



Thank you to all the members who stood with UWOFALA members and handed out information sheets on the concrete beach. Thank you to the members who participated in the rallies to support UWOFALA. UWOSA will continue to support our fellow unions on campus, and stand in solidarity with them until they receive a fair and equitable collective agreement.

Union strength goes beyond Western's walls. UWOSA members continue to advocate and support union members in our community, whether they be custodians, or teachers, or postal workers.

## UWOSA Winter Charity Drive: LIFE\*SPIN

Our winter charity drive this year is in support of Lifespin (<http://www.lifespın.org>) through their Christmas giving program. LifeSpin is a grassroots organization helping low-income Londoners.



All toys collected will support LIFE\*SPIN's Christmas Family Sponsorship Program that ensures that local children, living in low-income families each receive a new gift this holiday season. Last year, LIFE\*SPIN assisted more than 1,300 families and it is expected that this number will increase this year.

*Continued next page*

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## UWOSA Winter Charity Drive: LIFE\*SPIN

(continued from cover) If you are interested in donating to this charity, please bring your new and unwrapped donation in a bag or a box by December 18, 2019 to the UWOSA office (UCC 260) between 10:00 am - 12:00 pm or 1:00 - 3:00 pm, or to the December 18, 2019 General Meeting. **All donations must be received by 2:00 p.m. on December 18, 2019.** Cash will also be accepted. Please note, if you would like to receive a tax receipt for the value of the donation (not HST), please retain all of your receipts and mail them to LifeSpin by December 30, 2019 at P.O. Box 2801, London, ON N6A 4H4.

### Suggested donation items:

- New unwrapped toys - dolls, stuffed animals, board games, Indigo gift cards (suggested \$25)
- Grocery gift certificates (suggested \$25) No Frills and Food Basics are preferred
- Gift for parent/caregiver such as chocolate, bath or dish towels, dish set, eating utensils, Tim Hortons gift cards (suggested \$10)

### UWOSA's sponsored children:

Age	Gender	Clothing Size	Shoe Size	Favourite Colour	Wish List Items
Baby	Girl	3-6 mos	N/A	Pink & Purple	Musical toys, hair bows, diapers (any kind size 1), stuffed animals
3	Boy	4	N/A	Blue	Trains, dinosaurs, PJ Masks
7	Boy	8	1	Red & Blue	Beyblades, Lego, Hatchimals, Mario Kart toys
8	Girl	7-8	4	Purple	Mini-Brands, LOL dolls, sprinkle art
10	Girl	14-16	4	Blue	Arts & crafts (sketch books, pencils), nail polish, jewelry, Lite-Brite, blue or black hoodie, stuffed animals, TY beanies
12	Girl	Women's M	Women's 8	Pink	Slime, art supplies/art kits (do-it-yourself), jewelry kits, toboggan, sled, LOL dolls
12	Boy	Boys 10-12	Youth 6.5	Red	Toronto Raptors anything, Pokémon cards, sports books (basketball)
14	Boy	Boys 8-10	Youth 5.5	Green	Harry Potter anything, Dragon Ball Z, hockey stick and net

Feel free to include wrapping paper, ribbon, tape or bows with your donation.

Any questions regarding the LifeSpin charity program, please contact Jen Heidenheim at [jen@uwosa.ca](mailto:jen@uwosa.ca).

## Columbia Sportswear Invitation

The dates of our next Columbia Sportswear invitation are December 6-29, 2019. The invitation will be posted to the Members section of the UWOSA website ([www.uwosa.ca](http://www.uwosa.ca)) when it's available.

