Huron University College
Governance, Leadership and Ethics
Introduction to Leadership
GLE 2003G, W20

CONTACT INFORMATION

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Email: birwin6@huron.uwo.ca
Course Website: OWL Sakai
Office Hours: Mondays 9:30 am to 12 noon or by appointment.

CLASS INFORMATION

<table>
<thead>
<tr>
<th>Day</th>
<th>Time</th>
<th>Location</th>
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<tbody>
<tr>
<td>Fridays</td>
<td>11:30am – 2:30pm</td>
<td>V214</td>
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Course Calendar Description:
This course introduces students to principled leadership as a foundation for decision-making and evaluation. A theory-to-practice approach is applied providing a coherent framework for action, taking into account authority, power, influence, followership, competencies, personality, role, and citizenship. Students learn diagnostic tools for analysis, constituent responsibilities, and strategic action.

Prerequisite(s): Enrollment in the Governance, Leadership and Ethics major.

Course Description:
This course is created as an integral component of the proposed multi-disciplinary Major in Governance, Leadership, and Ethics at Huron University College. It is one of three new foundational courses covering each of the GLE Major’s scholarly themes. It will offer a broad-based introduction to the concept leadership, combining theoretical inquiry and empirical investigation, and drawing on insights from business administration, political, organizational, and policy analyses. The course will prepare students who are proceeding in the GLE major, informing their subsequent module construction and launching their progression to the proposed 4000 level GLE capstone course that synthesizes and integrates the governance, leadership, ethics themes.

Course Objectives:
At the end of the Program students will be able to:
1. Identify, classify, compare, critically integrate, and generalize using theories, research methods, and core ideas related to the nature and styles of leadership.
2. Integrate knowledge and develop critical understanding of the connections and interplay between governance and leadership.
3. Demonstrate critical awareness of and commitment to the public good and ethical conduct in the private and third sectors, including transparency and accountability.
4. Develop personal responsibility in the conduct of decision making and leadership.
5. Identify, classify, compare, critically integrate, and generalize using theories, research methods, and core ideas related to the nature and styles of leadership.

Learning Outcomes:
1. Explain fundamental theories of leadership and recognize situations in which the theories are applied
2. Synthesize the competencies needed to be an effective leader and develop strategies for improving effective leadership potential.
3. Understand and critically analyze the new and emerging paradigm of leadership and practice.

Evaluation:

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Due Date</th>
<th>Value (%)</th>
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<tbody>
<tr>
<td>Participation</td>
<td>On-Going</td>
<td>15</td>
</tr>
<tr>
<td>Case Discussion Leaders</td>
<td>Weekly (starting Week 3)</td>
<td>20</td>
</tr>
<tr>
<td>Reflection papers (3)</td>
<td>On-Going</td>
<td>25</td>
</tr>
<tr>
<td>Final Paper</td>
<td>April 8</td>
<td>40</td>
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Course Readings:


