discovery phase. Although this project was requested by the Academic Dean’s Office and exam printing was the focus, there were other departments that would be impacted and ultimately require secure handling of exams. These areas were Thanatology for which there are many faculty members that initially relied on email to disseminate exams as appropriate, and Enrolment Services for special exam days (January/May) as they handle printing directly for exams written during those times.
- As desired, ESS was delivered ahead of the final exam period which allowed ample time for informing and training of staff and faculty on its use. There were a number of feature and change requests submitted by users of the system, in addition to the two areas requiring secure exam handling; all of these additional and unforeseen items were completed in time for the exam period.
APPLICATION MAINTENANCE AND UPDATES

- **GSS Exam Information Request v2.0**
  
  o Requested by: ENROLMENT SERVICE/Noseworthy – “Submit as User” mode that allows authorized personnel to submit exam information on behalf of professors. The actual submittor is always noted in the system’s logs. This feature allows Enrolment Services to leverage efficiencies for reporting, and ensures that a consistent method of information gathering is utilized.
  
  o An Aliases database interface was implemented; email address resolution generally fails if there is a mismatch between UWO’s Active Directory and King's Active Directory services. The “Aliases” interface acts as a harmonizing fallback service for user email addresses that cannot be resolved. There are a number of instances in which a faculty member’s name/email address information has not been harmonized between institutions, and the Aliases feature addresses this.

- **GSS**
  
  o Requested by: ENROLMENT SERVICES/Noseworthy – General maintenance including new course and course bindings for Department Chairs.
  
  o To improve application performance on affected browsers (e.g. Apple/Safari users), locked fields that appear for account configuration and mark sheets now display a padlock icon with inline text. Previously, a warning popup dialog was triggered when trying to access locked fields which interfered with form use and complicated tab-based navigation.

- **Liaison Database and Scheduling System**
  
  o Requested by: ENROLMENT SERVICES/Ellis – The mobile application was enhanced with the addition of a visit size field that allows Liaison Officers to record visit sizes while on the go. Previously, this data was entered on the desktop version of the application at a later date, and at times would be forgotten. This update allows for instantaneous reporting.
  
  o Added a ‘comments’ section to the Event Pop up dialog on desktop version of LDASS, and in the mobile version in the ‘My Calendar’ section. On the mobile version, the comment field will appear near the visit size box. The comments field differs from the Event Note(s) field in that anecdotal information about a visit/school, etc. will be supplied by the Liaison Officer. This information is instructive for future visits.
  
  o The Event Pop up User Interface was modified so that it appears in the middle of the screen instead of near the link clicked. This adjustment improves the visibility of what has become a dense form.
  
  o Change the “export” button label in the Calendar Export system to better reflect its function “export to CSV”. This will allow for disambiguation of existing and future export functions available.
  
  o Added a new “show in export list” policy option to determine what Enrolment Services users will appear in the “Calendars” list of the Calendar Export system. This allows admin-level users to selectively determine which users are shown and reported by the Calendar Export utility.
  
  o The Calendar Export system was updated and enhanced to allow exported calendar data to automatically create and insert new tables with selected data. This deepens integration with the scheduling and database systems. Additionally, it was requested that Liaison comments be exportable as required.
  
  o Two new automatic Primary Key types were implemented that are user-selectable. This ensures that user-generated data is bound to a highly unique key.
o Although not requested and done as a “future favour”, there was an anticipation of a possible need to link calendar entries with region ID codes. All created calendar events now write “regionID” information for all entries that contain school ID/MIDIDENT information. This update should prove helpful in reconciling Liaison Officer visit information by regions to help determine enrolment/visit ratios.

o The mobile version of the application was revised to support any smartphone, and is fully device-responsive.

- SARC
  o ITS/Todd File-locking semantics were implemented to prevent potential data loss. Additionally, data exports were performed upon request to assist with seeding a new database product utilized by the School of Social Work.

- Emergency Message Interface
  o ITS/Bugler – Added “publish to King’s web site” option. When the Emergency Message system is polled by the King’s web site, presence of the “publish to King’s web site” data property will cause the emergency message to be displayed site-wide.

