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### PRESIDENT'S VOICE

## Queen's Senior Administration by the Numbers

The senior administration at Queen's costs in excess of 23 million dollars per year.

**By Kayll Lake  
President, QUFA**

As the search for a new principal moves into an active recruitment phase,<sup>1</sup> it would seem appropriate to review some numbers, albeit briefly, that should be of interest to QUFA Members.

First, let us look at the current overall top administrative structure at Queen's. I have used the 2017 "sunshine list,"<sup>2</sup> with appropriate filters.<sup>3</sup>

The number of job titles that contain "Principal" is 14, with:

- 1 Principal,
- 5 Vice-Principals,
- 7 Associate Vice-Principals, and
- 1 Assistant Vice-Principal.

For "Provost," the number is 8, with:

- 1 Provost,
- 5 Vice-Provosts,
- 1 Associate Vice-Provost, and

### QUFA IMAGES

## Equal Pay Day



Liza Cote

On 10 April 2018, representatives from the United Steelworkers and other unions on campus hosted an information table in front of Stauffer Library to canvass for signatures in support of Equal Pay Day. The gender wage gap is still a reality for many women across Canada. Equal Pay Day raises awareness about this ongoing problem. For more information, please visit <http://www.equalpaycoalition.org>

- 1 Deputy Provost.

For "Dean," we find 38, with:

- 6 Deans,
- 23 Associate Deans,
- 4 Assistant Deans, and
- 5 Vice-Deans.

For "Director," we have 152, with:

- 31 Executive Directors,
- 95 Directors,
- 25 Associate Directors, and
- 1 Assistant Director.

This is rounded out with 14 “Managers” on the list.

Support for this structure is well in excess of 23 million dollars per year.

Executive recruitment, of course, involves executive compensation. On 27 February 2018, the Minister of Advanced Education and Skills Development approved the Queen’s University Executive Compensation Program. This Program is public information.<sup>4</sup> It calls for the following compensation increases:

- Principal: 22.8%,
- Provost: 13.9%,
- VP Finance: 18.4%,
- VP Research: 23.1%,
- VP Advancement: 30.8%, and
- VP University Relations: 35.6%.

#### Notes

<sup>1</sup><http://www.queensu.ca/secretariat/board-trustees/committees/joint-board-senate-principalship>

<sup>2</sup><https://www.ontario.ca/page/public-sector-salary-disclosure-2017-all-sectors-and-seconded-employees>

<sup>3</sup>I thank Professor Emeritus Mike Baird for this suggestion.

<sup>4</sup><http://www.queensu.ca/secretariat/board-trustees/executive-compensation>

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## QUFA EVENTS

### Weaponizing Free Speech On Campus

The QUFA Annual Lecture 2018 featured University of Toronto English Professor Ira Wells

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

On 6 April 2018, QUFA hosted its Annual Lecture, this year featuring Ira Wells from the University of Toronto’s Department of English. The title of Professor Wells’s talk was “Virtue Signals: Anti-Intellectualism and the Weaponization of Free Speech on Campus.” The lecture was both well attended and thought provoking. Like a good university lecture, the talk challenged the audience to think critically, and it evoked insightful questions.

Not everyone in the audience agreed with Wells, and a healthy and respectful dialogue took place. While I did not contribute personally to the conversation, I certainly benefitted from it. I learned, for example, that grammar can in fact be a very political subject. In this sense, the Annual Lecture served as a model of what a typical classroom lecture might strive to achieve.

I left the Annual Lecture with a few answers, but with many more questions:

- What precisely should I do if I find myself in a situation where I may have offended some members of one of my classes?
- Are there recommendations or best practices I should follow in presenting controversial topics in my classes?
- How do I encourage students to think critically and to challenge their inherent biases while at the same time not making them feel uncomfortable, or should this even be a goal?

Tenured faculty, who benefit from the protection of academic freedom, are able to contend with these questions rather easily. Provided you are not breaking any laws, you can be fairly confident, should you find yourself the subject of a complaint, that your union, QUFA, will be there to support you. Indeed, at the first sign of trouble, you would be well advised to contact QUFA Office for advice.

