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### PRESIDENT'S VOICE

## Our Political Environment

Part One: The Federal Scene

By Kayll Lake  
 President, QUFA

Originally, I wanted to write a *QUFA Voices* article on our current political environment. However, with recent developments in provincial politics, it would seem wise to leave the provincial scene to a future article. Moreover, federal support for many of our endeavours has recently clarified, and so I will only comment on the federal scene here.

On 27 February 2018 Finance Minister Bill Morneau tabled Budget 2018, "Equality + Growth: A Strong Middle Class."<sup>1</sup> For all of us, this budget should be a welcome change from previous times, the damage of which still lingers.<sup>2</sup> Some budget details are shown in the table below. The budget goes some distance in addressing the issues raised in "Canada's Fundamental Science Review."<sup>3</sup>

The tri-councils—NSERC, CIHR, and SSHRC—will see increases in new investment in basic research. The investment totals \$925 million over a five-year period. This starts with \$235 million in 2018-2019. Further, a new tri-council fund of \$275 million over

### QUFA IMAGES

## Meeting the Candidates



Robert G. May

On Friday 23 March 2018, QUFA hosted a "Meet the Candidates" event in anticipation of the provincial election this June, emceed by Jordan Morelli (Chair, Political Action and Communications Committee, QUFA). Kingston and the Islands candidates Ian Arthur (NDP), Gary Bennett (PC), André Imbeault (Trillium), and Robert Kiley (Green) answered questions about postsecondary education from an audience of QUFA Members. QUFA thanks these candidates for making themselves available to our Members! For more photos, please see p. 5.

five years (\$65 million per year thereafter) for international, fast-paced, higher-risk interdisciplinary research is to be administered by the SSHRC. The budget also proposes to

increase annual tri-council funding for the Canada Research Chairs by \$50M by 2020. Budget 2018 will provide the Canada Foundation for Innovation with \$763 million over five years,

starting in 2018-2019, to provide the tools researchers need. These funds include a renewal of the Major Science Initiatives Fund, on which facilities like SNOLAB rely.

The Research Support Fund will provide universities with resources to cover the indirect costs of research not covered through the granting council's direct research funding. Budget 2018 proposes to provide \$231.3 million over five years, starting in 2018-2019, with \$58.8 million per year ongoing, to SSHRC, which administers this program on behalf of the granting councils. The government also proposes to provide \$572.5 million over five years, with \$52 million per year ongoing, to implement a Digital Research Infrastructure Strategy that will deliver more open and equitable access to advanced computing and big data resources to researchers across Canada.

To simplify and improve the programs that bring together researchers and businesses, Budget 2018 proposes to consolidate programming within each granting council. NSERC will consolidate the Engage Grants, Industrial Research Chairs, Connect Grants, Strategic Partnership Grants for Networks and Projects, and Experience Awards Grants into a single Collaborative Research and Development Grant program. CIHR will consolidate the eHealth Innovations Partnership Program and Proof of Principle Program into a

Summary of New investments in University Research and Federal Science						
Academic-sector research	2018	2019	2020	2021	2022	Total
Granting Councils	115	155	185	235	235	925
New Tri-Council Fund	35	45	65	65	65	275
Increasing Diversity in Science	5	6	4	4	4	23
Canada Research Chairs	25	35	50	50	50	210
<i>Granting Councils sub-total</i>	<i>180</i>	<i>241</i>	<i>304</i>	<i>354</i>	<i>354</i>	<i>1433</i>
Research Support Fund	29	39	46	59	59	232
Canada Foundation for Innovation	32	62	120	183	366	763
Digital Research Infrastructure Strategy	64	64	166	145	133	572
College and Community Innovation Program	20	30	30	30	30	140
Institute for Quantum Computing	0	5	5	5	0	15
Centre for Drug Research and Research	0	16	16	16	0	48
Rick Hansen Institute	6	6	6	6	0	24
Centre of Excellence on the Canadian Federation		10	0	0	0	10
<b>Total</b>	<b>325</b>	<b>441</b>	<b>671</b>	<b>776</b>	<b>942</b>	<b>3155</b>
<b>Federal Science</b>						
National Research Council	108	108	108	108	108	540
Renewing Federal Laboratories	16	15	15	16	16	78
Council of Canadian Academies	0	0	3	3	3	9
<b>Total</b>	<b>331</b>	<b>473</b>	<b>693</b>	<b>798</b>	<b>942</b>	<b>627</b>

single Industry Partnered Collaborative Research program.