- myKing’s
  o ITS/Todd – The myKing’s login interface was revised to utilize responsive design principles for improved mobile handling. There are now a number of in-house developed applications that are being accessed by smartphones, including LDASS, and the new Work Request Database.
  
  o Directory lookup function response time has been improved by introducing a wait state prior to processing user input. This has reduced calls superfluous calls to LDAP, which returns search results more efficiently to the user. This improvement has yielded some positive comments from those that actively use Directory functions on myKing’s.
  
  o The Link Package handling mechanism has been updated to include important/special links as required in the My Links interface, on a per-employee group basis. An example of a link that was pushed out to all users, but customized based on employee group includes the “ Engagement Survey” link. This update allows for more flexible and convenient employee-group partitioned resource access in the future.

  o The myKing’s Broadcaster was updated to provide XML and JSON data on demand to requesting web services that consume myKing’s related information, such as ITS Services Status. The Broadcaster API is utilized by the King’s web site to display ITS-related information on our department pages; this update extends new, flexible design and implementation possibilities.

- Online Residence Application updates
  o Requested by: Dean of Students/Vautour – General application maintenance and updates including adding the ability to give Residence students the opportunity to apply to be a tour room

- Work Request Database version 2
  o Updates and user feature requests/tweaks include:
  
  o Admin > System Config configurable tickets list refresh interval frequency Policy-based auto-logout after period of user inactivity (requested by David) Policy-based user Sign Out implemented in user dropdown inline search control synchronization for responsive layout inline search filter date:string - string can be any combination of year, date, full/partial month, full/partial weekday; minimum of one argument. Examples: date:2019; date:Thurs; date:Nov 2019; date:Thursday 2019; date:Nov 1
  
  o Phase 1 feature requests
    - modifiable phone/email in ticket (David); Todd: the ability to modify these client data attributes (and others) has been implemented and is policy-based
• add CultureWorks role to Client Roles listing (David); *Todd: A Client Roles Management utility has been added to the Admin facility. Client Roles can now be dynamically managed. When WRDBv2 is migrated to the production server, Client Roles will have to be initialized with the desired roles.*
• option to save inline search filters (David); *Todd: a dropdown search filter interface has been implemented which allows interactive save/delete of filters, and user preferences determines the order in which saved filters are listed*
• tag cloud to allow for meta data tag consistency as they are added to a ticket (David); *Todd: a number of interfaces have been implemented to address this request. The Admin facility now has a Tag Cloud interface that allows tag management and "suggest mode" configuration; the Add Tag interface has been updated in the show ticket view to provide suggestions based on tag input to allow the user to use previously established tags as desired*
• though not technically a request, during the demo Scott asked if those that have been assigned tasks could send a message to the task creator from within the task interface. This inquiry makes sense and is inline with the project objective of keeping ticket-based interactions within the application. Thus, Scott’s inquiry has lead to the implementation of the feature. Email generated by this feature is included in the ticket’s email.
• Processed ticket viewer - *this feature is search-aware, sort by header-sensitive, and extends navigation and paging features*
• Client Ticket Tracking interfaces for client and admin with policy-based update permissions

**INSTRUCTIONAL MEDIA SERVICES**

• If it was required to summarize the past year in two words, those words would be “event” and “recording”. 2014-2015 has seen a sharp rise in the need for event tech support and the video recording of those events. Coupled closely with video recording is video editing, not just of events but also of student-led projects such as the documentary on Terrorism spearheaded by Alison Meek’s 4th-year history class. This project broke new ground for the level of tech support and the amount of video editing required. The documentary can be viewed at [http://youtu.be/BlwTnU4tRU4](http://youtu.be/BlwTnU4tRU4)
• Additionally, this was the first year in which an entire class, from September to April, was captured on video and posted online via OWL. Professor Carrie Smith and the School of Social Work collaborated with ITS to have her first year SW1022B Social Work class recorded. This was engaged to assist two students from the South China Agricultural University (SCAU) in Guangzhou, China. SW1022 is a requirement for the 2+2 program agreement with The School of Social Work and SCAU. Each class for the Winter term of the 2014-2015 academic year was recorded and then uploaded to the 2+2 SCAU Program OWL site where the students could access the files. By all accounts, this experiment was a great success and has allowed King’s to enrich its relationship with its partner school in China.
• Further, King’s ITS has worked hard to stay on top of current trends in live streaming and video conferencing. After utilizing Cisco’s Webex service for a number of years, King’s recently started using Adobe Connect, a more robust and user-friendly option, for its collaborative video conferencing. Also, King’s ITS has successfully live-streamed many events to a world-wide audience. Convocation Mass, the 2014 Mayoral Debate and several other events were broadcast live and were well-received.
• The Kenny Theatre went through its first full academic year in 2014-2015 and there were several events staged in the room with the assistance of King’s ITS. Movie nights, concerts, theatrical performances, lectures, debates, classes, conferences, rehearsals and broadcasts, have taken full advantage of the services provided by King’s ITS. The room’s sound and lighting have been reconfigured and enhanced to provide a full complement of A/V options to event organizers. King’s ITS Staff are present for nearly all events in the Theatre and provide everything from consultative advice in the planning stages through to tech support until the event’s conclusion.