**THE UNIVERSITY OF WESTERN ONTARIO STAFF ASSOCIATION**

**NOTICE OF GENERAL MEETING**

**Wednesday, December 18, 2019, 12:00 to 2:00 pm**

**Middlesex College, Room 110**

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**AGENDA**

*Land Acknowledgment Statement*

1. Approval of the Agenda
2. Approval of the Minutes: Annual General Meeting held April 16, 2019\*
3. Business Arising out of the Minutes
4. President's Report
5. Report of the Treasurer
  - a) Presentation of the 2018-2019 Audit
6. Report of Other Officers
7. Reports of Standing Committees
8. Reports of Special Committees
9. Any Unfinished Business from Previous Meetings
10. New Business
11. Adjournment

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*Please bring your Western ID card to gain admittance to the meeting.*

*\* Annual General Meeting minutes are posted on the UWOSA website under General Meetings. A limited number of hard copies will be available at the meeting itself.*

*As per Article 7.07 of the Collective Agreement, You are entitled to 2 hours away from work (including your regularly scheduled meal period) without loss of pay to attend this meeting. For members who work off the main Western campus (i.e., LHSC, Continuing Education, etc.) this period shall be extended to allow for reasonable travel time not to exceed 1 hour in total, on paid time.*

# President's Report



Fellow UWOSA Members,

Following up from our summer newsletter, UWOSA continues to file policy grievances against faculty departments and service units who continue to purposefully and knowingly circumvent the collective agreement through bad faith hiring practices, often when non-union positions are posted to backfill a Continuing or Sessional member's position while on a leave. The continued rumor of a "hiring freeze" is often the excuse given; however, UWOSA finds that justification unreasonable with the continued increase of UWOSA positions promoted out of the union, or the number of Professional and Managerial Association (PMA) positions posted and being filled. Thank you to all of you who continue to report these instances to us, especially our Stewards and various committee members.

Last month, a message was sent out to all staff (regardless of union or association) regarding Western's Voluntary Retirement Incentive Program. It is important to reiterate that this is Western's program. It was not negotiated between UWOSA and Western, UWOSA was not consulted on the contents of the program. It is strictly a program being offered by Western and was in response to staff requests for a similar voluntary retirement incentive program that UWOPA (faculty) received this past spring. UWOSA was told the program would roll out to approximately 10% of eligible members of our bargaining unit, only if the UWOSA agreed. As it is not a UWOSA program and the benefit being offered was outside of our Collective Agreement, but may benefit approximately 10% of our bargaining unit members, UWOSA Executive agreed to have UWOSA members included in the program.

Eligible members received packets specific to their situation sent to their home addresses.

If anyone has any questions regarding the Voluntary Retirement Incentive Program, how the eligibility criteria was chosen, how the incentive was calculated, etc., please email [retire@uwo.ca](mailto:retire@uwo.ca).

UWOSA is 18 months away from our current collective agreement expiring, 12 months away from calls for negotiation and strike preparedness committees and 2 months away from elections of executive, steward, and joint UWO/UWOSA representatives. If you are interested in getting more involved in the union as a current UWOSA member, please reach out to [info@uwosa.ca](mailto:info@uwosa.ca).

On behalf of the Executive Committee, I wish you all a very safe and happy holiday.

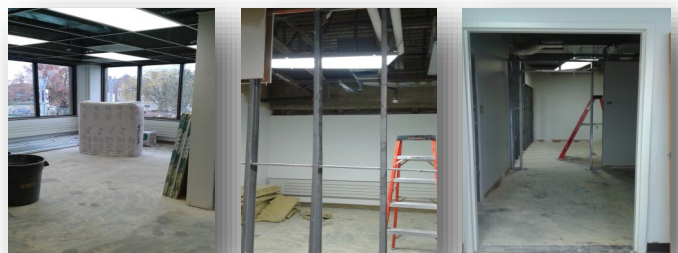
In Solidarity,

*Meg Perinpanayagam*

Meg Perinpanayagam, MPA  
President

## UWOSA Office Renovation

The UWOSA office renovation began the second week of October with demolition. The ceiling tiles have been removed, carpet has been removed and the walls separating the main boardroom from the entryway have been removed. The exterior door has been removed and a new door with card access is being installed as well as an accessibility button. The internal doors have been ordered to meet the new accessibility standards and will include some additional visibility windows. Neutral and calming colors have been chosen for the laminate floor (instead of carpet to accommodate our members with allergies) and for the walls for maximum match of current furniture. Work is being completed by our brothers and sisters in CUPE 2361. We thank them for working on this project. We also thank you, our members for ensuring that the UWOSA office meets safety and accessibility codes for all our members and guests who enter. We will continue to provide updates on the renovation.



