



QUFA VOICES

Your Queen's University Faculty Association Newsletter

WELCOME BACK ISSUE: September 2019

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PRESIDENT'S VOICE

Welcome Back, QUFA Members!

Incoming QUFA President Elizabeth Hanson welcomes new and returning QUFA Members to the faculty association

**By Elizabeth Hanson
President, QUFA**

Let me begin by wishing all of you a prosperous beginning to the academic year. Welcome to those newly arrived at Queen's, and best wishes for this new chapter in your career.

This academic year also brings a new role for me as QUFA president, so let me also take a moment to introduce myself. I am professor in the Department of English where I have taught Shakespeare and Renaissance literature since 1989. Since 1999, when I first served on a negotiating team, I've played a number of different roles for QUFA, including chief negotiator in 2015 and co-chief negotiator in 2018, as well as JCAA co-chair in the interval between those agreements. I will have met many of you in those capacities. I am looking forward to this new role in the association. In this column, I want to

QUFA PEOPLE

QUFA Executive Committee 2019-2020

Here is your QUFA Executive Committee for the coming academic year

Elizabeth Hanson	President
Jordan Morelli	Vice President
Kayll Lake	Past President and OCUFA Director
Ken Ko	Treasurer
Anya Hageman	Secretary
Les Mackenzie	Council Chair
Constance Adamson	Grievance Chair
Michael White	JCAA Co-Chair
Mary Louise Adams	PACC Chair
Lucinda Walls	Library and Archivist Representative
Shane Pinder	Term Adjunct Representative
Chantal Brunette	Continuing Adjunct Representative
Diane Beauchemin	Equity Representative
Laeaque Daneshmend	Members-at-Large
Melissa Houghtaling	

QUFA sincerely thanks these QUFA Members for serving on the QUFA Executive Committee this coming year.

update you on some issues that QUFA will be engaged with this year.

Last year, QUFA participated in an unusual round of bargaining for a new collective agreement (CA) that included consent to the new

University Pension Plan (UPP) and new retirement-related options. Below, Executive Director Leslie Jermyn outlines QUFA's ongoing work in finishing the UPP construction.

On a still broader front, since last spring, QUFA has been in discussions through the Ontario Confederation of Faculty Associations (OCUFA) with the Ministry of Colleges, Training, and Universities (MTCU) around proposed legislation by the Ford government that would curtail collective bargaining rights. Bill 124, the “Protecting a Sustainable Public Sector for Future Generations Act,” which was introduced in June for consideration when the legislature resumes on 28 October 2019, limits salary increases to 1% for three years on all CAs as they are renewed. Our CA will not be open until 2022—that is, until after the next election—so it is far from certain whether such legislation would affect us.

Of more immediate concern at Queen’s is chapter 1d in the 2019 Ontario Budget, “Ensuring a Dynamic University Workforce,” that proposes to amend the MTCU Act with an aim to encourage faculty retirements on the grounds that older faculty are too expensive and are blocking new appointments. The government’s discussion has focused on academic staff who have activated their pensions either because they are permitted to do so at age 65 (as per the terms of the Queen’s Pension Plan (QPP)) or because they are required to do so at age 71 by the Federal Income Tax Act, pejoratively and inaccurately characterizing them as “double-dipping.”¹

QUFA has participated in two consultations with MTCU over this

issue, most recently in late June. It is hard to overstate how muddled the government’s thinking is on this subject, as OCUFA’s president tried to explain.² Somehow, the ability to activate a pension while working motivates faculty to continue working rather than retiring, and this has blocked universities from renewed hires. One mooted solution is to claw back salary in the amount of pension payments. It is hard for me to believe that such an obviously discriminatory approach would be legal. If the government tries such a measure, QUFA will strongly insist that OCUFA pursue a legal challenge.

One fallacy that QUFA Members who have been at Queen’s for the last decade will readily detect in the government’s thinking is the idea that faculty retirements lead to faculty renewal rather than a worsening faculty-student ratio or increased adjunct hiring. Many of us have watched our departments shrink or wither even in the face of enrolment increases and are painfully aware that the university’s ongoing commitments towards hiring are too limited to repair the damage, especially in the face of ongoing faculty retirement.