### Class Schedule:

<table>
<thead>
<tr>
<th>Week</th>
<th>Topic</th>
<th>Purpose</th>
<th>Readings</th>
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<tbody>
<tr>
<td>Jan. 10</td>
<td>Introduction</td>
<td>• Overview of Organizational Leadership</td>
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<tr>
<td></td>
<td></td>
<td>• Issues in Organizational Leadership</td>
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<td></td>
<td></td>
<td>• Defining an Organization</td>
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<td></td>
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<td>• Defining Leadership Organizational</td>
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<tr>
<td></td>
<td></td>
<td>• Leadership Differences between leadership and management in organizations</td>
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<tr>
<td>Jan. 17</td>
<td>Leadership Theories</td>
<td>• Introduction to Leadership</td>
<td>&quot;Lessons from leadership theory and the contemporary challenges of leaders&quot;</td>
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<td></td>
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<td>• Theories of Leadership</td>
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<td>o Leadership Traits</td>
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<td></td>
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<td>o Leadership Skills</td>
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<td></td>
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<td>o Leadership Styles</td>
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<tr>
<td>Jan. 24</td>
<td>Leadership and Diversity</td>
<td>• Effective Global Leadership</td>
<td>&quot;Conceptualizing leadership across cultures&quot;</td>
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<td></td>
<td></td>
<td>• Leadership and Culture</td>
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<tr>
<td>Jan. 31</td>
<td>Value Conflict and Cultural Approaches to Canadian Leadership</td>
<td>• Indigenous Models of Leadership</td>
<td>&quot;European leadership in globalization&quot;</td>
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<td></td>
<td></td>
<td>• Leading in a Multi-Cultural Organization</td>
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<tr>
<td>Feb. 7</td>
<td>Leadership and Gender</td>
<td>• The Canadian Experience</td>
<td>&quot;Managers’ perceptions of&quot;</td>
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<tr>
<td>Date</td>
<td>Topic</td>
<td>Speakers</td>
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| Feb. 14    | Leading with Effective Communication                                 | • Communication Process  
• Barriers to Effective Communication  
• Ethical Communication          | "Leadership: A communicative perspective" |
| Feb. 21    | Reading Week                                                         |                                                                        |
| Feb. 28    | Resolving Conflict and Negotiation                                   | • Levels of Conflict  
• Conflict Resolution  
• Stimulating Constructive intergroup conflict  
• Negotiations and Tactics         | "Leadership and conflict" |
| March 7    | Becoming a Transformative Leader                                      | • The Struggle for Group Harmony  
• Realigning Group Energy with Synergy  
• Facilitating Resonance through Group Synergy    | "An empirical study of leader ethical values, transformational and transactional leadership" |
| March 14   | Authentic Leadership                                                 | • Making Ethical Choices  
• The Anti-Leader  
• Divide and Conquer?       | "Values, authenticity, and responsible leadership" |
| March 21   | Collaborative Intelligence and How Leaders Can Facilitate It         | • Collaborative Intelligence  
• Wisdom and Knowledge in Collaborative Groups  
• Institutional Alienation in a Competitive World  
• Wisdom, Shared Purpose and Motivation        | "Communicating collaborative leadership" |
| March 28   | Governance Structures, How They Shape the Role & Expectations of Leadership | • The Intersectionality of Leadership across the Various Sectors  
• The Forces That Shape the Leader           | "Connecting place, policy and leadership" |
| April 3    | Effective Leadership in 21st century                                  | • Becoming an Effective Leader  
• The Future of Leadership            | "Leadership theory and research in the new millennium" |
| Alternative Lecture | When Leaders Lose Their Soul                                        | • Corruption of Authority  
• Standing all Alone          | TBD |

**Participation:**

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Participation is more than just attending class; it means entering fully into class discussions and exercises. Students are expected to share concepts, information, and experiences—and to listen and respond to the contributions of others.

Differing points of view are encouraged, and students are welcome to put forward positions they may not agree with. The goal throughout is a thorough, lively, and loving exploration of ideas.

During class, you should:
- be able to demonstrate knowledge of all the materials covered
- be ready to make thoughtful comments
- relate them to your work and personal experiences
- respond to the materials, the professor, and the ideas of fellow students.

While your voluntary participation is strongly encouraged, you should be prepared to respond when called upon to give your views. On the other hand, you should avoid continuously dominating class and group discussion. The most valuable element of participation is listening carefully and responding to what others have to say.

The following scale will be used to rate your class participation:
0. Absent
1. Attended class, but did not speak or participate. When invited to give an opinion, gave an answer such as "I'm not sure".
2. Made minor comments or contributed only when called on.
3. Made a reasonable contribution to the discussion and activities. Opinions related to theory and concepts covered in the course.
4. Made insightful and significant contributions to the discussion. Built on the contributions of others personal experience and examples provided were supported with theory and concepts.

**In-Class Discussion Leaders**
Each week during the 1 hour seminar period in class, a small group (3 to 4) will act as discussion leaders for an assigned topic paper. The Discussion Leaders will be responsible for:
1. Posting a series of questions about the case, 1 week prior to its discussion, to help focus the conversation.
2. Present a short overview (5 to 10 minutes) of the case prior to it being discussed in class. The group may wish to introduce additional material at this time.
3. Lead the class discussion, by use of: an exercise, a facilitation process, or what every other means they deem acceptable.
4. All students are required to read the posted papers before class to enable full-some participation. the case studies are posted on the class OWL site.