# Chief Steward's Report



## Grievances

Since the summer, the UWOSA office has filed 18 policy grievances regarding non-union contract positions that should have been posted either as a Term position to backfill a current member on medical leave or secondment, or as a Continuing or Sessional position that was previously held by a Continuing or Sessional member.

As reported back in the summer, this is an ongoing issue that involves all UWOSA members to be diligent in reporting to your area Steward or the UWOSA office improper backfills or non-union postings. Preventing erosion of positions within our bargaining unit is critical as it impacts our entire bargaining unit.

The grievances filed include breaches of the following Articles:

Article Violated	# of Violations
2: Recognition	2
<b>3: Reservation and Continuation of Management Functions</b>	<b>6</b>
4: No Discrimination and No Harassment	2
6: Union Security	1
7: Union Representation	1
8: Grievance Procedure	3
11: Discipline	1
<b>12: Vacancies</b>	<b>14</b>
13: Layoff	2
14: Displacement of Employees	2
15: Recall Rights	2
16: Preferential Placement	2
40: Contracting Out	3
<b>42: Employee Types</b>	<b>16</b>
<b>44: Job Evaluation</b>	<b>10</b>
45: Wages and Benefits	1
55: Secondments	1
<b>Appendix Q Article 2: Recognition</b>	<b>7</b>

If you know of a UWOSA position that has not been properly filled or is being performed by a temporary employee working as a non-union contract, please share these details by contacting the UWOSA office at [info@uwosa.ca](mailto:info@uwosa.ca).

## Job Evaluation – Triennial Reviews

In accordance with Article 44.03 your existing PDQ must have a review completed to confirm the actual content and responsibility of the position at least once every three years.

Schedule B of our Collective Agreement outlines the academic/support units and which year they fall under the Triennial review calendar. We are currently in Year 2, which runs from July 1, 2019 – June 30, 2020.

The following units must undertake a review of all UWOSA PDQs to ensure they are accurate by the deadline of June 30, 2020:

Year	Academic Units	Support Units
Year 2	<ul style="list-style-type: none"> <li>Social Science</li> <li>Schulich</li> </ul>	<ul style="list-style-type: none"> <li>Libraries</li> <li>Bookstore &amp; Graphic Services</li> </ul>
July 1, 2019—	<ul style="list-style-type: none"> <li>Continuing Studies</li> </ul>	<ul style="list-style-type: none"> <li>Registrar</li> </ul>
June 30, 2020	<ul style="list-style-type: none"> <li>FIMS</li> <li>Facilities Management &amp; Parking</li> </ul>	<ul style="list-style-type: none"> <li>Campus Police</li> <li>Teaching &amp; Support Centre</li> </ul>

Changes in duties or work performed must be both *significant and permanent to trigger a review under Article 44.04.*

We encourage you to work with your supervisor when reviewing and/or updating your PDQ. If you are experiencing problems, or are at an impasse with your supervisor regarding items in your PDQ, we encourage you to reach out to [pdqeval@uwo.ca](mailto:pdqeval@uwo.ca) and [info@uwosa.ca](mailto:info@uwosa.ca) for support. Addressing your concerns with your immediate supervisor early on in the process, as opposed to waiting until the PDQ has already been submitted for evaluation or at an appeal, is highly encouraged.

