

January 2017

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PRESIDENT'S VOICE

Why Get Involved with Your Union?

The willingness of Members to volunteer their time is the lifeblood of any union, including QUFA

By Lynne Hanson
 President, QUFA



QUFA is governed by our own Members—faculty, librarians, and archivists—who take on various roles at Council, at Executive Committee, in

Grievance, in Political Action and Communications, and in bargaining. We depend on the willingness of these volunteers to run our union. This is an ongoing task that may lead to long-term commitments to the union, and we are indebted to those Members who are willing to take on these tasks.

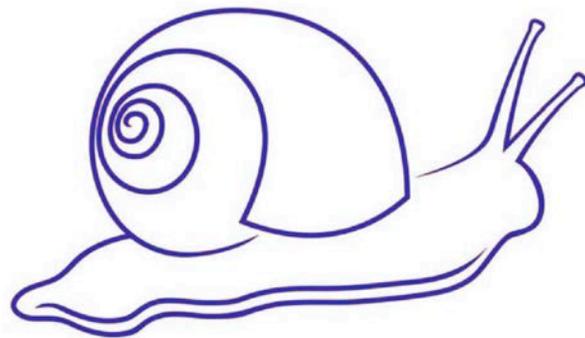
There are a number of reasons why people decide to become more involved with QUFA. Some Members are concerned about university-wide problems and want to be able to have some input on these issues. These issues might range from workload or funding problems, to health and safety concerns about unsafe buildings, air quality, or maintenance. Others have faced injustice or confrontation, and have availed



The QUFA Academic Freedom Lecture 2017

**The Slow Professor
 Challenging the Culture of Speed in the Academy**

with Maggie Berg and Barbara K. Seeber



All are welcome

Wednesday 15 February 2017

3.00 p.m. – 4.00 p.m.

Q and A (4.00 p.m.) and Reception (4.30 p.m.) to follow
The Atrium, Agnes Etherington Art Centre

If you have accessibility requirements, please contact QUFA at qufa@queensu.ca

QUFA

Maggie Berg and Barbara K. Seeber, authors of *The Slow Professor: Challenging the Culture of Speed in the Academy*, will deliver this year's QUFA Academic Freedom Lecture. Please see page 4 for more information.

themselves of QUFA's assistance in the past, and they now want to give back. Some Members might find that their own political, social, and economic views align with those of the union, and they may seek to work with QUFA to achieve fairness and equality in the workplace. Finally, some of us might recall the pre-union days when vulnerable Members had no recourse if faced with arbitrary or discriminatory decision-making. We thus remain committed to ensuring that our union flourishes and continues to protect the interests of our Members.

There are also likely various reasons why QUFA Members aren't more involved with their union. My own hope is that many people are generally content with QUFA's representation, and that they are happy to rely on current QUFA staff, Council members, and Executive officers to act on their behalf.

There is also no doubt that one key obstacle is the workload that our Members are burdened with in terms of meeting their teaching, administrative, and research obligations. If our Members are already overworked and stressed, we can hardly expect them to take on additional obligations that will not likely further their research careers. This problem is especially acute with younger faculty members who often cannot afford to take the time away

from building their careers.

My own involvement with the union began over twenty years ago, when I first started serving as a representative for my unit on the Council of Representatives. This is the central governing body of QUFA, and the meetings provided a great opportunity to learn about some of the problems that were occurring across the campus. I found that these conversations fostered a sense of community between departments and faculties, as we were able to share common experiences and to strategize about how to improve working conditions at Queen's.

Since that time, I have been involved primarily with grievance issues, as this ties in with my own expertise in the Faculty of Law. In my experience, learning about the union has been a long, slow, and immensely enjoyable process. Over the years, I have met many like-minded people from other departments across campus, and I have learned a great deal about the operations of the university, from maintenance and staff concerns about health and safety, to the roles of governing bodies such as Senate and the Board of Trustees.

My goal in making all of these observations is to inspire QUFA Members to think about becoming more involved with the union over the course of their careers. This might

mean a fairly low-level involvement to start with, for example joining a subcommittee that focuses on an area of particular interest to you, or serving as a representative for your unit on Council. It might mean simply making an effort to attend the twice-yearly QUFA meetings for all Members, as a brief introduction to the issues, QUFA staff, and QUFA Executive officers. Those who are willing to take on more responsibility may also benefit from the course releases or stipends that accompany some positions within the organization.

If you are interested in getting involved, please contact Past President Diane Beauchemin, who chairs this year's Nominations Committee (please also see Diane's article on page 3).

In the long run, the continued willingness of our Members to serve as volunteers in various capacities is essential for QUFA's survival.

Our next Member meeting is the Spring General Meeting, which will be held on Thursday 20 April 2017 at 1.00 p.m. in Ellis Hall.

We look forward to seeing you there.