**Reflection Papers:**
There will be a series of speakers (three minimum) during the course, their talks relating to the class material. Three reflection papers (one per speaker) are expected focused on the speaker’s talk, how the talk relates to the course material and personal insight. A detailed outline on Reflection paper design will be posted on the class website.
Term Paper:
A final term paper is required for this course. The final paper should be approximately 3000 to 3500 words. In terms of focus; my preference will be that the focus for the first come from the 2nd half of the course. I expect each student to discuss their topic with me prior to beginning to work on their paper(s).

Details on style, citation, design etc, will be covered in class, and a handout covering these issues will be provided within the first 2 weeks of class.

Appendix to Course Outlines: Academic Policies & Regulations 2019/2020

Prerequisite and Antirequisite Information
Students are responsible for ensuring that they have successfully completed all course prerequisites and that they have not completed any course antirequisites. Unless you have either the requisites for this course or written special permission from your Dean to enrol in it without them, you may be removed from this course and it will be deleted from your record. If you enrol in this course despite having already taken an antirequisite you may be removed from this course and it will be deleted from your record. Removals for these reasons may not be appealed. You will receive no adjustment to your fees in the event that you are dropped from a course for failing to have the necessary prerequisites or for having already taken the antirequisites.

Conduct of Students in Classes, Lectures, and Seminars
Membership in the community of Huron University College and Western University implies acceptance by every student of the principle of respect for the rights, responsibilities, dignity and well-being of others and a readiness to support an environment conducive to the intellectual and personal growth of all who study, work and live within it. Upon registration, students assume the responsibilities that such registration entails. The academic and social privileges granted to each student are conditional upon the fulfillment of these responsibilities.

In the classroom, students are expected to behave in a manner that supports the learning environment of others. Students can avoid any unnecessary disruption of the class by arriving in sufficient time to be seated and ready for the start of the class, by remaining silent while the professor is speaking or another student has the floor, and by taking care of personal needs prior to the start of class. If a student is late, or knows that he/she will have to leave class early, be courteous: sit in an aisle seat and enter and leave quietly.
Please see the Code of Student Conduct at: www.huronuc.on.ca/sites/default/files/pdfs/Code%20of%20Student%20Conduct.pdf.

**Technology**

It is not appropriate to use technology (such as, but not limited to, laptops, cell phones) in the classroom for non-classroom activities. Such activity is disruptive and is distracting to other students and to the instructor, and can inhibit learning. Students are expected to respect the classroom environment and to refrain from inappropriate use of technology and other electronic devices in class.

**Attendance Regulations for Examinations**

A student is entitled to be examined in courses in which registration is maintained, subject to the following limitations:

1) A student may be debarred from writing the final examination for failure to maintain satisfactory academic standing throughout the year.

2) Any student who, in the opinion of the instructor, is absent too frequently from class or laboratory periods in any course will be reported to the Dean of the Faculty offering the course (after due warning has been given). On the recommendation of the Department concerned, and with the permission of the Dean of that Faculty, the student will be debarred from taking the regular examination in the course. The Dean of the Faculty offering the course will communicate that decision to the Dean of the Faculty of registration.

Please see the policy on Attendance Regulations for Examinations here: https://www.uwo.ca/univsec/pdf/academic_policies/exam/attendance.pdf.

**Short Absences**: If you miss a class due to a minor illness or other problems, check your course outline for information regarding attendance requirements and make sure you are not missing a test or assignment. Cover any readings and arrange to borrow notes from a classmate. Contact the course instructor if you have any questions.

**Extended Absences**: If you have an extended absence, you should contact the course instructor and an Academic Advisor. Your course instructor and Academic Advisor can discuss ways for you to catch up on missed work and arrange academic accommodations, if appropriate and warranted.

It is important to note that the Academic Dean may refuse permission to write the final examination in a course if the student has failed to maintain satisfactory academic standing throughout the year or for too frequent absence from the class or laboratory.

**Class Cancellations**

In the event of a cancellation of class, every effort will be made to post all relevant information on the OWL class site at: https://owl.uwo.ca/portal, and on the Huron website at www.huronuc.on.ca/about/accessibility.

**Academic Student Support Services**

For advice on course selections, degree requirements, and for assistance with requests for medical accommodation, students should email an Academic Advisor in Huron’s Student Support Services at

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An outline of the range of services offered is found on the Huron website at: https://huronatwestern.ca/academic-advising.

Department Chairs, Program Directors and Coordinators are also able to answer questions about individual programs. Their contact information can be found on the Huron website at: https://huronatwestern.ca/student-life-campus/art-social-science and at https://huronatwestern.ca/student-life-campus/management-and-organizational-studies.