• Naturally, over the course of the last 12 months, ITS has continued to upgrade and maintain in-class A/V technology. The projectors, computers and audio systems are under constant scrutiny to ensure the equipment is operating at its optimal level, with zero down-time.

• In the coming year, ITS will upgrade the projectors in many of the classrooms at King’s and will, for the first time, provide digital connectivity between all presentation computers and their respective projectors. The less-desirable image quality of analog VGA video signals will soon be no more.

• King’s ITS will also provide a permanent PA system and video projector installation in the Garron Learning Commons within the Darryl J. King Student Life Centre. This location has proven to be an area of high demand for presentations and conferences and it has become necessary to provide an A/V solution that will increase the flexibility and utility of the space.

WEB PROJECTS

• Web Servers / Infrastructure:
  o In May/June alternatives to Coldfusion were researched to offset software costs and limitations. This research led to Railo, which is an open-source scripting engine that offers all of the features of Coldfusion Enterprise (we are currently running a “Stand Alone” license). Railo was eventually taken over by a new development team and as such rebranded as Lucee. Further details on Lucee can be found at www.lucee.org.
  o Lucee runs on the Apache Tomcat Servlet engine to serve Coldfusion pages. By running an Apache front-end, our servers are capable of handling more traffic and optional load balancing. There has been extensive testing over the last year and this solution is more than capable of meeting our needs.
  o The new King’s and Future Students web sites, though still in development, are running on this configuration. The following live sites also run on this new configuration:
    • www.theregis.com
    • www.carep.ca
    • http://kmun.kings.uwo.ca
    • http://carpediem.kings.uwo.ca

• Wowza Media Server
  o Wowza Media Server Engine was installed and configured for streaming King’s videos as well as live events. The Wowza Media Server replaces our aging Flash Media Server which though still functional, does not offer the ability to easily stream or video to devices that do not support Flash (which is just about every mobile device now). The Wowza Media Server’s streaming engine makes it possible for us to embed live and video on demand streams with a few lines of code and has full HTML 5 Video support.

• The Regis Website
  o In the spring of 2014, the Editor of The Regis, Tegan Hadasi, approached us to enquire about creating a new web site for the The Regis. The decision was made to build the site and host within our data centre at King’s.
The site is built on a Bootstrap 3.1 / jQuery framework featuring a responsive design and a clean portfolio style layout, and the site runs on a Mura CMS / MySQL backend. The site went live in July 2014.

www.theregis.ca
• **Enrolment Services TV Application**
  - Enrolment Services requested an application that could be run on the 60” television in their waiting room. They required a system that would allow them to post their own messages. Additionally, a current weather feed, digital date/time clock and a YouTube featured video interface were implemented.

  - The message area of the application utilizes the Revolution Slider which features a parallax scrolling background image.
  - The front-end of the application is built on a Bootstrap 3.2 / jQuery framework leveraging a MySQL database. The administration/backend section is also built on Bootstrap and is secured using the myKing’s Single Sign-on system. From the administration dashboard, users are able to add, remove and update messages and select a time frame for the message to be displayed. Users can also easily update the embedded youtube video by simply copying and pasting embedding code into a form.
  - [www.kings.uwo.ca/reg/](http://www.kings.uwo.ca/reg/)