Unfortunately, in practice, not everyone teaching at Queen’s is so well protected. For example, as Acadia University Professor Paul Barrett recently wrote in an article entitled “Why Everyone Is Wrong About the Censorship Fight at Universities: The Silencing of Part-Time Instructors Is the Real Free-Speech Crisis,” published in *The Walrus*:

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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](mailto:mayr@queensu.ca).

The current debate has focused on the importance of preserving safe spaces or the freedom to provoke, but free speech also depends on the structural conditions that allow scholars to teach courses they believe in and meaningfully contribute to the intellectual development of their universities. Making adjunct professors beholden to the whims of the administration leads to greater adherence to orthodoxy, if for no other reason than part-time scholars are also acutely aware that they can be easily dismissed on the most superficial grounds.<sup>1</sup>

For term adjuncts and pre-tenured faculty, the reality is that the precarious nature of their positions may well lead them to avoid controversial subjects. In the current corporate model of universities where the “customer” is always right, it can be very intimidating in practice to adopt teaching methods that truly challenge our “customers” (i.e., students).

One of the themes that emerged from Wells’s lecture was around the distinctions between *free speech* and *academic freedom*. As university faculty, one might argue that we have an obligation to pursue the truth and to advance knowledge, even when the truth is uncomfortable.

To be protected by academic freedom, the statements we make both in and out of the classroom must be rooted in our research and knowledge, and not based solely on our opinions or reactions. Take the issue of gender identity, for example. If we research human genetics, we may have a particular professional view on the subject. If we study Canadian law, we may have a different professional viewpoint. And if we study developmental psychology, we may have yet another professional viewpoint. Being rooted in our individual expertise, each of



Robert G. May

**Professor Ira Wells of the University of Toronto’s Department of English delivered the QUFA Annual Lecture 2018, which was entitled “Virtue Signals: Anti-Intellectualism and the Weaponization of Free Speech on Campus.”**

these viewpoints is valid, and we have every right to express them thanks to our academic freedom.

However, in doing so, we must also be mindful that the statements we make may offend some who hear them; this is especially important to keep in mind in a classroom setting where students may be taking our course as a mandatory part of their program. It does not mean that we avoid exploring uncomfortable topics, but rather that we do so with sensitivity, and with relevant experience or expertise.

We must remember that norms and expectations are constantly changing, and how we put forward our ideas must take into account norms and notions that might not have been part of our earlier life experiences, such as non-binary gender identities in

science, law, and self-concept. Any claims made without relevant experience or expertise constitute opinions, and as such, they are not protected by academic freedom, but rather by the laws governing free speech. We must be careful not to abuse our special right to academic freedom, both intramural and extramural, by conflating it with free speech.

QUFA thanks Ira Wells for a stimulating and thought-provoking lecture.

#### Notes

<sup>1</sup><https://thewalrus.ca/why-everyone-is-wrong-about-the-censorship-fight-at-universities/>

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## GRIEVANCE CORNER

### Academic Consideration for Extenuating Circumstances

How is the new policy, which is not included in the Collective Agreement, affecting QUFA Members' working conditions?

By **Ramneek Pooni**  
Grievance Officer, QUFA

Last year, Queen's approved a policy called "Academic Consideration for Extenuating Circumstances."<sup>1</sup> It is not included in the Collective Agreement, but we at QUFA are wondering how it is working, and we would like your feedback on whether and how it might be affecting your working conditions.

When first learning about it, QUFA Members made the following comments in the abstract:

- that it might affect academic freedom in teaching;
- that it might affect the teaching-learning environment;
- that it inserts a layer between the student and the professor, for good or for ill;
- that it alleviates a professor's responsibility to make sometimes difficult decisions in a vacuum;
- that it could create extra work for professors.

Have you had experience with the new policy? We encourage both positive and negative comments, and we look forward to hearing from you.

#### Notes

<sup>1</sup><http://www.queensu.ca/studentwellness/home/policies-and-procedures/academic-considerations-students-extenuating-circumstances>

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## FYI

### Fund for Scholarly Research, Creative Work, and Professional Development

QUFA Members with an adjunct appointment are encouraged to apply for funding

By **Ramneek Pooni**  
Grievance Officer, QUFA

The deadline this term for applications to the Fund for Scholarly Research, Creative Work, and Professional Development (Adjuncts) is Monday 4 June 2018. You are eligible to apply if you have an adjunct appointment at Queen's during the current term, and the application committee encourages you to do so.