Because (unlike the government) we are actually concerned with “ensuring a dynamic university workforce,” over the summer we began a Queen’s faculty complement data project. Member Services Officer Micheline Waring has been painstakingly picking her way through data about faculty at Queen’s since 2009, so that we can

determine, unit by unit and faculty by faculty, what has happened with respect to full-responsibility appointments, retirements, adjunct appointments, and conversions. I should note that librarians and archivists are also included in this scrutiny. Later this fall, we will start to present the findings of this research project.

One final matter. In case you missed it, I bring your attention to our recent communication with our Members about relationships with students.³ The new Sexual Violence Policy has also come into effect. Please see Peggy Smith’s article below on this important topic, and QUFA’s concerns with its implementation.

Meanwhile, enjoy the beautiful fall weather!

Notes

¹<https://business.financialpost.com/opinion/the-double-dipping-professor-in-doug-fords-crosshairs-is-nothing-but-a-myth>

²<https://www.ocufa.on.ca/blog-posts/ocufas-opening-statement-at-the-ministry-consultations-on-employee-renewal/>

³<https://www.qufa.ca/wp-content/uploads/2019/09/Infosheet-Relationships-2019.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.

EXECUTIVE DIRECTOR'S VOICE Whither the University Pension Plan?

Work continues in implementing the new UPP, including the creation of a new QUFA pension committee

By Leslie Jermyn
Executive Director, QUFA

QUFA, Queen's, and the United Steelworkers on campus continue to work on creating the documents that define responsibilities for the administration of the University Pension Plan (UPP), a new sector-wide, jointly sponsored (employers and employees) defined-benefit pension plan. We are doing this work with our colleagues at the Universities of Guelph and Toronto. The UPP will be open to any Ontario university to join, and the hope is that it will offer Ontario university employees an alternative to existing single-employer and defined-contribution plans.

For those following this story, members of existing plans at all three campuses voted to consent to the conversion of their plans to the UPP in June 2019. QUFA granted consent on behalf of its Members based on a ratification vote held in the second week of February 2019, in which 96% of QUFA Members in the Queen's Pension Plan (QPP) voted to convert to the new plan.¹

We anticipate instantiating the core governance structures of the plan on 1 January 2020. That means we hope to have both the sponsor board and the trustee board populated, and agreements for their operations, as well as the plan document, signed. The sponsor board is split between employers and employee groups with each side having one vote. This board defines the overall operational principles of the plan, such as rules about how to manage shortfalls or surpluses. QUFA has a seat on this board as a result of being part of the group that designed the plan. The



QUFA

Visit QUFA's pension Web site (<https://www.qufa.ca/member-services/pension-information/>) for more information about the conversion from the QPP to the UPP.

trustee board has fiduciary responsibility to manage the plan, including such duties as contracting legal counsel and actuarial services, overseeing investments, and ensuring that pensioners receive their pensions. QUFA has the right to name a trustee to this body. Starting next January, we expect the two boards to work with the provincial government to create the legal framework for the creation of the new plan and the transfer of assets from existing plans on 1 July 2021.

The QUFA Executive has named Robert Hickey (Industrial Relations) to be our sponsor based on his experiences building the new plan and bargaining the terms of conversion. While Rob is on academic leave, Executive Director Leslie Jermyn will be QUFA's sponsor. QUFA's Pension Committee, chaired by Paul Young (Biology) is working on nominating a skilled and knowledgeable trustee for consideration by the QUFA Executive in the coming weeks.

We are interested to expand the Pension Committee this year. If you

are knowledgeable about pension management or interested in learning more and being involved in this exciting new chapter of Queen's-QUFA pension history, please get in touch with Paul (youngpg@queensu.ca) or myself (jermynl@queensu.ca).

