



QUFA VOICES

Your Queen's University Faculty Association Newsletter

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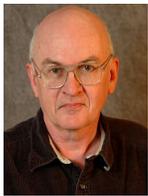
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PRESIDENT'S VOICE

Interfolio Faculty 180

How should it be used?

By Kayll Lake
President, QUFA



As every QUFA Member should know, Queen's has purchased the software tool Faculty 180. The main purpose of this tool, initially,

was to manage CV-type information. This particular tool was chosen after a rigorous investigation of responses to an RFP. I was involved with this process from its inception, and I can say that the adoption of Faculty 180 as the tool of choice was unanimous.

One of the unique features required by Queen's was two-way integration with the Canadian Common CV, a feature that was designed to save Queen's researchers much time when applying for grants that require a CV in this format.¹ For this reason, I have been a strong supporter of Faculty 180, having had to deal with the first roll-out of the Canadian Common CV regarding my own NSERC grant, awarded in 2016. On 12 January 2017, Interfolio² announced its acquisition of Data 180, the parent company of Faculty 180. The product is now called

QUFA IMAGES

Weaponizing Free Speech on Campus



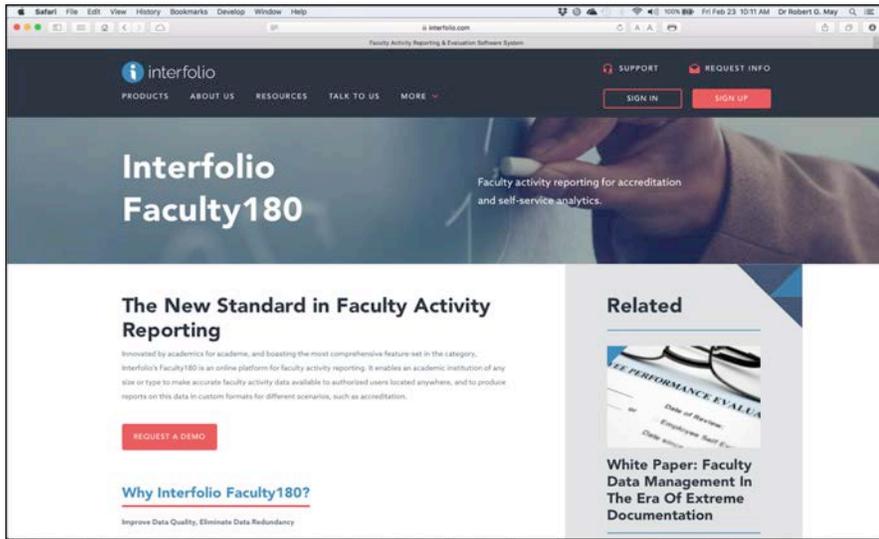
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On Friday 6 April 2018, Ira Wells (Department of English, University of Toronto) will present the QUFA Annual Lecture 2018, with a talk entitled, "Virtue Signals: Anti-Intellectualism and the Weaponization of Free Speech on Campus. All are invited. Please see p. 8 for more information.

Interfolio Faculty 180. It is important to note that integration with the Canadian Common CV has been maintained.³

The Queen's administration wishes to use Faculty 180 for purposes beyond

the preparation of CVs for grant applications. These include the use of Faculty 180 for the preparation of annual or biennial reports, and possibly for other personnel processes. QUFA Members need to consider the possible benefits and



Interfolio

these products include Interfolio Review, Promotion, and Tenure, and Interfolio Faculty Search. The trend here seems clear. All decisions are to be made on the basis of numbers produced by software suites. However, the proliferation of such tools has attracted the attention of critics. Yves Gingras, when interviewed regarding his recently translated book,⁵ was asked, “What do you think about firms like Data180?” He replied:

A market for evaluation has developed over the past 10 years. Companies have been ... offering up tools to measure productivity. Administrators ... want to see numbers.... If you appoint a real professor to manage a university, he or she will soon see how ridiculous these indicators are.