Lynne Hanson can be reached at lh2@queensu.ca.

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QUFA Voices is published by the Queen's University Faculty Association (QUFA), 9 St Lawrence Avenue, Kingston, Ontario, K7L 3N6, Canada (qufa@queensu.ca). It is distributed electronically to all QUFA Members via the QUFA-NEWSLETTER-L listserv. Past issues are archived on the QUFA Web site at <http://www.qufa.ca/publications/>.

QUFA Voices publishes QUFA-related news and information for QUFA Members and provides QUFA Members with a forum to express their QUFA-related ideas and opinions. We want to hear from you! Please send your QUFA-related story ideas, news items, opinion pieces, letters to the editor, photographs, and other submissions to the editor.

QUFA Voices is edited by Robert G. May. He can be reached at mayr@queensu.ca.

GET INVOLVED

Volunteer and Help QUFA Make a Difference

QUFA is your faculty association, so please get to know us and get involved

By **Diane Beauchemin**
Chair, Nominations Committee



Nominations are now open for positions on QUFA committees. Please consider volunteering.

The Queen's University Faculty Association (QUFA) works to protect and advance the working conditions of regular and contract faculty, and librarian and archivist Members. QUFA volunteers have an opportunity to work with colleagues from across the University and to learn more about how the University is structured.

Many current and former volunteers report that their involvement with QUFA has been an important element of their professional lives, and has greatly improved their understanding of Queen's, postsecondary education, and the broader political context. As well, QUFA service counts as service to the University in performance reports.

Contributions of any scope—large or small—and a diversity of viewpoints, interests, and experience are welcome at QUFA. Some volunteer positions require a regular commitment of time and energy (as a member of the Executive Committee, for example), while others involve only a few meetings a year. The most demanding positions are compensated with release time.

A full list of QUFA committees, joint committees, and internal and external positions can be found on our Web



QUFA

QUFA Members are invited to visit the QUFA Web site under **Contacts and Organization** (<http://www.qufa.ca/about/contacts-and-organization>) for a full list of QUFA committees, joint committees, and internal and external positions.

site under **Contacts and Organization** (<http://www.qufa.ca/about/contacts-and-organization/>). Some special-interest committees include the Budget Review Task Force and the Web Site Committee. QUFA Standing Committees include Grievance, Political Action and Communications (PACC), and the Committee to Manage the Collective Agreement (CMCA). As well, QUFA has representatives on Joint Health and Safety Committees and on Working Groups of the Employment Equity Framework. Finally, we need representatives to QUFA Council from every unit and faculty.

This year, the following Executive Committee positions are up for renewal and all are two-year terms:

- President
- Vice President
- Past President (appointed upon the election of the President)
- PACC Chair
- Chair of QUFA Council (to be elected by Council)
- Term Adjunct Representative
- Member at Large (1 position)

If any of these positions interest you, or you would like more information about the commitment involved or the nominations process, please contact us. If you know a colleague who may be interested, please share this invitation with them.

Diane Beauchemin can be reached at diane.beauchemin@chem.queensu.ca.

QUFA VOICES Voice Your Views!

If you have an opinion about anything you read in *QUFA Voices*, send us a letter to the editor!

mayr@queensu.ca



ON CAMPUS

The Slow Professor Authors to Deliver QUFA Academic Freedom Lecture

QUFA is proud to welcome Maggie Berg and Barbara K. Seeber to deliver this year's lecture

By Robert G. May
Editor, *QUFA Voices*



Maggie Berg and Barbara K. Seeber, authors of *The Slow Professor: Challenging the Culture of Speed in the Academy*, will deliver this year's QUFA Academic Freedom Lecture.

The QUFA Academic Freedom Lecture is an annual event hosted by QUFA and featuring guests whose work engages with the important issue of academic freedom in Canada. Past guests have included Robin Vose (CAUT), Sheila Embleton (York), Catherine Burr (Western), Munir Sheikh (Calgary), David Mullan (Queen's), Len Findlay (Saskatchewan), among others.

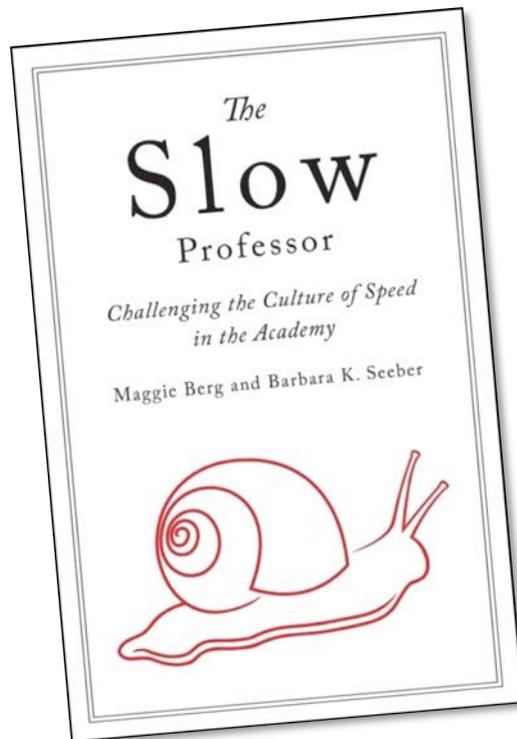
Berg, a QUFA Member who teaches in the Department of English at Queen's, and Seeber, a Queen's alumna who teaches in the Department of English at Brock, will devote this year's lecture to some of the issues they explore in *The Slow Professor* (U of Toronto P, 2016).