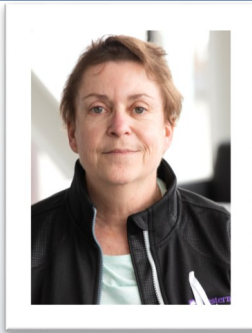
In Solidarity,

*Nikki Grozelle*

Nikki Grozelle, Chief Steward



# Treasurer's Report



The UWOSA audit for the 2017-2018 fiscal year was completed and the auditors found our union to be financially sound. Recommendations made by the auditor in September have been accepted by the Treasurer and approved by the executive committee. Within the past month, the following have been implemented: approved meeting minutes are signed by the chair of the committee, capitalize the website as an asset, and that the Treasurer reports any variances of monthly profit and loss statements to the executive committee.

In Solidarity,

*Karen McDonald*

Treasurer

available to dependent children of Continuing or Sessional UWOSA members. The dependent child(ren) must be under 26 years of age and must be enrolled as a full-time student in a degree program at Western or one of its affiliates (Kings, Brescia, or Huron). This tuition scholarship program is limited to four years and each dependent child will receive \$1,200 per year.

UWOSA currently funds two bursaries:

*the Mary Campbell Bursary at The University of Western Ontario*, which is available to a single parent or a dependent child of a single parent, with primary consideration given to the single parent, who demonstrates financial need.

2019 Recipient: Grace Sherwin, single mother of a two year old son, enrolled in full-time studies, compressed time frame nursing program, year three. Grace plans to work as a RN in a rural or remote area of Canada, helping to provide access to healthcare for those who are geographically or socially disadvantaged.

*The UWOSA Staff Association Bursary*, available to a student who is a dependent of a UWOSA member and demonstrates financial need. If there are no available candidates who meet this criteria, the Office of the Registrar shall award it to a student who demonstrates financial need.

2019 Recipient: Alexsandra Fuentes Motero, first year Engineering student, enrolled full time studies, without having to work a full-time job at the same time. Alexsandra is interested in Robotics.

For more information, please contact the Registrar's Office.

## Member FAQs

***I received an email about Western offering a voluntary retirement program. What does that mean for UWOSA members?***








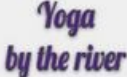





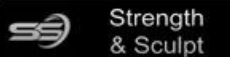
The voluntary retirement program was offered to all staff regardless of union or association that met the criteria set by Western and approved by the Board of Governors, and was in response to staff requesting a voluntary retirement program as one was provided to faculty earlier in the year. Eligible members received a confidential packet of information, provided by Western, so that each member could make an educated and informed decision on participation in the program.

***My son/daughter has been accepted to Western. Where do I find information on tuition scholarship and the UWOSA bursaries?***

Article 50: Tuition Scholarship outlines the tuition scholarship program for dependent children of employees. The scholarship will be \$1,200 per annum and is only

**If you have any questions about any Article in the Collective Agreement, please contact your Area Steward, or the UWOSA office at [info@uwosa.ca](mailto:info@uwosa.ca).**

# Living Well @ Western

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
L I V I N G  W E L L  @  W E S T E R N	 Meditation 12:15-12:45 PM UCC Room 76 (WEC)	 Pilates 12:00-12:25 PM SSB 3101	 12:10-12:50 PM SSB 3101	 12:10-12:50 PM SSB 3101	 12:10-12:50 PM SSB 3101
	 12:10-12:50 PM SSB 3101	 12:25-12:50 PM SSB 3101	 12:15-12:45 PM WIRB	 1:00-1:30 PM Saugeen Maitland Gym * starts in October	 12:10-12:50 PM UCC Room 76 (WEC) * starts in October
	 1:00-1:30 PM SSB 3101	 11:50 AM-12:30 PM Faculty of Education Gym * starts in October	 1:00-1:30 PM SSB 3101	 12:10-12:50 PM Faculty of Education Gym * starts in October	
		 1:00-1:30 PM SSB 3101			