On another important question, he was asked, “As professor and Canada Research Chair in History and Sociology of Science at Université du Québec à Montréal, you’re well placed to explain how these indicators penalize some fields.” He responded:

It’s clear to see. When we talk about university rankings, for instance, the ranking game favours achievements in the natural sciences. And you have to wonder who’s going to tackle a specialty like the history of Manitoba....⁶

In her interview with Gingras, C. Flaherty asked why managers want centralization of faculty data. Gingras replied, “to control scientists, who used to be the only ones to evaluate their peers.” He went on to say, “It is a kind of de-skilling of research evaluation.” In the same article, Flaherty reports on the opinion of B. Fenwick, vice president of global and academic research relations for Elsevier. According to Fenwick, “bibliometrics is not an alternative to peer review.”⁷ While Faculty 180 is very useful in some disciplines for

Queen’s has purchased a licence for Interfolio Faculty 180. However, the reporting tool may not be appropriate for all QUFA Members, and concerns have been expressed about how the aggregated data may be used. Therefore, QUFA and Queen’s administration have a letter of agreement that use of Faculty 180 will be voluntary, and that the data will be used only for reporting purposes.

drawbacks of more extended use of Faculty 180. Some obvious questions are:

- As a reporting tool, does it work equally well for all Members of QUFA?
- Is it going to be the only reporting tool?
- How is the data in Faculty 180 to be used?

The first two questions are easily disposed of. The virtue of Faculty 180 is convenience, the fact that it can pull material from other databases, such as citation data from Web of Science and PubMed, and teaching information from PeopleSoft. However, in disciplines where research and professional activity do not take the form of article publication, or where articles aren’t captured by these databases, Faculty 180 appears to be considerably less convenient to use than the current forms. Regarding structural issues, the metrics most easily dealt with by systems like Faculty 180 are simple metrics, such as number of papers,

number of citations, and so on. As mentioned above, these metrics are not at all appropriate in all fields. In some fields, papers are not the primary form of publication, but rather books are. Unlike journal articles, the value of books is measured not by how many times they are cited but in the number of positive critical reviews, awards, and other honourable mentions, and subsequent editions as they accrue over time. Whereas the (dubious) counting of citations is trivial, Faculty 180 cannot read a book. Attempts have been made to smooth out these cross-cultural differences,⁴ but it seems clear from the outset that such attempts can never be adequately realized or fair. Systems like Faculty 180 cannot work equally well for all QUFA Members, and the use of one reporting tool inevitably denigrates some members of the Queen’s community.

Let us now turn to the sticky issue of how the data in Faculty 180 is to be used. To begin, it is useful to review the other products offered by Interfolio.² In addition to Faculty 180,

ANNOUNCEMENT

Benefit Deadline Approaching Tuition Support

The deadline for submitting an application for QUFA tuition support is **28 February 2018**. More information and the application form may be found on the Human Resources Web site:

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

generating documents such as CVs, its promise to provide fast ways of evaluating the content of those documents through metrics offers a dangerous invitation to a less fair and, frankly dumber, university.

Currently, there is a letter of agreement between QUFA and Queen's regarding the use of Faculty 180 and its contents.⁸ This agreement consists of two parts. First, the use of this tool is strictly voluntary. This is simply a matter of fairness. For some, this software is very useful, but for others, it is not. Second, the data in Faculty 180 must not be aggregated or searched for the purposes of developing any kind of performance indicators with respect to QUFA Members, units, or the university. This reflects the view that important decisions are best made by way of peer review.

Notes

¹It is only fair to note that the Canadian Common CV has evolved from the time of the inception of the RFP.

²Interfolio, based in Washington D.C., is "a pioneer in tech solutions for faculty hiring, promotion, tenure, and governance." See <https://www.interfolio.com/>.

³Of course, the Canadian Common CV is of little interest outside of Canada. It is of interest to note that, at present, Queen's appears to be the only Canadian user of Faculty 180.

⁴One example is the Web of Science Book Citation Index. Currently, Queen's does not subscribe to this service. See http://wokinfo.com/products_tools/multidisciplinary/bookcitationindex/

⁵Yves Gingras, *Bibliometrics and Research Evaluation: Uses and Abuses* (MIT Press 2016)

⁶<https://www.caut.ca/bulletin/2016/12/interview-yves-gingras>

⁷<https://www.insidehighered.com/news/2016/10/25/book-explores-uses-and-abuses-data-measure-science-institutional-and-faculty-levels>

⁸<https://qufa.ca/announcements/annualbiennial-reports-and-faculty180/>

Kayll Lake can be reached at lakek@queensu.ca.