• **AODA Training / Quiz / Certificate System**
  - Human Resources requested an update to the current AODA quiz system. The original system was created approximately 5 years ago. Based upon the specifications, the decision was made to create a completely new application as opposed to retrofitting the current system. This application had to be in place by the beginning of January 2015.
  - The previous system required users to login and would track and record their progress. After discussions with HR, it was decided to forego tracking and create a system that required the user to present proof of completion to HR, much like the workplace safety training King’s employees were required to complete online.
  - The system has two distinct components:
    - 1. **Training Component(s)**
- Users are required to review the training component relevant to their area of employment; either Teaching or Service. Each training module has been setup in a paging style format, with each page covering a particular topic, featuring an embedded voice over which is delivered using HTML5 audio. HR supplied the pertinent voice tracks. The content for this system (also supplied by HR) is static and must be manually updated.

2. The Quiz Component

- After reviewing the training modules, users are given the option to take the quiz. As with the training modules, there are two choices: Teaching or Service. Before taking the quiz, the user is required to enter their name and email address. These items are used to complete and email the Certificate of Completion to the user upon successfully completing the quiz. A user can take the quiz as many times as necessary.
- The quiz is driven by a database that contains numerous question/answer scenarios. The system randomly picks 15 questions and places them in a random order so, in theory, the user will not get the same test again and again. To successfully complete the quiz, a user must get at least 12 of the 15 questions correct.
- Upon successfully completing the quiz, a pdf certificate is generated and emailed to the user. The user must then present this certificate to HR as proof of completion of the AODA training.

- Course Timetable Application
  - As you may recall, we developed and searchable Course Timetable Application a number of years ago to replace the cumbersome 400 page PDF document. The Course Timetable Application was short lived and discontinued as Enrolment Services claimed it was too much work to update.
  - Last year, Western’s Registrar’s Office developed a similar application and asked if we were interested in using it for our purposes. The source code was supplied and modified for King’s purposes. One of the value add features is authenticated users are able to search by classroom, which is handy should you need to know when a room is empty. The ability to export the results to a downloadable PDF was also integrated.
  - [www.kings.uwo.ca/timetable/](http://www.kings.uwo.ca/timetable/)

- Social Work Web Site Overhaul
  - Social Work wanted to simplify their home page while making it more informative, including such items as upcoming events, quick links to main categories (MSW, BSW, Field Instruction) and, of course, video integration.
  - They were provided with a minified version of the King’s home page which met their needs and made them quite happy. Additionally, a slideshow feature that they could manage was incorporated.
  - [www.kings.uwo.ca/socialwork/](http://www.kings.uwo.ca/socialwork/)

- Liaison Officer High School Visitation Application
- Enrolment Services wished to include a feature on the Future Students website that would allow users to see when Liaison Officers were visiting high schools for a given date. A database driven application was created to facilitate this and allowed users to search based on School Name, Date and/or Keyword. At this time the database is seeded by importing an Excel file supplied by Enrolment Services.
- [http://www.kings.uwo.ca/future-students/high-school-fall-visits/](http://www.kings.uwo.ca/future-students/high-school-fall-visits/)

- **Web Site Redesigns**
  - The King’s web site was originally planned for a July 2014 launch. This was delayed to allow for a period of review and input by Department Chairs and incorporation of new features. It is expected to launch in July 2015.

- **Future Students Web Site**
  - Through discussion with ITS and Enrolment Services, it was decided to create a separate Future Students site. This site will be located at [http://futurestudents.kings.uwo.ca/](http://futurestudents.kings.uwo.ca/). Designing this site was an exercise in balancing functionality with “wow” factor. With the development of this site, a number of features and benefits were introduced that will create an extraordinary user experience including a responsive design, a feature rich interface, an intuitive architecture and AODA compliance.
  - A major part of this project has been developing an architecture that would make sense to the intended user. By researching the analytics of our current site, comparing that flow with the structure of comparably sized schools and researching experiences when searching for course and school information at other school web sites, a well-structured, intuitive layout for the site was created.