## Congratulations Retirees!

- |   |   |
|---|---|
| Joan Greenlee,<br><i>Financial Services</i> | Christopher Webb,<br><i>Physiology &amp; Pharmacology</i> |
| Ruth Cunningham, <i>Libraries</i>           | Beth Sinclair, <i>Ivey</i>                                |
| Lisa Lyons, <i>Dentistry</i>                | Laura Collishaw, <i>Libraries</i>                         |
| Margaret Cherneski, <i>Housing</i>          | Patricia Joosten, <i>Robarts</i>                          |
| Dawn Telford, <i>Medicine</i>               |   |

# REPORTS FROM THE STANDING COMMITTEES

## Constitution & Bylaws

Meg Perinpanayagam

The Constitution and Bylaws held its first quarter meeting in August and the committee made several edits. These edits were then sent to UWOSA's legal counselor for review. The second quarter meeting is upcoming in December, where the committee will review our legal counselor's response. If you are interested in joining the CBL committee, please email Meg Perinpanayagam at [info@uwosa.ca](mailto:info@uwosa.ca).

*Image credit: <https://sites.google.com/site/lffaboosterclub/home/constitution-bylaws>*

## Finance

Karen McDonald

The Finance Committee held its second quarter meeting and reviewed the investment strategy for the strike fund with UWOSA's financial advisor. The strike fund made gains in the market over the summer and the finance committee decided to continue to reinvest dividends into our portfolio as there is only 18 months left of our current collective agreement. If you are interested in joining the finance committee, please email Karen McDonald, UWOSA Treasurer, at [karenm@uwosa.ca](mailto:karenm@uwosa.ca).

*Image credit: townofbwg.com*



## President's Days

The University will be closing for the holidays on Sunday, December 22, 2019 at 6:30 p.m. through to 6:30 a.m. Thursday, January 2, 2020.

Employees who may be scheduled to work over the closure will be notified by their leader.

If you have any questions, please contact Jane O'Brien, AVP Human Resources at extension 84261 or at [jobrien@uwo.ca](mailto:jobrien@uwo.ca)

# HAPPY HOLIDAYS

*Image credit: <http://clipart-library.com/clipart/435480.htm>; [pinterest.com](https://www.pinterest.com)*

## Membership, Newsletter & Social

Jen Heidenheim

Want to express your creativity at a Paint Nite? Test your skills trying an Escape Room? Have some family-friendly fun at the Rec Room? Take in a play at the Palace Theatre? Then we want to hear from you! The MNS committee members have come up with these suggestions for UWOSA social activities, and we would love to have you join us and contribute your ideas. The committee is also busy planning the February 2020 UWOSA Luncheon - more details to come! If you are looking for a way to contribute to UWOSA, this committee is for you! Time commitment is typically an hour a month or less. Please email [jenh@uwosa.ca](mailto:jenh@uwosa.ca) if you have an idea, or would like to be involved!



*Image credit: [clipart-library.com](http://clipart-library.com); <http://clipart-library.com/clipart/1885548.htm>*



## REPORTS FROM THE JOINT COMMITTEES



### Employee Assistance Program Jen Heidenheim

Want to learn more about Morneau Shepell, our new EAP program provider? [Click here to see an overview video](#) and/or visit <https://www.uwo.ca/hr/benefits/eap/index.html>.

*Image credit: kinexmedia.com*



### Joint Occupational Health & Safety Committee Rob Harbottle & Cleusa De Oliveira

#### **Animals on Campus**

There has been an increase of students and employees bringing animals to campus that are not registered as service animals. Unfortunately, there have been instances where these animals have been disruptive in class, or compromised the health and safety of members of the Western community - employees and visitors.

In an effort to keep all Western employees healthy and safe, Western's JOSHC has been meeting the past 18 months to develop an "Animals on Campus" policy with several stakeholders, including UWOSA and the other unions and associations across campus.

Until the policy is approved, if you experience a negative impact from an animal on campus, please fill out an Accident/Incident Report form. You may also contact our Health and Safety Officers, Rob or Cleusa, at [info@uwosa.ca](mailto:info@uwosa.ca).

