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PRESIDENT'S VOICE

Berg and Seeber Deliver Academic Freedom Lecture

The authors of *The Slow Professor* discussed the occupational stress that accompanies the culture of speed and efficiency in the academy

By Lynne Hanson
President, QUFA



On Wednesday 15 February 2017, QUFA hosted its annual Academic Freedom Lecture at the Agnes Etherington Art Gallery, a talk by the

authors of *The Slow Professor: Challenging the Culture of Speed in the Academy*, Queen's own Maggie Berg and co-author Barbara Seeber.

According to the authors, one of their core motivations for writing this book was the occupational stress faced by academics in a culture of speed and efficiency within the new corporate model of the university. They refer to "the first ever" Canadian survey of occupational stress in academia, conducted by the Canadian Association of University Teachers (CAUT) in 2007, which indicated that between 20% and 25% of respondents had suffered physical and psychological health symptoms, and had taken stress-related medication in the previous year.

QUFA IMAGES

The Slow Professor



Lynne Hanson

QUFA Member Maggie Berg, who teaches in the Department of English, co-delivered the annual QUFA Academic Freedom Lecture, which was based on her and Barbara K. Seeber's book, *The Slow Professor: Challenging the Culture of Speed in the Academy*.

At Queen's, we are arguably witnessing these phenomena, as budgetary pressures have increased the demands on our time in a number of ways: through larger class sizes, expanding administrative tasks, and the constant necessity of adapting our courses to new technologies. We are also expected to participate in revenue generation by obtaining research funding, developing new programs of study, and expanding our

online presence. Finally, greater demands for accountability at the provincial level mean that we will likely spend more of our time justifying what we do in the future, seeking to provide measures of productivity and marketing our "product."

In addition to mounting demands on our time, Berg and Seeber observe that the erosion of collegiality also takes its toll on our health, as the lack

of social support is strongly associated with chronic disease and mortality.

Here at Queen's, competition for scarce resources and growing workloads may create an atmosphere that pits faculty and units against one another, breeding resentment. Some faculty members and administrators might emphasize that everyone is expected to "pull their weight," irrespective of each individual's physical and mental condition or abilities. In such an environment, it might be easy for our Members to feel unappreciated and isolated, alienated within the academy.

If occupational stress is making us sick and negatively affects our ability to do our jobs effectively, then it needs to be addressed. There has been a welcome emphasis on student mental health and wellness at Queen's in recent years, and we need to take the mental health of our faculty members just as seriously. This might require greater flexibility and compassion on the part of our administrators, accepting that faculty may have individualized needs in terms of teaching loads, leaves, course assignments, scheduling, and conditions of work.

Accommodation in the workplace means that there is no "one-size-fits-all" solution, and we need to be responsive to the needs of all of our Members. If we fail to do so,

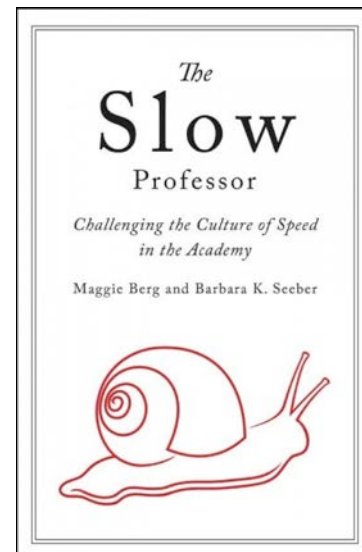


In their book *The Slow Professor*, Maggie Berg (left) and Barbara K. Seeber assert that "the corporatization of the contemporary university has sped up the clock, demanding increased speed and efficiency from faculty, regardless of the consequences for education and scholarship."

continued efforts to extract more labour from faculty may backfire when occupational stress causes Members to go on sick leave, placing an even heavier financial burden on individual units.

Finally, it might be helpful to be able to acknowledge occupational stress and its consequences in a non-judgmental way. As Berg and Seeber point out, we need to stop thinking of ourselves in negative terms, as being "lazy" or "inefficient" when we are overwhelmed by impossible demands on our time.

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Berg and Seeber's *The Slow Professor* was published by the University of Toronto Press in 2006.

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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

SAVE THE DATE
QUFA Spring General Meeting

The QUFA Spring General Meeting will take place at the following time and location:

Thursday 20 April 2017
1.15 p.m. – 3.00 p.m.
The Auditorium, Ellis Hall

All Members of the Bargaining Unit represented by QUFA are welcome to attend. Those who have signed a Membership form have a voice and a vote. You may complete a Membership form online (<http://qufa.ca/member-services/membership-form/>) or at the meeting.

All materials are e-mailed to Members in advance, beginning two weeks before the meeting, and are not provided in hard copy at the meeting.

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)

All Members are welcome on standing and ad hoc committees, including term adjuncts, as they are QUFA

Members for the full year in which they have a teaching appointment.

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



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 Deadline Approaching
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>

ANNOUNCEMENT
Provost Bacon to Visit QUFA Council

QUFA Members are invited to attend the QUFA Council of Representatives Order of the Day:


Thursday 16 March 2017
1.30 p.m.
Room 217, John Watson Hall.

Provost Benoit-Antoine Bacon will be on hand to answer questions from QUFA Members and Council.

If any QUFA Members have a question they would like to submit to Provost Bacon before the meeting, they should contact their QUFA Council Representative or Elizabeth Polnicky at ep43@queensu.ca.

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!

The Equity and Human Rights Office present
Tri-Awards Celebration

Monday, February 27th 2017
2:30pm – 4:00pm
Agnes Etherington Art Centre

Join Provost and Vice-Principal (Academic), Benoit-Antoine Bacon, in celebrating three remarkable individuals that have made significant contributions to the advancement of equity, human rights, and accessibility within the Queen's community!

The 2016 recipients of the Tri-Awards
Sheila Devine Diane Kelly Katie Charboneau

The afternoon will feature a lively panel discussion with this year's recipients:
Equity, Human Rights, Accessibility & Higher Education – What Does it Mean to You?

Employment Equity | Human Rights Initiative | Steve Cutway Accessibility

Please **RSVP** to the Equity Office (equity@queensu.ca) by February 6th 2017.

The Equity and Human Rights Office 