What all of this means for QUFA Members currently contributing to the QPP is that nothing will change for now—well, almost nothing. One feature of the QPP has been modified to the advantage of QUFA Members beginning 1 July 2019. You may now retire the month you turn age 65 without reduction of benefit rather than having to wait until 30 June of the year you turn age 65, which was the QPP rule for QUFA Members. Please contact the Queen's pension office for more information about retiring or activating your pension.²

Many QUFA Members were encouraged to vote for the new plan because Queen's offered some new benefits to us once the new plan is operational. Please refer to the pension page on the QUFA Web site

for more details. Briefly, these new options are:

Early unreduced retirement at age 60/factor 80

Starting 1 July 2021 or when the new plan begins operations, members of the QPP who are at least 60 years of age with 20 years' service (60 + 20 = factor 80) may opt to retire with the pension they have accrued to date, but without the penalties that would have been applied for early (before age 65) retirement under the Queen's plan. In other words, the Queen's plan did not allow "early" retirement before age 65 unless penalties were deducted from the pension you would receive. The UPP allows for early unreduced pension at retirement with factor 80, and Queen's has extended that right to those in the Queen's plan who qualify by age and years of service. Again, this right does not come into effect until there is a new UPP in operation.

Phased retirement

QUFA also negotiated a phased retirement program.³ There are many details to be finalized with respect to leaves and other matters, which we intend to work on in the new year. All things being equal, the earliest you can signal your intention to initiate phased retirement is 1 July 2020, and we will have more information for you to plan with before that.

The UPP has been "in the works" since 2014 and would not be at this stage without the tireless commitment of many, many people here and at our partner institutions. QUFA extends its deepest thanks to all of them, and to QUFA Members who have participated actively in the conversations and debates that have helped shape the future we hope to realize. We'll keep you posted on significant developments, and if you want the "inside scoop," please consider getting involved with our Pension Committee!

Notes

¹More information about the new plan and consent process can be found here:

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

²<http://www.queensu.ca/humanresources/total-compensation/pension-services/>

³Please see Appendix A of this document for the rough outline of the phased retirement program:

<https://www.qufa.ca/wp-content/uploads/2019/01/2018-12-11-Pension-MOA-Signed.pdf>

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

EDITOR'S VOICE
QUFA Voices
Is For You!
 Submit your ideas, opinions, or letters to your monthly faculty association newsletter

By Robert G. May
Editor, QUFA Voices

Because this is the first issue of *QUFA Voices* for the new academic year, I would like to offer a warm welcome to QUFA Members both new and returning. I hope you're all looking forward to another great year!

I would also like to let you know that *QUFA Voices* is your official faculty association newsletter. *QUFA Voices* is so named because an important part of its mandate is to provide a forum for QUFA Members to express their opinions, to share their views, and to let their voices be heard. If you have an idea for a story or profile, if you have an opinion you wish to express, or if you have an announcement you think will be of interest to other QUFA Members, please send it to me. *QUFA Voices* appears once a month during the academic year.

I would also like to invite you to print out and post a copy of *QUFA Voices* in a visible place in your unit. This will enable us to reach even more Members than the e-version alone.

If you have missed an issue of *QUFA Voices*, you can always find back issues of the newsletter on the QUFA Web site (under "Publications"). I invite you to go back and see what we've been up to for the past few years. I look forward to hearing from you!

Robert G. May can be reached at mayr@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



QUFA VOICES
Spread the Word!

QUFA invites you to post a copy of *QUFA Voices* in a visible place in your department or unit.

Thank you!



QUFA IMAGES

Welcome Back BBQ 2019

QUFA began the new academic year with a welcome back BBQ for QUFA Members and their families

A large group of QUFA Members, families, and friends kicked off the new academic year at Breakwater Park near campus on Thursday 12 September 2019 with a welcome back BBQ. Many thanks to local vendor Scott Hallman for supplying and preparing the delicious sausages, hot dogs, and chili. Photos courtesy QUFA Vice President Jordan Morelli.



GRIEVANCE CORNER QUFA Staff Must Report Any Disclosure of Sexual Violence

The Occupational Health and Safety Act requires employees to report known incidents of sexual violence or harassment in the workplace