#### **Smoking on Campus**

Western's smoke free initiative has received positive feedback from the campus community. Western has hired smoke-free ambassadors to educate students, employees and visitors that Western is now smoke-free. Anyone seen smoking on Western property will be asked to move to a city-owned street.

#### **Emergency Preparedness**

Western has updated MAPP 1.14, Emergency Service Reduction and Closing which the JOHSC will review in November. The purpose of this policy is to identify the decision-making process that may lead to an emergency service reduction and closure of the University, and to establish procedures for communicating a closure decision once the decision has been made.

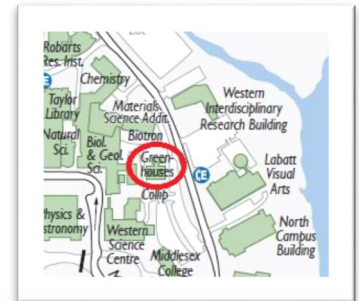
*Image credit: www2.acadiau.ca*

# MEMBER SPOTLIGHT

## Kyle Doward, Greenhouses

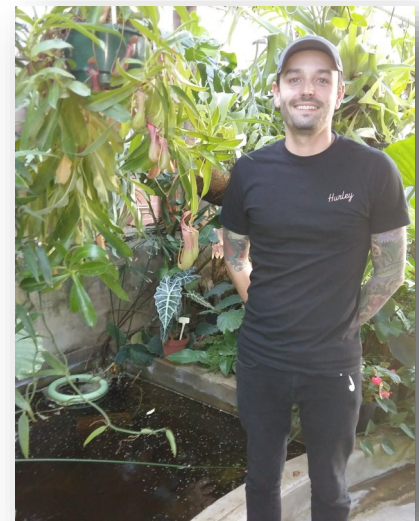
By Jen Heidenheim, Membership Services Officer

Western's greenhouses, built in the 1950s, are a hidden gem on campus. They are located on the west side of Perth Drive behind the Biological and Geological Sciences building and between Western Science and the Biotron. The greenhouses are open to the public on weekdays from 9:00 am to 4:00 pm, and are an ideal spot to visit for some quiet time, especially in the snowy days of winter.



How long have you worked at Western and how does someone get a cool job like yours?

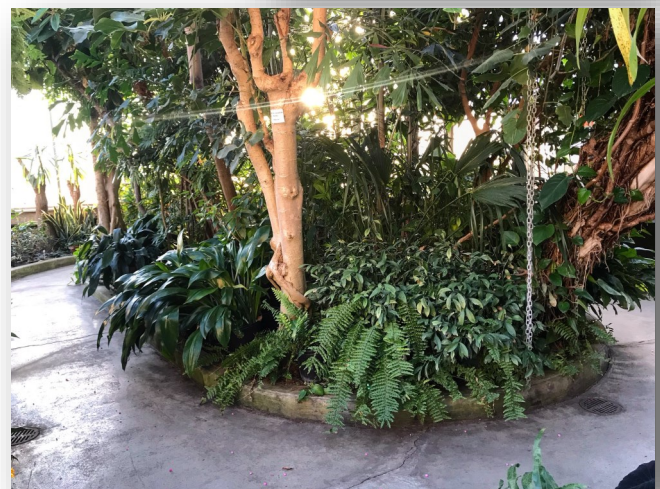
I started my undergraduate degree at Western in 2007 and then moved on to an MSc in entomology, studying the migration patterns of moths. Although I was specifically studying insects, plants are a big part of the research too because they're what the insects eat. I spend my mornings in the greenhouse and afternoons as a lab technician for biology courses, and have been a UWOSA member since 2017.



What are you working on now?

Every day in the greenhouse is different, but some of the typical things I do are:

- grow plants for class labs and for experiments
- host public outreach activities like school group tours, wedding photos, and cultural events
- care for eucalyptus and other cold intolerant plants over the winter for Western's landscaping services
- assist biology students with lab research projects (ex. monarch butterfly migration and jumping spiders)



Interior of the upper greenhouse.