- **King’s Web Site**
  - There are no major architectural changes planned for the King’s web site, with the exception of the faculty listings page; Faculty will now be listed within their respective departmental sites. Primary reasons for redesign are focused around AODA compliance and integrating a responsive design so all users have a fantastic experience regardless of the device they are using to view the site. The new site introduces social media integration as well as a new database system for providing and managing course descriptions, outlines and checklists.
PRINT AND GRAPHIC DESIGN

- **Print Projects**
  - The following table illustrates the number of print projects undertaken over the last academic year. The list covers redesigns and new materials. Simple updates and refreshes have been omitted.

- **Alumni**
  - Fall Herald / Spring Herald
  - Annual Giving
  - Department Brochures
  - Tag-Day

- **Brochures**
  - Humanities
  - KAMP
  - French
  - Global Commerce
  - Philosophy
  - Political Science
  - Psychology
  - World Religions
  - Catholic Studies for Teachers
  - Intent to Register
  - Sociology
  - BSW
  - Disability Studies
  - EBM
  - History
  - LKDSB Camp
  - World Religions
  - Thanatology
  - SJPS

- **Principal**
  - SLC Thank you Plaques

- **Enrolment Services**
  - International Viewbook
  - SAO Guides
  - Admissions Guide

- **Residence**
  - Residence Guide
  - Residence Move-in Brochure

- **International**
  - Events Brochure
  - Exchange Brochure
  - Exchange Fact Sheet
  - Exchange Information
  - Exchange Partner Booklet
  - Global Exchange Fair
  - International Guide Book

- **Events**
  - CAREP / Marion o Cultural Festival
  - Killer Cults
  - Mayoral Debate
  - Names Instead of Numbers
  - TAPS
  - AT Conference
• Print projects of note would be the Fall and Spring Herald. The Fall Herald was an opportunity to create a magazine in-house. Alumni sought a new design that would tie-in nicely with our 60th year celebration. Magazine covers are always important so for the 60th Celebration Fall issue a retro cover reminiscent of a 1950’s era Time Magazine was created. The cover shot was an overlay of the Wemple building transitioning from 1955 to 2014.

• For the Spring Herald, the new design of the Fall Herald was continued, and featured a cover celebrating Mary-Carol Watters’ retirement. The main spread featured an infographic layout of facts and figures of the Student Life Campaign, how the money raised was dispersed as well as other statistics.

• Much of the print work revolved around recruitment materials with extensive amounts of time spent on the redesign including, but not limited to, the International Viewbook, SAO Guides, Admission Guides and Residence and International materials as detailed above.
THE FINANCIAL PICTURE

- Fiscal 2014-2015 was highlighted by work on two large projects: one successful and the other derailed. The first project relates to the 2-year process to restructure the administration of the College. The implementation of the first phase of the administrative restructure of the College pertaining to non-academic units was met with scepticism and critique that have proven to be unfounded. While much work remains and may take years to cement in total, initial results have mirrored those projected by the Administrative Review Team with little or no net costs to date. The process of creating a strategically aligned administrative structure on the academic side of the operation has begun but has met with little support and much of the same critique as the first phase of the project. A steadfast direction and determination to complete the project will be needed for the success achieved in phase 1 to be achieved in phase 2 of the process.

- Following on the success of incorporation, further discussions and negotiations were held with the Diocese pertaining to the acquisition of land and St. Peter’s Seminary. While every effort and numerous resources were expended to evaluate the project, meet deadlines and perform due diligence, the project was ultimately derailed by the introduction of a third party late in the process. Regardless of the outcome, the work performed was deemed a success by the Board in meeting their needs and putting King’s in the best possible light during this unusual process.

- As has been the case in the past couple of years, the underlying economic reality is not favourable for PSE institutions. As provincial resources decrease and enrolment competition increases, budget deliberations have become more dynamic. King’s was able to maintain a balanced budget in 2014-2015 but benefited from a one-time savings in pension plan funding to offset an enrolment decline. Overall revenue grew by 2.3% compared to the prior year due primarily to relatively steady enrolment with 3% tuition increases and an 8% increase in international tuition. Expenses increased by 1.0% due to increases in the Service Fee to UWO, increases in benefit costs and instructional expenses.