GET INVOLVED

Volunteer and Help QUFA Make a Difference!

Get involved in your faculty association!

**By Stevenson Fergus
Vice President, QUFA, and Chair,
Nominations Committee, QUFA**

**and Leslie Jermyn
Executive Director, QUFA**

Nominations are now open for positions on Queen's University Faculty Association (QUFA) committees. Please consider getting involved!

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 annual performance reports.

Contributions of any scope, large or small, and a diversity of viewpoints, interests, and experience are

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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.

SURVEY

Queen's Telephone System

Queen's is planning to replace its aging telephone system. Faculty are invited to participate in a survey to validate and prioritize requirements collected through previous efforts, and to define any additional requirements. The survey should take about 10 minutes to complete, and can be found here:

https://queensu.qualtrics.com/jfe/form/SV_2t5syNICuWT6IHb

welcome at QUFA. Some volunteer positions require a regular commitment of time and energy, while others involve only a few meetings a year. The most demanding positions are compensated by course relief.

A full list of QUFA committees, joint committees, and internal and external positions can be found on our Web site, under "Contact Us."¹ There are a number of internal and joint committees, and QUFA has observers on Senate, and representatives on Joint Health and Safety Committees. We also need representatives to QUFA Council from every unit and faculty. 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.

Notes

¹<http://www.qufa.ca/about/contacts-and-organization/>

Stevenson Fergus can be reached at ferguss@queensu.ca.

Leslie Jermyn can be reached at jermynl@queensu.ca.

UPDATE

Hassan Diab Is Back in Canada

The former University of Ottawa and Carleton University professor had been extradited from Canada to France owing to his alleged involvement in a synagogue bombing in 1980

**By Jordan Morelli
Chair, Political Action and
Communications Committee, QUFA**

Hassan Diab, a Canadian citizen, is a former professor at the University of Ottawa and at Carleton University. In 2014, Diab was extradited from Canada to France owing to his alleged involvement in a 1980 synagogue bombing in Paris.

The Canadian extradition judge stated that, while it was unlikely that a fair trial would lead to a conviction, his interpretation of Canada's extradition laws left him no choice but to order the extradition of Diab.

During the 38 months that Diab languished in a French prison, evidence was uncovered that demonstrated that he was in Lebanon at the time of the bombing and that he could not possibly have been involved in it.

On eight separate occasions, French judges ordered Diab released. However, each time these orders were challenged by prosecutors and overturned on appeal.

The Canadian Association of University Teachers was part of an Amnesty International campaign to have Diab released; QUFA was an active participant in this campaign.

Finally, on 12 January 2018, French authorities dropped all charges against Diab. On 15 January 2018, he returned to his family in Canada.

Jordan Morelli can be reached at morelli@queensu.ca.



www.justiceforhassandiab.org

A Web site, *Justice for Hassan Diab*, had been created to draw Canadians' attention to Diab's extradition, and to the need to preserve the rights of Canadians under extradition law. A recent message on the Web site reads, "As you might have heard, this is not the end of Hassan's ordeal. There will be an appeal of the release decision. So, the outcome remains uncertain, and we're not completely out of the woods yet. But for now, we can say that justice prevailed and Hassan is back in Canada, and that is worth celebrating."

QUFA EVENTS

What Is a “Quaff with QUFA,” and Why Should You Attend?

“Quaff with QUFA” events give QUFA Members an opportunity to meet in an informal and social atmosphere

By Leslie Jermyn
Executive Director, QUFA

It behooves us to explain what a “Quaff with QUFA” is before encouraging your attendance!

Some years ago, QUFA Members joined together weekly at the Queen’s Grad Club to talk about how bargaining was progressing and other issues. These were informal opportunities to talk with other QUFA Members, and to express support for bargaining while enjoying an end-of-the-day libation or “quaff.” The phrase “Quaff with QUFA” was coined!

QUFA’s Political Action and Communications Committee (PACC) has decided to revive the practice and has held two “Quaff with QUFA” events so far this year (in October and December). There will be more of these events to come, so we thought we’d take this opportunity to invite you to attend.