Some examples of the requests that have been funded include attendance at conferences and workshops, travel for archival research, the development of artistic practice, and support of new or ongoing research.

You will find a list of the most recent recipients at the bottom of the application Web page, as well as descriptions from some adjunct faculty members about how they benefitted from the fund. We welcome others' stories to add to theirs.

Please use the current application form, as it is updated from time to time. Using an old form may cause the information you provide to be

insufficient or inapt. It is your responsibility to ensure your application is complete; incomplete applications (missing pages or CV, budget form inadequately filled in, etc.) will not be considered.

Please also pay attention to whether a stipend or research grant is the most sensible way for you request funding, as the application committee will not second-guess or change your choice. A stipend is paid and taxed like salary, whereas a grant is the reimbursement of actual expenses (you must list researched and anticipated dollar amounts in your proposed budget).

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

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

The application committee usually meets within a few weeks of the deadline, and decisions will be sent out from the Faculty Relations Office a few weeks after that meeting. Late applications are generally not accepted; they may be considered if there are extenuating circumstances beyond your control.

Please also feel free to pass this information along to other adjunct faculty members you know at Queen's who may be interested.

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

#### QUFA VOICES

### Voice Your Views!

If you have an opinion about anything you read in *QUFA Voices*, send a letter to the editor to [mayr@queensu.ca](mailto:mayr@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!



## ANNOUNCEMENT

### Congratulations, Professor John Smol



CAUT

Congratulations to Professor John Smol,  
Winner of the CAUT Lee Lorch Award

The Award is given annually to recognize an academic who has excelled in each of the three principal aspects of academic life: teaching, research, and service to the institution and to the community.

Professor Brian Cumming (Head, Biology) prepared the nomination, and the Canadian Association of University Teachers Council ratified the recommendation to select Professor Smol for the award in November 2017. The nomination recognizes Professor Smol's leadership in his field (Paleolimnology); his outstanding drive and commitment to teaching; and his unflagging service to his unit, to his students, and to the public.

As is practice, award winners attend the subsequent CAUT Council to give a talk about their work. Professor Smol issued a rousing call for all academic researchers to engage with the public on matters of import like climate change. He suggested that academic researchers need to recognize the trust that the public places in them, and reward that trust with evidence-based analysis and advice. His presentation was received by CAUT delegates with a standing ovation.

QUFA extends its heartiest congratulations to Professor Smol!

## ANNOUNCEMENT

### Congratulations, Michele Chittenden



Gillian Akenson

Established in 2009 by Queen's University Librarians and Archivists (QULA), the Liz Fox Distinguished Service Award recognizes the qualities for which our late colleague, Liz Fox, was admired: dedication to service, wisdom, kindness, and respect for others. Recipients have contributed in any combination of the areas of leadership, research, or publication in academic librarians; service to the University or the profession; or the development of model library or archives programs at Queen's University or beyond.

We are thrilled to announce that the 2018 recipient of the award is Michele Chittenden.

Michele has made notable accomplishments in her professional career while simultaneously delivering valuable service to Queen's University Library. She established and manages the Adaptive Technology Centre—located on the main floor of Stauffer Library—and has been a key player locally at Queen's, provincially, nationally, and internationally. She has received recognition for her work in the accessibility field, with awards such as the CNIB's Dayton M. Forman Award, Queen's University's Steve Cutway Accessibility Award, and the Canadian Association of College and University Library's Innovative Achievement Award.

The Liz Fox Distinguished Service Award is based on nominations and supporting documentation from QULA colleagues. One letter of support for Michele's nomination asserted that "she cares deeply about the students who use the services of the Adaptive Technology Centre and about all issues related to accessibility, and has been a relentless and effective champion in that regard." Another letter that resonated particularly with those of us who were colleagues with Liz Fox: "When I remember Liz Fox and her qualities, it is easy to see that she and Michele are cast in the same mould." Congratulations, Michele!