Virus infected tomato plants grown for research.

## What is your favourite part about working in the greenhouse?

“I appreciate the fact that my job allows me to move around and be active. I also love the tranquil and serene atmosphere of the greenhouse, especially in winter. It’s exciting to wait for the flowers to open, and to see what comes up next. I also enjoy learning about the broad range of research that goes on here – I have had the opportunity to learn about chemistry (fertilizer studies), geology (metals and soils), and biology (how Colorado potato bugs tolerate temperature changes)” said Kyle during my rout of the greenhouse

## How do the greenhouses support student education?

We grow plants for undergraduate biology labs, providing opportunities for experiential learning. We help graduate students with their experimental design, provide them space to grow their plants, and help care for them; and we look after the flora and fauna display tanks on the second floor of the B&G building that house tarantulas, stick insects and cacti.



Sunflowers grown at the experimental farm.

## Was there ever a time when things didn’t go as planned?

Of course - it wouldn’t be research, otherwise, and plants are finicky! They can grow differently from plant to plant and/or year to year, so it can be tricky to get a consistent crop. We have to keep an eye on insect issues, and are constantly moving and adapting to change.

## What new projects are you looking forward to?

I am looking forward to seeing what new projects are coming up and what improvements and advancements are planned, as many processes are still done manually.



Herbs and spices grown for the “Plants as a Human Resource” course

## What should your fellow UWOSA employees know about the greenhouses?

Axia Wang and I are highly educated and we have specialized training to work here. The greenhouses are a fundamental piece of biological research infrastructure at Western. They’re a fantastic place to visit, especially in the winter, and we are always happy to show you around!



# AROUND CAMPUS

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## Congratulations to Angela Lucaci (Geography) on winning a Staff Award of Excellence!

There is no doubt that the smooth administration and functioning of Geography undergraduate programs is in large part thanks to Angelica Lucaci. At a time when many are stretched thin in their roles on campus, it is hard to overstate our appreciation for her work. A major part of Lucaci's job is counselling and working with students – and they offer nothing but positive reviews. Her role may be to guide students throughout their degree, however, she also helps students beyond that. She promotes leadership opportunities, career opportunities, and extra activities for students to get the most out of their Western Experience.

(excerpted from <https://news.westernu.ca/2019/10/awards-honour-excellence-among-us/>)



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## Your Health Care Spending Account

Your Health Care Spending Account (HCSA) is a valuable benefit of working at Western. On January 1, 2020, each eligible Continuing and Sessional UWOSA member will receive the HCSA deposit for the 2020 calendar year.

- Eligible members with family coverage will be allocated \$525.
- Eligible members with single coverage will be allocated \$300.

Your Health Care Spending Account can be used to cover medical and dental expenses that are not covered (or only partially covered) by your Extended Health and Dental plan. For instance, you can use it to help pay for prescription dispensing costs, for the portion of a dental bill you would normally pay for yourself, for physiotherapists and massage therapists, and a wide variety of other expenses.

Unused funds from the HCSA may be carried forward one calendar year, but tax laws do not allow it to be carried beyond one year. HCSA allocations that are unused by the end of the second calendar year will be forfeited.

You may submit claims at any time in the year, but all claims must be received by Manulife no later than March 31st of the year following the year in which the expenses have been incurred (i.e. March 31, 2020 for expenses incurred in 2019).

Further information can be found on the following website: [https://www.uwo.ca/hr/benefits/news/uwosa\\_hcsa.html](https://www.uwo.ca/hr/benefits/news/uwosa_hcsa.html)

Still have questions? Please contact Western Human Resources at [hrhelp@uwo.ca](mailto:hrhelp@uwo.ca) or 519-661-2194.