We are beginning the “Quaff with QUFA” revival by varying locations and by tying each event to a theme or event (e.g., contract academic rights, copyright, etc.).

If you’re a QUFA Member, you are invited to a beverage of your choice, on us. We have been timing “Quaff with QUFA” events for roughly 3.30 p.m. or 4.00 p.m. to catch you near the end of the work day, and before your domestic duties begin.



Queen’s Encyclopedia

The next “Quaff with QUFA” event will take place on Friday 23 March 2018 at 3.30 p.m. in the George Teves Room of the University Club, following the Meet the Candidates event at 2.30 p.m. All QUFA Members are cordially invited to attend these events. Your first drink is on QUFA!

The next “Quaff with QUFA” dates are 23 March 2018 and 6 April 2018 following the Meet the Candidates Event and the QUFA Annual Lecture respectively. These events will be held at the University Club.

We hope you’ll save these dates, and join us for a “quaff” and some good conversation!

Leslie Jermyn can be reached at jermynl@queensu.ca.

QUFA EVENTS

Meet the Candidates

In advance of the anticipated provincial election on 7 June 2018, QUFA will host a meet the candidates event.

Friday 23 March 2018

2.30 p.m.

The George Teves Room, University Club

Candidates from Kingston and the Islands representing the Conservative Party, the Green Party, the Liberal Party, and the New Democratic Party have all been invited.

Each candidate will be given an opportunity to address the audience, and then we will break into an informal gathering where people can mingle and chat informally with the candidates.

This event is part of the “Quaff with QUFA” series, with the first drink courtesy of QUFA!

GRIEVANCE CORNER

Consent to Disclose Personal Health Information

To release health information to your employer, your healthcare provider must have your written and knowledgeable express consent

By **Ramneek Pooni**
Grievance Officer, QUFA

We rely on doctor-patient confidentiality and the privacy of our health information.

A recent arbitration decision focused on the high degree of privacy and confidentiality accorded personal health information, and what a consent form from your employer may or may not include.¹ What follows is a summary of information relevant to QUFA Members.

To release health information to your employer, your healthcare provider must have your written and knowledgeable express consent. “Knowledgeable” includes knowing that you are allowed to withhold or refuse consent, and that you may withdraw consent that has been given at any time.

The competing rights of employer and employee create a tension that must be reasonably balanced. The employee has a right to privacy and confidentiality, and also a right to the sick leave benefit under our Collective Agreement.² The employer has a legitimate business interest in administering sick leave³ and also a duty to accommodate.

In the OPSEU vs Treasury Board decision, Arbitrator Dissanayake points to leading arbitral jurisprudence regarding consent to health information that says:

the employer is legitimately entitled to ... “sufficient information” for the particular purpose, and that the

extent of the entitlement would depend on the stage of the process the employer is engaged in, as well as circumstances of the particular case.

First, who will provide the medical information and to whom? Second, what health information is being requested? Third, for what present and particular purpose is the information being sought?

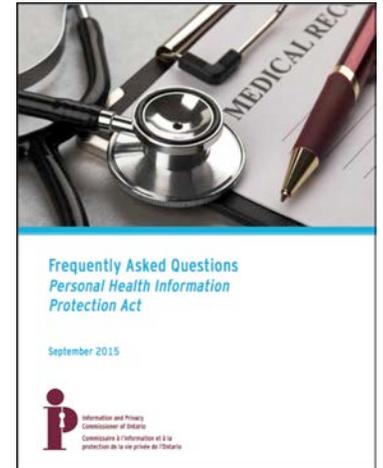
Who will provide the medical information and to whom?

Names of the healthcare professionals and the Human Resources (HR) specialist must be given, and only those persons should be involved in the information exchange. Sometimes, the HR specialist, Sydney Downey at Queen’s, might be temporarily absent and must be replaced. The employer should inform you of this, and give the replacing person’s name and title to give you the opportunity to revoke your consent. Likewise, if the HR Specialist needs to share information with anyone else, for example legal services or senior management, you must be informed even if they were named by title or office on the form you signed, and you consented to their inclusion on a need-to-know basis.

What health information is being requested?

This must be very specific and related to the present situation, and not to some prospective situation. If clarification or additional health information must be requested of the same healthcare professional in connection with the same situation, then you should be advised beforehand what it is and why to give you an opportunity to revoke your consent, should you choose to do so.