<sup>2</sup><http://www.cbc.ca/news/technology/muzzled-scientists-1.4545562>

**Notes**

<sup>1</sup><https://www.budget.gc.ca/2018/home-accueil-en.html>

<sup>3</sup><http://www.sciencereview.ca/eic/site/059.nsf/eng/home>

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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.

## GRIEVANCE CORNER

# Records and Governance

There is a close connection between good record-keeping and good governance

By **Ramneek Pooni**  
Grievance Officer, QUFA

and **Elizabeth Hanson**  
JCAA Co-Chair, QUFA

Our experiences with grievances and (often inadvertent) violations of the Collective Agreement keep bringing home to us the close connection between good record-keeping and good governance, and the importance of both for collegiality. Ramneek last wrote on this topic four years ago, but examples continue to pop up regularly, where better records would have led to better governance and a healthier collegium.

Collegial governance requires trust and respect among all members of the collegium. The responsibilities of academic staff include teaching, committee work, and their own scholarship or creative work, as well as administrative responsibilities that include the assignment and oversight of the work of other academic staff. All academic staff are expected to carry out those tasks responsibly and accountably, within the collegially established policies and procedures. They must be open to criticism and correction if they should fail to do so.

In 2014, Ramneek wrote about written policies and procedures: the importance of having them so that everyone knows what is expected of them, the necessity that all affected have input into their formulation, and that then everyone follows what has been decided. For written policies to support a healthy collegial culture, however, there must be records and ready access to them. These records can take many forms, including official correspondence, the minutes of



**It is important for departments and individual faculty members to have the appropriate protocols in place to ensure the creation and retention of official records, such as correspondence, e-mail, and minutes.**

meetings, notes of private meetings, and e-mail trails. Official correspondence is fairly straightforward; its official character tends to dictate content and retention protocols (see Article 34, “The Official File”). Minutes and e-mail are more variable, and depend on the culture of academic units or committees, and the habits of Members. We recommend reasonably detailed minutes and the scrupulous retention of e-mails related to every aspect of academic responsibilities. We have dealt with issues recently where department minutes confirmed some Members’ recollection of what was supposed to happen, or where e-mails established that something had not happened. In these cases, the records establish a common reality. They affirm that people are “not crazy” or simply that a stitch got dropped, and so prevent the escalation of conflict.

Elizabeth’s e-mail protocol, for example, is to retain all correspondence with undergraduates for two years, four years for graduate students, and for doctoral

supervisions up to a decade after completion. Correspondence about the administration of grants should also be retained for a few years after the expiry of a grant. Correspondence showing who is responsible for what in your unit or that you have discharged a particular responsibility is worth hanging on to, as of course is correspondence from anyone that you feel reveals a pattern of behaviour you are concerned about. With respect to minutes, department culture varies widely, but in general it is important that minutes be detailed enough that they record the content, tenor, and, where appropriate, the participants in deliberation, as well as “soft” undertakings (e.g., that a query will be pursued, the feasibility of a suggestion will be investigated, or a matter will receive further consideration, not just motions and the outcome of voting). Revisiting more detailed minutes for the purpose of approving them reminds the members of a department or committee of the details of their deliberation, and provides the basis for engagement in governance.

## SAVE THE DATE

# QUFA Spring General Meeting

QUFA Members are invited to attend the Spring General Meeting, which will be held at the following date, time, and location:

**Thursday 19 April 2018  
1.15 p.m.  
The Auditorium, Ellis Hall**

One order of the day will be an update on the University Pension Plan process that QUFA has been participating in.