By Peggy Smith
Grievance Officer, QUFA

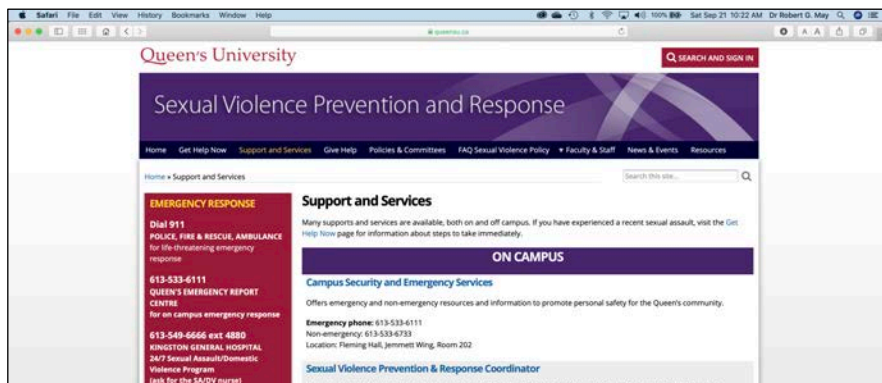
The statutory obligation to report

The Occupational Health and Safety Act (OHSA) sets out the obligations and rights of employees and employers with respect to maintaining a safe and healthy workplace. As an employee of Queen's University, you have the statutory duty to report health and safety hazards to your supervisors. In 2016, Bill 132 incorporated and defined sexual harassment and violence in the workplace as an occupational health and safety hazard. As a result, employees became responsible for reporting known incidents of sexual harassment and violence in the workplace.

The statutory requirements of Queen's Policy on Sexual Violence Involving Queen's students

Regulation 131.16 of the OHSA requires all colleges and universities to have a sexual violence policy, and sets out the required content, as well as the roles and responsibilities of parties.

In May 2019, The Queen's Board of Trustees approved revisions to the Policy on Sexual Violence Involving Queen's University Students. The document now requires that all employees (including QUFA Members) who receive a disclosure of sexual violence report the disclosure to the sexual violence prevention and response coordinator (SVPRC). This requirement is consistent with the



Queen's University

Visit the Sexual Violence Prevention and Response page of the Queen's Web site for more information and resources: <https://www.queensu.ca/sexualviolencesupport/support-and-services>.

duty to disclose a workplace hazard set out in the OHSA.

As a result of the disclosure, the policy states that the sexual violence prevention and response coordinator will, "if deemed to be appropriate" [emphasis added], contact the student to offer support and information, and to provide options tailored to the needs, wishes, and circumstances of the student. Again, this action is consistent with the requirements of the OHSA and Regulation 131.16

Concerns arising from the implementation of the policy

While QUFA recognizes the statutory obligation of its Members and supports the aims of the policy, it has some specific concerns about its implementation. In a memo dated "Summer 2019," Sexual Violence Prevention and Response Coordinator Barb Lotan sets out the reporting method and follow-up flowing from the receipt of a report from staff. Staff are required to use a secure online notification system, identifying only the name, e-mail address, and student number of the student. The memo then advises that The SVPRC will follow up with the student by e-mail to offer supports and services, with no expectation of a response or that the student follow up with a formal report.

QUFA is concerned about this procedure. This apparently blanket response is contrary to the policy, which states that action by the SVPRC will be discretionary and used only when "deemed appropriate." This caveat is important because there are circumstances where contacting the student might aggravate their situation, as for instance where an abusive partner monitors their messages.

Going forward

QUFA is actively pursuing this matter, as we believe it is the responsibility of the university to clearly identify and communicate the full consequences of reporting an incident of sexual violence to a QUFA Member. QUFA believes the university has an obligation to clearly inform students (1) that faculty members are required to report any disclosure a student may make to a faculty member to the SVPRC, and (2) that this disclosure will give rise to an automatic e-mail from that office.

In the interim, students should be referred to the AVPRC directly or directed to the following link: <https://www.queensu.ca/sexualviolencesupport/support-and-services>.

Peggy Smith can be reached at smithpe@queensu.ca.

ON CAMPUS

Exciting Changes to the Conflict Resolution and Education Service

The Queen's-QUFA Conflict Resolution and Education Service offers a wide range of conflict-resolution services to members of the Queen's community

By Meaghan Welfare Queen's-QUFA Conflict Resolution and Education Service

In its seventh year of operation, the Queen's-QUFA Conflict Resolution and Education Service (QQ-CRES) continues to provide services to faculty, librarians, and archivists. We are pleased to announce that the service is now available to other members of the Queen's community who may be in conflict with a QUFA Member. Anyone in the above group can simply contact us directly for a free consultation to learn more about the services offered.

QQ-CRES offers a wide range of conflict-resolution services as described below. All services are voluntary, confidential, and free for the user.