The College's Financial Situation

- As noted in previous years, the Financial Statements of the College have undergone a significant restructuring as a result of changes in accounting requirements.
- As of May 1st, 2014 the College adopted new CPA Canada Handbook guidelines for future benefits for Not-for-profit organizations. In addition the College choose to use funding assumptions rather than accounting assumptions to reflect its liabilities for future benefits. The impact of the changes was a reduction in previously reported Net Assets by $7.7M.
- The next triennial valuation on the Retirement Plan for the Employees of King’s University is required at December 31st, 2016 as a result of a significant improvement in the funded status of the Pension Plan. The December 31, 2013 valuation showed a decreased funding deficit under both going-concern ($3.5M, $6.0M in 2013) and wind-up valuations ($1.4M, $10.1M 2013). The special funding required as a result of the smaller deficits will be approximately $34,000 per month starting in January 2015 ($107,300 in 2014). The most recent negotiations with the FA include a provision to discuss the sustainability of the pension plan and possible alternative formats. A joint OCUFA and COU working group was formed in 2015 to investigate a JSPP for the university sector.
Currently, King’s has no outstanding debt, which should be celebrated as a substantial achievement. As we have utilized a large portion of “surplus” cash, any future development in the near term will require access to debt facilities.

Overall our actual revenues exceeded prior year by 2.3%. The increase was primarily due to increases in tuition fees (3% for domestic, 8% for international). Expenses increased by only 1.0% due to increases in the UWO affiliation fee (12% vs. 11%), employee benefits and instructional costs. The result will be a financial statement deficit this year. To compare to budgets, non-cash items (amortization, DCC) need to be removed. Once this is done, a $1.0M cash surplus was incurred for the year compared to a $75,001 budgeted surplus.

The accompanying charts illustrate the Operating Fund revenue and expenditures:
Investments

- Operating investment income for 2014-2015 was $147,121 ($232,761 in 2014). This resulted from short term investing in high quality government and corporate notes as determined by our cash flow needs and our investment policy. Foreign exchange revenue amounted to $110,000 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 $200,000.

Budget 2015-2016

- The 2015-2016 budget turned out to be another challenging exercise due to enrolment challenges. Departments were asked to maintain their budgets at the same levels as the previous year (which
saw a 10% decrease) on initial estimations of revenues and increases in expenses. Extensive work, discussions and negotiation were required to achieve a balanced budget during the process. The balanced budget was recommended by College Council and approved by the Board in April. The Board voiced its concern regarding the longer term implications of flat enrolments and increasing costs.

- The operating budget includes revenues of $48.6M and expenditures of $48.4M, yielding an expected budgeted surplus of $188K.
- The revenues can be summarized into three major components; student fees (59.5%); grants (31.3%); ancillary and misc. items (9.2%). The combined impact of the changes in all revenue lines is expected to be a 2.0% increase in forecasted revenues compared to the 2014-2015 revised budget. The increases reflect current and anticipated enrolment levels, increases in domestic (3%) and international (8%) tuitions and increases in residence fees (3%).
- The budgeted net grant revenues are expected to remain constant compared to baseline years. Grants will fluctuate based on enrollment numbers for those affected directly by enrollment.
- Overall budgeted operating expenses are expected to increase by 4.2% from last year’s budget. Salaries have been budgeted according to the most recent contracts in place for each association and expected staffing levels resulting in minor increases in compensation costs. The budget anticipates approximately $1.2M in capital expenditures inclusive of computer and library additions. 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 $412K for the year.

Accounts Payable/Purchasing

- As indicated in the introduction to this report, the Accounts Payable role was covered by a contract employee up until March 2015 when Angela Brodt returned from her maternity leave. The processing of purchases and payment of vendors is a continuously active area 12 months of the year. During the fiscal year 6,759 invoices were processed through Navision which resulted in 1,209 different vendors being paid. The Visa program had 3,183 transactions charged through the 36 department card holders. Total Visa charges during the fiscal year totalled $1,510,227.74 which was up 2% from the previous year.
- The total outlay of funds through A/P was $17,994,133.93 which was down 44.0% from the previous year. The completion of the Student Life Centre was a large contributor to the decline in expenses. During 2013-14 over 11.0M in expenses were related to the building of the SLC.
- A/P continues to work to reduce the number of paper cheques issued. During 2014-15 there were 3,242 cheques issued. Of the 3,242 cheques, 1,636 were Student Refunds and 339 of the 1,636 were scholarship payouts in November. 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 no material errors during the testing phase.
- The Finance Department worked with both internal and external granting agencies to administer funding for all grants including grants from the Tri-Council Granting agencies, the Ministry of Justice and the London Poverty Research Centre. In total, $368,975 in external grants were received with another $100,000 in grants transferred to King’s. A/P processed $214,264 in research related expenditures in 2015.
The Finance Department was responsible for the collection and administration of $31.4M in tuition and residence fees during 2014-2015. The balance of student receivables due at April 30, 2015 was $132,238 (68,021 in 2014) representing 22 accounts. Approximately $75,488 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. Our continued efforts to increase communications with students regarding due dates and late penalties, resulted in the amount of late fees collected during 2014-2015 decreasing by over 8.5% to $97,714 ($115,502 in 2014).

