



QUFA VOICES

Your Queen's University Faculty Association Newsletter

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PRESIDENT'S VOICE

Queen's Performance in NSERC Discovery Grant Competitions

Queen's is the only institution to see an increasing success rate but decreasing grant size in Discovery Grant competitions

**By Kayll Lake
President, QUFA**

This is a follow-up to my *QUFA Voices* article of October 2017 regarding Queen's performance in NSERC Discovery Grant competitions.¹ The information for the 2018 competition has only recently been made public.²

The Natural Sciences and Engineering Research Council of Canada (NSERC) Discovery Grant Program is one of the major sources of individual research funding in Subatomic Physics; Genes, Cells, and Molecules; Biological Systems and Functions; Evolution and Ecology; Chemistry; Physics; Geosciences; Computer Science; Mathematics and Statistics; Civil, Industrial, and Systems Engineering; Electrical and Computer Engineering; Materials and Chemical Engineering; and Mechanical Engineering.

The sample is uniform to the extent that only Discovery Grants are analyzed, but it is very focused, as it only covers the subjects indicated. Despite this focus, the information is

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:

**Wednesday 17 April 2019
1.15 p.m. – 3.00 p.m.
The Auditorium, Ellis Hall**

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

SAVE THE DATE

QUFA Annual Lecture 2019

QUFA Members are invited to attend the QUFA Annual Lecture 2019, which will be held at the following date, time, and location:

**Tuesday 16 April 2019
2.00 p.m. – 3.30 p.m.
The George Teves Room, University Club**

This year's event will take the form of a workshop entitled "Illness and Disability: Know Your Rights, Protect Your Future," hosted by James Cameron, Jessica Greenwood, and Wassim Garzouzi of Raven Law. Please see p. 4 of this issue of *QUFA Voices* for more information.

more reliable than "Research Intensity" as derived from Research Infosource data (please see my *QUFA Voices* article of January 2018³).

This program is carried out in three distinct ways by virtue of three distinct application groups: early researchers applying for their first grant (EC), established researchers returning with a grant (ER), and returning researchers who have held

a grant in the past but who do not currently hold a grant (ERNG). In what follows, I compare the results for Queen's to five other manifestly research-orientated universities. The comparison is a one-year change. Previous history can be found in my October 2017 *QUFA Voices* article.

In Table 1, we see a significant increase in Queen's success rate in all three application groups. Indeed,

PENSION NEWS
**Information Package
 from Queen's
 Coming Soon**

Queen's will soon be sending out information packages comparing features of the QPP and the UPP

**By Leslie Jermyn
 Executive Director, QUFA**

Please note that you will soon be receiving an information package from Queen's containing a comparison of the features of the Queen's Pension Plan (QPP) and the University Pension Plan (UPP).

You do not need to do anything with this information package, as QUFA has already consented to convert from the QPP to the UPP, based on our ratification vote this past February.

Colleagues who are not unionized will be asked to vote "yes" by sending in a ballot they will receive with the package.

If you or they require more information about this process, please consult our pension page:

<https://qufa.ca/member-services/pension-information/>

or contact QUFA:

qufa@queensu.ca

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

	2018			2017		
	EC	ER	ERNG	EC	ER	ERNG
Queen's	80	94	44	55	83	31
Toronto	72	87	31	73	83	44
Waterloo	79	89	56	78	94	60
UBC	76	89	55	74	91	57
McGill	76	85	43	77	89	51
McMaster	77	84	27	86	87	18

Table 1: Success Rate as a %

	2018			2017		
	EC	ER	ERNG	EC	ER	ERNG
Queen's	31	45	30	23	48	26
Toronto	30	47	31	28	45	29
Waterloo	28	44	28	25	37	29
UBC	30	52	35	27	43	27
McGill	31	43	35	28	42	28
McMaster	32	42	27	26	42	39

Table 2: Average grant in \$K

Queen's is the only institution (of those considered) to enjoy this success.

Table 2, however, tells a different story. Despite an overall increase in funding from NSERC (the amount for the Discovery Grant Program alone is not exactly clear), Queen's is unique in that it is the only institution to see a decrease in the main category (ER).

With an increasing success rate but decreasing grant size, perhaps Queen's established researchers should simply ask for more money.

Notes

¹<http://qufa.ca/wp-content/uploads/2017/10/71-QUFA-Voices-Oct-2017.pdf>

²http://www.nserc-crsng.gc.ca/Professors-Professeurs/DiscoveryGrants-SubventionsDecouverte/Index_eng.aspx

³<http://qufa.ca/wp-content/uploads/2018/01/73-QUFA-Voices-Jan-2018-1.pdf>

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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.