"If there is one sector of society that should be cultivating deep thought in itself and others, it is academia," Berg and Seeber write, "yet the corporatization of the contemporary university has sped up the clock, demanding increased speed and efficiency from faculty, regardless of the consequences for education and scholarship."



supplied

Maggie Berg (left) and Barbara K. Seeber will devote this year's QUFA Academic Freedom Lecture to their ideas about challenging the culture of speed in the academy.



supplied

Berg and Seeber will draw some of their conclusions from their 2016 book, *The Slow Professor*.

The QUFA Academic Freedom Lecture 2017 takes place on Wednesday 15 February 2017 from 3.00 p.m. to 4.00 p.m. in the Atrium of the Agnes Etherington Art Centre. To follow will be a question-and-answer period with the authors from 4.00 p.m. to 4.30 p.m., and a reception from 4.30 p.m. to 6.00 p.m. Tours of the Agnes

Etherington Art Centre will also be available to all attendees. All are welcome to attend. If you have accessibility requirements, please contact QUFA at qufa@queensu.ca.

Robert G. May can be reached at mayr@queensu.ca.

ANNOUNCEMENT

Adjunct Scholarly Research and Creative Work Fund

The deadline this term for applications to the Fund for Scholarly Research and Creative Work and Professional Development (Adjuncts) is **6 February 2017**. You are eligible to apply if you have an Adjunct appointment at Queen's during this term, and the Committee encourages you to do so.

Please use the current application form, as it is updated from time to time. It is your responsibility to ensure your application is complete; incomplete applications will not be considered. Please also pay attention to whether a stipend or research grant is the most sensible way for you to request funding, as the Committee will not second guess or change your choice. Late applications are generally not accepted.

You will find a link to the instructions and application form here:

<http://www.queensu.ca/facultyrelations/faculty-librarians-and-archivists/professional-support-programs/fund-scholarly-research-and-creative>

QUFA VOICES Spread the Word!

QUFA welcomes you to post a copy of *QUFA Voices* in a visible place in your department or unit. Thank-you!



ANNOUNCEMENT

Graduate Student Awards from Our Affiliates

The Ontario Confederation of University Faculty Associations (OCUFA) offers fellowships to doctoral and master's students in the social sciences, humanities, and arts. The deadline this year is **10 March 2017**, and more information can be found here:

<http://www.ocufa.on.ca/awards/the-henry-mandelbaum-graduate-fellowship/>

The Canadian Association of University Teachers (CAUT) offers one doctoral fellowship to a student in any field in a Canadian institution. More information can be found here:

<http://stewartreid.caut.ca/english/default.htm>

ANNOUNCEMENT

Benefit Deadlines Approaching Childcare and Tuition Support

The deadline for submitting an application for QUFA Tuition Support is **28 February 2017**. More information and the application form can be found on the Human Resources Web site:

<http://www.queensu.ca/humanresources/wellness-accessibility/employee-benefits/tuition-support-plan>

The deadline for submitting an application for childcare expenses is **1 February 2017**. More information and the application form can be found on the Human Resources Web site:

<http://www.queensu.ca/humanresources/wellness-accessibility/employee-benefits/childcare-support-plan>

The poster is for the Tri-Awards Celebration. At the top, there is a graphic with '175 YEARS' in a stylized font. Below that, the text reads: 'The Equity and Human Rights Office present Tri-Awards Celebration'. The date and time are 'Monday, February 27th 2017, 2:30pm - 4:00pm' at the 'Agnes Etherington Art Centre'. The poster lists the 2016 recipients: Sheila Devine, Diane Kelly, and Katie Charboneau. It also mentions a panel discussion with the recipients on the topic of 'Equity, Human Rights, Accessibility & Higher Education - What Does it Mean to You?'. At the bottom, it lists 'Employment Equity | Human Rights Initiative | Steve Cutway Accessibility' and provides contact information for the Equity and Human Rights Office, including the email 'equity@queensu.ca' and the RSVP deadline of 'February 6th 2017'. There is a logo for the Equity and Human Rights Office at the bottom right.