For what present and particular purpose is the information being sought?



Information and Privacy Commissioner of Ontario

More information can be found on the Web site of the Information and Privacy Commissioner of Ontario: <https://www.ipc.on.ca/health/consent-and-your-personal-health-information/>.

The employer must explain why the information is required (i.e., for what particular purpose relevant to the present situation). More than one purpose could be stated on the same form, such as a checklist, but the form must clearly identify for which of these potential purposes the information is being sought, and the information cannot be used for any other purposes. A listing of potential situations is unacceptable.

No contact with your healthcare professionals should take place without at least your knowledge. You should also know what health information has been shared. You may prefer to have all exchanges in writing and copied to you, or you may ask for notes of any conversations right after they take place.

Consent is not open-ended in duration. Queen’s forms specify a year and also that you may revoke consent at any time.

Should different information be required, or should information be required from a different healthcare

KNOW YOUR CA

The Appointments Process, and Spouses or Partners

Article 25.7.1 (d) of the Collective Agreement requires that a spouse or partner of a successful candidate for a position at Queen's, or of a person already holding an academic appointment at Queen's, must have their application reviewed by the unit's appointments committee if they apply to an advertised academic position.

If their application indicates that they meet the advertised qualifications, the spouse or partner shall be shortlisted regardless of any ranking of qualified candidates. The shortlist consists of the candidates who are invited to full interviews and other unit meetings or talks involving applicants on campus.

In the event that the Queen's Member complains about an unsuccessful application of their spouse or partner, there should be sufficient evidence to show that the spouse or partner did not meet the advertised qualifications.

Questions? Please contact us at qufa@queensu.ca.

professional, or should the purpose for which the employer needs the information change, a new consent form must be provided to you for review and signature in each of these situations to keep you in the confidential medical information loop. This is necessary for informed and knowledgeable consent.

The forms I have seen at Queen's do not comply with these restrictions and best practices. It is open to you to

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 **2 March 2018**, and more information can be found here:

<http://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>

cross out and initial the parts that you do not consent to. You may also add in specific names rather than agree to a blanket consent of healthcare professionals. Stricter control over access to your health information might be cumbersome in practice, and it is up to you to decide how strict you wish to be. Know that best practices in access to health information are generally restrictive rather than liberal, and you have the right to push in that direction. The Ministry of Health and Long-Term Care⁴ and the Information and Privacy Commissioner of Ontario⁵ provide additional resources.

Notes

¹Ontario Public Service Employees Union (Union) vs Ontario (Treasury Board Secretariat), 2017, CanLII 52709 (ON GSB) (<https://www.canlii.org/en/on/ongsb/>)

REPORT

New CCPA Report on Precarious Work in the Postsecondary Sector

The Canadian Centre for Policy Alternatives has released a report about precarious work in Ontario's postsecondary education sector.

The main finding of the report is that more than half of workers in the sector show signs of job precarity.

The report draws on Labour Force Survey data and supplements it with qualitative survey data about the impacts of precarious work.

The report is available here:

<https://www.policyalternatives.ca/publications/reports/no-temporary-solution>.

[doc/2017/2017canlii52709/2017canlii52709.html](https://www.canlii.org/doc/2017/2017canlii52709/2017canlii52709.html)).

²Article 33 lays out the sick leave benefit, which is the equivalent of short-term disability at other places.

³Queen's pays your salary when you are on sick leave and monitors your return to work (<http://www.queensu.ca/humanresources/policies/time-away/sick-leave/sick-leave-administrative-guidelines>)

⁴http://www.health.gov.on.ca/english/providers/project/priv_legislation/sample_consent.html

⁵<https://www.ipc.on.ca/health/consent-and-your-personal-health-information/>

Ramneek Pooni can be reached at poonir@queensu.ca.



The QUFA Annual Lecture 2018

Virtue Signals Anti-Intellectualism and the Weaponization of Free Speech on Campus

Ira Wells

(Department of English, University of Toronto)



All are welcome

Friday 6 April 2018

2.00 p.m. – 3.30 p.m.

The George Teves Room, University Club

If you have accessibility requirements, please contact QUFA at qufa@queensu.ca
Electronic recording of this event is prohibited