QUFA EVENTS

Illness and Disability: Know Your Rights, Protect Your Future

The year of benefits at QUFA ends with a workshop on illness and disability

**By Leslie Jermyn
Executive Director, QUFA**

From creating the outline for a new supplementary medical benefits package to agreeing to a new pension plan, this has been the year of thinking about benefits and how to make them better. We'd like to end the year with a special event about what happens in the case of major illness or disability for QUFA Members.

James Cameron, Jessica Greenwood, and Wassim Garzouzi, labour lawyers from Raven Law, will facilitate a presentation and discussion on 16 April 2019 at 2.00 p.m. at the University Club.

First, the workshop will review sick leave and long-term disability benefits at Queen's to help Members understand what rights and duties they have. Then, we will learn more about how long-term disability is managed, and what a return to work might involve. Finally, we will talk frankly about whether Members have sufficient income coverage and what they could be doing about it. The poster on p. 4 of this issue of *QUFA Voices* provides more details on topics.

To end off the year, the workshop will be followed by a "Quaff with QUFA" reception. We are expecting a robust turnout, so please RSVP to Elizabeth Polnicky (ep43@queensu.ca) if you plan to come. Thanks!

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

CALL FOR NOMINATIONS Get Involved and Help QUFA Make a Difference!

Nominations are now open for positions on Queen's University Faculty Association (QUFA) committees. Please consider getting involved. A full list of QUFA committees, joint committees, and internal and external positions can be found on our Web site, under Contact Us:

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

QUFA works to protect and advance the working conditions of regular and contract faculty, and librarian and archivist Members. Contributions of any scope, large or small, and a diversity of viewpoints, interests, and experience are welcome at QUFA.

This year, the following executive committee positions are open for nomination:

- Vice-President;
- President;
- Chair, Political Action and Communications Committee;
- Chair, QUFA Council;
- Member at Large;
- Term Adjunct Representative
- Continuing Adjunct Representative

If 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. QUFA Past President and Chair of Nominations Lynne Hanson can be reached at lh2@queensu.ca. QUFA Executive Director Leslie Jermyn can be reached at jermynl@queensu.ca.

ON THE WEB Access QUFA Online

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

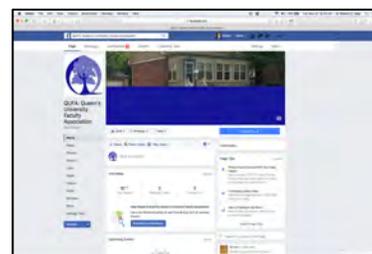
QUFA's online resources contain a wealth of information about your faculty association, including upcoming events, information about the collective agreement, news items of interest, and more!

1. QUFA Web Site



www.qufa.ca

2. QUFA on Facebook



www.facebook.com/qufapage

3. QUFA on Twitter



www.twitter.com/qufatweet



The QUFA Annual Lecture 2019

Illness and Disability: Know Your Rights, Protect Your Future

A Workshop with
James Cameron, Jessica Greenwood, and Wassim Garzouzi
of Raven Law



All QUFA Members Are Welcome

Please RSVP to Elizabeth Polnicky (ep43@queensu.ca) by 10 April 2019 if you plan to attend

What happens to you and your job when you become ill or disabled?
This workshop will consider several important issues:

- **Your rights and obligations if you are partially disabled:** What do you have to do to be “accommodated” at work? • What does “undue hardship” mean?
- **Short-term disability:** What medical documentation do you need? • How is your documentation handled? • When can your employer or insurer ask for a medical examination? • How long does STD last, and how do you return to work?
- **Long-term disability:** What are the tests you must meet, and how do you meet these tests? • What will you get paid? • How do offsets work, and what is the impact on your LTD benefit? • What happens if you are denied LTD, and should you appeal or sue? • What is the difference between “own” and “any” occupation? • What kind of job security do you have? • Can you be terminated if you are unable to work?
- **Income insurance:** Do you have enough income insurance coverage? • Do you have the right kind of coverage?

Tuesday 16 April 2019

2.00 p.m. – 3.30 p.m.

The George Teves Room, University Club

The workshop will be followed by a Quaff with QUFA Reception, 3.30 p.m. – 4.30 p.m.
(All QUFA Members are welcome to Quaff with QUFA, even those who are not able to attend the workshop)

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