**Adding / Dropping Courses**

If you think that you are too far behind to catch up or that your workload is not manageable, you should consult your Academic Advisor. If you consider reducing your workload by dropping one or more courses, this must be done by the appropriate deadlines. Please refer to the Huron website, https://huronatwestern.ca/academic-advising or review the list of official Sessional Dates on the Academic Calendar, available here: http://www.westerncalendar.uwo.ca/SessionalDates.cfm.

You should consult with the course instructor and the Academic Advisor who can help you consider alternatives to dropping one or more courses. Note that dropping a course may affect OSAP and/or Scholarship/Bursary eligibility.

**Statement on Academic Integrity**

The International Centre for Academic Integrity defines academic integrity as "a commitment, even in the face of adversity, to five fundamental values: honesty, trust, fairness, respect, and responsibility. From these values flow principles of behaviour that enable academic communities to translate ideals to action." (CAI Fundamental Values Project, 1999).

A lack of academic integrity is indicated by such behaviours as the following:

- Cheating on tests;
- Fraudulent submissions online;
- Plagiarism in papers submitted (including failure to cite and piecing together unattributed sources);
- Unauthorized resubmission of course work to a different course;
- Helping someone else cheat;
- Unauthorized collaboration;
- Fabrication of results or sources;
- Purchasing work and representing it as one’s own.

**Academic Integrity: Importance and Impact**

Being at university means engaging with a variety of communities in the pursuit and sharing of knowledge and understanding in ways that are clear, respectful, efficient, and productive. University communities have established norms of academic integrity to ensure responsible, honest, and ethical behavior in the academic work of the university, which is best done when sources of ideas are properly and fully acknowledged and when responsibility for ideas is fully and accurately represented.

In the academic sphere, unacknowledged use of another’s work or ideas is not only an offence against the community of scholars and an obstacle to academic productivity. It may also be understood as fraud and may constitute an infringement of legal copyright.

A university is a place for fulfilling one's potential and challenging oneself, and this means rising to challenges rather than finding ways around them. The achievements in an individual’s university studies
can only be fairly evaluated quantitatively through true and honest representation of the actual learning done by the student. Equity in assessment for all students is ensured through fair representation of the efforts by each.

Acting with integrity at university constitutes a good set of practices for maintaining integrity in later life. Offences against academic integrity are therefore taken very seriously as part of the university’s work in preparing students to serve, lead, and innovate in the world at large.

A university degree is a significant investment of an individual’s, and the public’s, time, energies, and resources in the future, and habits of academic integrity protect that investment by preserving the university’s reputation and ensuring public confidence in higher education.

Students found guilty of plagiarism will suffer consequences ranging from a grade reduction to failure in the course to expulsion from the university. In addition, a formal letter documenting the offence will be filed in the Dean’s Office, and this record of the offence will be retained in the Dean’s Office for the duration of the student’s academic career at Huron University College.

**Statement on Academic Offences**
Scholastic offences are taken seriously and students are directed to read the appropriate policy, specifically, the definition of what constitutes a Scholastic Offence, as per the Academic Calendar: [http://www.westerncalendar.uwo.ca/PolicyPages.cfm?PolicyCategoryID=1&Command=showCategory&SelectedCalendar=Live&ArchiveID=#SubHeading_189](http://www.westerncalendar.uwo.ca/PolicyPages.cfm?PolicyCategoryID=1&Command=showCategory&SelectedCalendar=Live&ArchiveID=#SubHeading_189).

**Turnitin.com**
All required papers may be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University for a detection of plagiarism. All papers submitted for such checking will be included as source documents in the reference database for the purpose of detecting plagiarism of papers subsequently submitted to the system. Use of the service is subject to the licensing agreement, currently between Western University and Turnitin.com.

**Computer-Marked Tests/exams**
Computer-marked multiple-choice tests and/or exams may be subject to submission for similarity review by software that will check for unusual coincidences in answer patterns that may indicate cheating.

**Clickers**
Personal Response Systems (“clickers”) may be used in some classes. If clickers are to be used in a class, it is the responsibility of the student to ensure that the device is activated and functional. Students must see their instructor if they have any concerns about whether the clicker is malfunctioning. Students must use only their own clicker. If clicker records are used to compute a portion of the course grade:
- the use of somebody else’s clicker in class constitutes a scholastic offence
- the possession of a clicker belonging to another student will be interpreted as an attempt to commit a scholastic offence.