Watch your e-mail for notice of the meeting and an agenda package.

Rather than merely recording the outcome of a vote, good minutes may also indicate where dissent came from in a general way, if it is significant (e.g., if members in a particular subfield were concerned about a new policy). However, it is also important to record dissent in a manner that doesn't single out individuals as troublemakers or naysayers in a manner that dissuades others from dissenting in the future. Respecting dissent is a vital aspect of collegial deliberation. It is also important to know that minutes may be subject to disclosure under the Freedom of Information and Protection of Privacy Act (FIPPA), and therefore should limit as much as possible naming specific individuals. Good records let people deal with problems efficiently and focus on substantive issues, rather than engaging in often more destructive battle over what did or didn't happen.

***Ramneek Pooni can be reached at [poonir@queensu.ca](mailto:poonir@queensu.ca).***

***Elizabeth Hanson can be reached at [hansone@queensu.ca](mailto:hansone@queensu.ca).***

## GET INVOLVED

# Support Health and Safety on Campus

Queen's has a number of JHSCs that assist in maintaining a safe and healthy working environment

**By Monika Holzschuh  
Health and Safety Officer, QUFA**

QUFA has representation on all Joint Health and Safety Committees (JHSCs) where our Members work.

We are looking for new QUFA JHSC representatives for a number of committees:

- Faculty of Engineering and Applied Science
- Library
- University Administrative Services (which includes Law, Policy Studies, Industrial Relations, the School of Business, and the School of Religion)
- Faculty of Education

This position offers interesting new perspectives, and it is not an onerous task. Meetings are usually bi-monthly from September through June, and over the course of the year. All buildings have to be inspected once. This is usually done in pairs, and means two to three inspections per year.

Work on the JHSCs is considered service to the University following Article 7.6.4 of the Collective Agreement.

Thank you to these colleagues who have recently served or continue on JHSCs: James Archibald, Cathy Christie, Rosarie Coughlan, Kenneth Jarrell, Joshua Marshall, and Greg Wanless.

Please contact me if you are interested. Thanks!

***Monika Holzschuh can be reached at [monika.holzschuh@queensu.ca](mailto:monika.holzschuh@queensu.ca).***

## ON THE WEB

# QUFA Online

QUFA Members can interact online with QUFA in many different ways!

QUFA's online resources contain a wealth of information about your faculty association, including upcoming events, information about the Collective Agreement, news items of interest, and more!

### 1. QUFA Web Site



[www.qufa.ca](http://www.qufa.ca)

### 2. QUFA on Facebook



[www.facebook.com/qufapage](http://www.facebook.com/qufapage)

### 3. QUFA on Twitter



[www.twitter.com/qufatweet](http://www.twitter.com/qufatweet)

QUFA IMAGES

## Meeting the Candidates

This past month's "Meet the Candidates" event was well-attended by QUFA Members. Kingston and the Islands candidates for the upcoming Ontario provincial election spoke about the challenges facing the postsecondary sector in this province, answered questions on a range of topics, and then socialized with Members at "Quaff with QUFA." QUFA warmly thanks the candidates for their participation.

**Photos clockwise from top-right:** Emcee Jordan Morelli (Chair, Political Action and Communications Committee, QUFA); Gary Bennett (Ontario PC Party); André Imbeault (Trillium Party of Ontario); Ian Arthur (Ontario NDP); Robert Kiley (Green Party of Ontario). *Photos by Robert G. May.*





## 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.

Wallace Hall, John Deutsch University Centre

followed by “Quaff with QUFA”

3.30 p.m. – 4.00 p.m., Main Bar/Fireside Room, University Club

If you have accessibility requirements, please contact QUFA at [qufa@queensu.ca](mailto:qufa@queensu.ca)  
Electronic recording of this event is prohibited