The Tuition Set-Aside (TSA) Fund which requires reserving the prescribed percentage of tuition fee increases provided financial assistance of $890,027 to a total of 529 students throughout the year for various programs.

The TSA funded:

- $132,196 for 67 part-time winter work/study participants
- $173,794 for 28 full-time summer positions in 2014
- $295,345 in entrance scholarships for 186 students exhibiting a need component
- $132,650 for continuing scholarships for 106 returning students.
- Entrance Bursaries for 20 first year students with unmet need through OSAP in the amount of $15,011;
- the Student Access Guarantee Bursaries provided to 90 students who were identified through the Ontario Student Access Guarantee in the amount of $93,149;
- General Bursary funds issued to 25 students in financial need in the amount of $34,88;
- Summer Volunteer Bursaries for 7 students who volunteered their time in the summer and those hours are recognized with a bursary for a total of $13,000 applied towards their fees.

The Foundation funded awards totaling $263,139 and were provided to 239 students.

The College also funded an additional $893,286 in various other scholarships and bursaries programs which assisted 483 students and supported 29 students with $64,758 government bursaries and scholarships funded by OSAP.

In total, through its various programs, King’s provided $2,046,452 in assistance to 1,284 students.

Throughout the year 375 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 students received 1,752 OSAP assessments and another 282 OTG applications; 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 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. Thirty-seven 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. There were four open houses on Saturdays during the year that the Finance department also participated in.
• In 2015, 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 2014-2015 we were able to employ 32 students on a part time basis during the Fall/Winter term for a total expenditure of $94,970. The International Work Experience Program was able to support 19 students during the academic year with earnings at $17,209 and 8 students with $11,765 during the summer of 2015.

Payroll

• As noted above, Payroll had a turbulent year. P. Fidler and S. Lucas filled in and managed Payroll processes at various times during the year to ensure minimal impacts were noticed by most employees. Kate Maars joined the team in the summer of 2014. In 2014-2015 the payroll office processed payroll for 1084 employees throughout the fiscal year broken out into 228 full-time, 843 part-time and 13 early retirees/LTD claimants. This represented an increase of 36 employees or 3.4% over the previous year. The total salary and benefit costs administered through Payroll were $32.7M.

Reports

• The normal required internal and external reports were completed, including CAUBO, COFO-UO, UCASS, SSHRC research reports, charity returns for the College, OLDCO and the 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 made available to Budget Unit Heads on-line through the new system. A financial summaries and due diligence reports were provided quarterly to the Finance and Investment Committee.

Retirement Plans

• The quarterly Pension Committee meetings were chaired by the VP Finance and Support Services at which investment policy, legislation and related issues were discussed. Several discussions have occurred relating to the possibility of a JSPP for the university sector and the VP Finance and Support Services will participate in the discussions at the provincial level.
• The portfolio return for 2015 was a positive 4.9%, prior to investment counsel fees of 0.58%. The Plan held $47.2M in assets at December 31st, 2015. The plan has 100 active members and is providing direct benefits to 15 retired members. There are two deferred pensioners who have vested pensions to be paid.
• The December 31, 2013 valuation showed a decreased funding deficit under both going-concern ($3.5M, $6.0M in 2013) and wind-up valuations ($1.4M, $10.1M 2013). The special funding required as a result of the smaller deficits is approximately $34,000 per month starting in January 2015 ($107,300 in 2014) in addition to the 14-15% of salary contributed monthly by the College.
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 was $9.6M ($9.8M in 2014) representing the retirement savings of 140 employees.