**Policy on “Special” Accommodation**
Students who require special accommodation for tests and/or other course components must make the appropriate arrangements with the Student Development Centre (SDC). Further details concerning policies and procedures may be found at: [http://www.sdc.uwo.ca/ssd/index.html](http://www.sdc.uwo.ca/ssd/index.html).
Academic Consideration for Missed Work

Students who are seeking academic consideration for missed work during the semester may submit a self-reported absence form online provided that the absence is 48 hours or less and the other conditions specified in the Senate policy at https://www.uwo.ca/univsec/pdf/academic_policies/appeals/Academic.Consideration_for.absences.pdf are met.

Students whose absences are expected to last longer than 48 hours, or where the other conditions detailed in the policy are not met (e.g., work is worth more than 30% of the final grade, the student has already used 2 self-reported absences, the absence is during the final exam period), may receive academic consideration by submitting a Student Medical Certificate (for illness) or other appropriate documentation (for compassionate grounds). The Student Medical Certificate is available online at https://www.uwo.ca/univsec/pdf/academic_policies/appeals/medicalform.pdf.

All students pursuing academic consideration, regardless of type, must contact their instructors no less than 24 hours following the end of the period of absence to clarify how they will be expected to fulfill the academic responsibilities missed during their absence. Students are reminded that they should consider carefully the implications of postponing tests or midterm exams or delaying submission of work, and are encouraged to make appropriate decisions based on their specific circumstances.

Students who have conditions for which academic accommodation is appropriate, such as disabilities or ongoing or chronic health conditions, should work with Accessible Education Services to determine appropriate forms of accommodation.

Requests for Academic Consideration Using the Self-Reported Absence Form

Students who experience an unexpected illness or injury or an extenuating circumstance (48 hours or less) that is sufficiently severe to temporarily render them unable to meet academic requirements (e.g., attending lectures or labs, writing tests or midterm exams, completing and submitting assignments, participating in presentations) should self-declare using the online Self-Reported Absence portal. This option should be used in situations where the student expects to resume academic responsibilities within 48 hours or less.

The following conditions are in place for self-reporting of medical or extenuating circumstances:

a. students will be allowed a maximum of two self-reported absences between September and April and one self-reported absence between May and August;

b. any absences in excess of the number designated in clause a above, regardless of duration, will require students to present a Student Medical Certificate (SMC), signed by a licensed medical or mental health practitioner, detailing the duration and severity of illness, or appropriate documentation supporting extenuating circumstances to the Academic Counselling unit in their Faculty of registration no later than two business days after the date specified for resuming responsibilities. Please see section 4 below for more details.

c. The duration of the excused absence will be for a maximum of 48 hours from the time the Self-Reported Absence form is completed through the online portal, or from 8:30 am the following morning if the form is submitted after 4:30 pm;
The duration of the excused absence will terminate prior to the end of the 48 hour period should the student undertake significant academic responsibilities (write a test, submit a paper) during that time;

e. The duration of an excused absence will terminate at 8:30 am on the day following the last day of classes each semester regardless of how many days of absence have elapsed;

f. Self-reported absences will not be allowed for scheduled final examinations; for midterm examinations scheduled during the December examination period; or for final lab examinations scheduled during the final week of term;

g. Self-reporting may not be used for assessments (e.g. midterm exams, tests, reports, presentations, or essays) worth more than 30% of any given course.

h. Students must be in touch with their instructors no later than 24 hours after the end of the period covered by the Self-Reported Absence form, to clarify how they will be expected to fulfill the academic expectations they may have missed during the absence.

Policy on “Academic” Accommodation - Medical / Non-Medical Grounds
(if absence is not self-reported)

(a) Medical Grounds for assignments worth 10% or more of final grade: Go directly to Huron Support Services/ Academic Advising, or email huronsss@uwo.ca.