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## Western Staff Development

This past fall, Western offered “50 Shades of Beige” to UWOSA members. This is one of several new programs created by Western's staff development team. For more information about development opportunities, upcoming learning events, including Educational Assistance please visit: <https://uwo.ca/hr/learning/staff/index.html>

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# AROUND CAMPUS

## Cyber Safety and Multi-Factor Authentication

By Colin Couchman and Karen Chelladurai

*Western Technology Services*



It seems that every day our mailboxes are becoming clogged with SPAM messages. These messages appear to come from both external sources as well from accounts within Western University. The internal accounts involved with these attacks would have been successfully PHISHED, a form of SPAM messaging designed to trick the receiver into giving up their username and password to nefarious actors (often criminals). These criminals will use the obtained credentials for any number of things, including accessing the person's Western mailbox to send more messages! There are many tactics Western Technology Services is looking to implement to mitigate the risks associated with these threats.

One such tactic is known as Multi-Factor Authentication (MFA). MFA is basically a second prompt that is presented to you after you have entered your username and password. Likely, you will have seen such an approach when logging into your banking accounts, various social media accounts (Twitter, Facebook, Instagram), and other secure sites where your identity is considered highly important (like at Western). The second prompt is typically a code that is made available to you. It can also take other forms such as a phone call, a text, or the use of a mobile app. In designing this tactic, WTS has identified a variety of choices that our employees and students could choose from to make the second prompt (hence, multi-factor) easy to use. More will be shared about these tactics in the new year as we plan MFA for Microsoft Office 365 which includes email, contacts, calendar, OneDrive and Teams.

### **Why MFA on Office 365 is needed:**

Spam and phishing emails are an ongoing security concern for Western University. Increased spam exposes Western's staff, students and faculty to elaborate and well-crafted phishing emails from other Western email accounts, increasing the frequency of credentials unknowingly being provided to unauthorized individuals. Using MFA is the most effective tactic to both reduce the volume of spam and phishing attempts from Western email accounts, but also the risks if the attempt is successful (since the criminals will not be able to log into your account).

While there are reasons implementation of MFA is highly important to Western, there are reasons which may resonate with you personally. Identity theft, access to credentials that might compromise other accounts you may have, and the potential for manipulating other services are chief among these reasons. Protecting your information and the use of Western email is a high priority for all of us.

Currently, a pilot is underway at Western which will allow WTS to ensure we have the right solution for this security initiative. Wider implementation is planned for later in 2020 and there will be forthcoming communication that will describe how MFA works and what you can expect. The intent of this initiative is to maximize securing your accounts while balancing the impact on all of our employees and students.

**For more information on how to stay cyber safe go to: [cybersmart.uwo.ca](http://cybersmart.uwo.ca)**

*Image credit: <http://clipart-library.com/computer-security-cliparts.html>*

# AROUND CAMPUS

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## Graduate Education Council

Lori Johnson, Arzie Chang, Wendy Hough



The role of the Graduate Education Council (GEC) of the School of Graduate and Postdoctoral Studies is to serve as a central forum to propose academic policies to be approved by Senate; guide the development of graduate and post-doctoral studies at Western; and provide a representative and open forum to give advice on any aspect of graduate education. In addition, the GEC reviews academic policies and procedures in the Graduate Handbook and Calendar at least once annually. New and revised policies will be recommended to SCAPA and Senate. The GEC strives to encourage appropriate teaching and training opportunities for graduate students and postdoctoral trainees; to gather and publicize information with respect to “best practices” in graduate education, graduate supervision and professional development; and to encourage opportunities for the development and mentoring of faculty members as graduate and post-doctoral supervisors.

UWOSA stewards Lori Johnson (Geography), Arzie Chant (Biology), and Wendy Hough (Medical Biophysics) are on the GEC. Any UWOSA staff who work with graduate students are welcome to contact them to ask questions and/or raise issues.

*Image credit: <https://www.franchiseindia.com/education/Quality-of-Education-in-India.9441>*