University Senate policy, which can be found at,
https://www.uwo.ca/univsec/pdf/academic_policies/appeals/accommodation_medical.pdf, requires that all student requests for accommodation on medical grounds for assignments worth 10% or more of the final grade be made directly to the academic advising office of the home faculty (for Huron students, the “home faculty” is Huron), with supporting documentation in the form (minimally) of the Senate-approved Student Medical Certificate found at:

The documentation is submitted in confidence and will not be shown to instructors. The advisors will contact the instructor when the medical documentation is received, and will outline the severity and duration of the medical challenge as expressed on the Student Medical Certificate and in any other supporting documentation. The student will be informed that the instructor has been notified of the presence of medical documentation, and will be instructed to work as quickly as possible with the instructor on an agreement for accommodation.

The instructor will not normally deny accommodation where appropriate medical documentation is in place and where the duration it describes aligns with the due date(s) of assignment(s). Before denying a request for accommodation on medical grounds, the instructor will consult with the Dean. The instructor’s decision is appealable to the Dean.

(b) Accommodation on Medical Grounds for assignments worth less than 10% of final grade: Consult Instructor Directly

When seeking accommodation on medical grounds for assignments worth less than 10% of the final course grade, the student should contact the instructor directly. The student need only share broad outlines of the medical situation. The instructor may require the student to submit documentation to the academic advisors, in which case she or he will advise the student and inform the academic advisors to expect
documentation. The instructor may not collect medical documentation. The advisors will contact the instructor when the medical documentation is received, and will outline the severity and duration of the medical challenge as expressed on the Student Medical Certificate and in any other supporting documentation. The student will be informed that the instructor has been notified of the presence of medical documentation, and will be instructed to work as quickly as possible with the instructor on an agreement for accommodation.

The instructor will not normally deny accommodation where appropriate medical documentation is in place and where the duration it describes aligns with the due date(s) of assignment(s). Before denying a request for accommodation on medical grounds, the instructor will consult with the Dean. The instructor’s decision is appealable to the Dean.

(c) **Non-Medical Grounds: Consult your Instructor directly.**

Where the grounds for seeking accommodation are not medical, the student should contact the instructor directly. Late penalties may apply at the discretion of the instructor. Apart from the exception noted below, academic advisors will not be involved in the process of accommodation for non-medical reasons.

Where a student seeks accommodation on non-medical grounds where confidentiality is a concern, the student should approach an academic advisor with any documentation available. The advisors will contact the instructor after the student’s request is received, and will outline the severity and duration of the challenge without breaching confidence. The student will be informed that the instructor has been notified that significant circumstances are affecting or have affected the student’s ability to complete work, and the student will be instructed to work as quickly as possible with the instructor on an agreement for accommodation. Before denying a request for accommodation where documentation has been submitted to an academic advisor, the instructor will consult with the Dean. The instructor’s decision is appealable to the Dean.

**Mental Health & Wellness Support at Huron and at Western**

Students who are stressed, emotionally distressed or in mental health crisis, please refer to: [https://huronatwestern.ca/student-life-campus/student-services/wellness-safety](https://huronatwestern.ca/student-life-campus/student-services/wellness-safety) for a complete list of options about how to obtain help, or email Huronwellness@huron.uwo.ca to access your wellness staff directly.

Additional supports for Health and Wellness may be found and accessed at Western through, [www.uwo.ca/uwocom/mentalhealth/](http://www.uwo.ca/uwocom/mentalhealth/).

The Student Emergency Response Team (SERT) provides medical response to 9-1-1 calls on Main, Brescia and Huron campuses which operates 24 hours a day, 7 days a week during the academic year. SERT is dispatched through the campus community Police Service (CCPS) to any medical emergency on campus at (519) 661-3300. For more information about SERT please visit: [sert.uwo.ca/about-sert/about-sert/](http://sert.uwo.ca/about-sert/about-sert/).

**Important Dates and Directory at Huron and Western**

For a current and up-to-date list of important dates and campus directories, please visit:

- **Huron – Important Dates:** [https://huronuc.ca/important-dates-and-deadlines](https://huronuc.ca/important-dates-and-deadlines)
- **Western – Academic Calendar & Sessional Dates:** [http://www.westerncalendar.uwo.ca/SessionalDates.cfm](http://www.westerncalendar.uwo.ca/SessionalDates.cfm)
- **Huron Directory – Faculty, Staff and Administration:** [https://huronuc.ca/index.php/contact/contact-directory](https://huronuc.ca/index.php/contact/contact-directory)
- Western Directory – Faculty, Staff and Administration: https://www.uwo.ca/directory.html