Mediation: A confidential process in which a trained practitioner helps disputing parties resolve their work-related problems or conflicts. It is a non-judgemental and voluntary process that helps parties find mutually satisfactory resolutions to their conflicts.

Conflict Coaching: A confidential process in which a conflict coach assists individuals to develop proficiency in addressing and resolving specific conflicts, or preparing for an upcoming difficult discussion.

Group Processes: Members of a working team engage in and resolve conflict situations in a safe, open, and confidential forum. The purpose of

Our Services:

- Mediation
- Conflict Coaching
- Training
- Facilitation
- Team Conflict Resolution
- Workplace Restoration

All services are confidential, timely and are provided by a team of professional practitioners.

Services are available free of charge to QUFA members, including Faculty, Librarians, and Archivists and members of the Queen's community who are in conflict with QUFA Faculty.



Queen's – QUFA Conflict Resolution & Education Service

University work is often busy and stressful, and can lead to conflicts in the workplace. Conflict Resolution Services will provide you with a forum to discuss such conflicts and work towards a mutually satisfying resolution.

Contact Information:
Meaghan Welfare
613.453.5728
QQConRes@gmail.com



Meaghan Welfare

The QUFA-Queen's Conflict Resolution and Education Service offers voluntary, confidential, and free services to QUFA Members.

the process is to identify and discuss issues that are impacting the group, and to work towards a resolution that meets the needs of all parties.

Training: Conflict management training provides participants with conflict-resolution theory and skills to assist in effectively addressing conflict. Conflict management training is highly interactive and practice-based. Training can be given for general education purposes, or as a result of an identified gap in knowledge and/or skills within a group.

This fall, the QQ-CRES will be offering two lunch-and-learn sessions on having difficult discussions and facilitating effective communication. Please see the box for schedule.

For questions or to access the service please call me at 613.453.5728, or send me an e-mail.

Meaghan Welfare can be reached at QQConRes@gmail.com.

ANNOUNCEMENT
Lunch and Learn with QUFA

QUFA Members are invited to participate in this fall's Lunch and Learn events:

Having Difficult Discussions
Monday 11 November 2019
12.00 noon - 1.00 p.m.

Facilitating Effective Communication
Thursday 12 December 2019
12.00 noon – 1.00 p.m.

All Lunch and Learn events take place in the conference room at the University Club.

A light lunch of soup and beverages will be served.

Please RSVP to Elizabeth Polnick (ep43@queensu.ca) to ensure sufficient food.

FYI

New Scholars at Risk Committee

The new Scholars at Risk Committee will raise awareness of political risks to scholars around the world

By Anya Hageman
Secretary, QUFA Executive

Queen's has a new committee, the Scholars at Risk Committee, whose goals include raising awareness of risks to scholars around the world, promoting open and independent scholarship free from political interference, and hosting a scholar at risk at Queen's on a regular basis.

The faculty and administration members of this committee will be working with the organization Scholars at Risk (<https://www.scholarsatrisk.org/>), which keeps a register of academics in different disciplines who are in danger from the governments of their countries.



For more information, please contact Csilla Volford, at csilla.volford@queensu.ca.

Please take a moment now to click on this link and send an e-mail, Tweet, or letter in support of Dr Ahmadreza Djalali, an Iranian scholar of disaster medicine who has been sentenced to death and is being held in inhumane conditions:

<https://www.scholarsatrisk.org/2019/09/iran-release-dr-ahmadreza-djalali/>.

Anya Hageman can be reached at hagemana@econ.queensu.ca.

ANNOUNCEMENT Benefit Deadlines Approaching

Adjunct Fund for Research and Professional Development

The deadline for submitting an application to the QUFA Adjunct Fund is **7 October 2019**

More information and the amended application form can be found on the Faculty Relations Web site:



<https://www.queensu.ca/faculty-relations/faculty-librarians-and-archivists/professional-support-programs/fund-scholarly-research-and-creative/>

Tuition Support Plan

The deadline for submitting an application to the QUFA Tuition Support Plan is **1 November 2019**

More information and the amended application form can be found on the Human Resources Web site:



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

ANNOUNCEMENT CAUT Librarians and Archivists Conference October 2019, Ottawa



Academic libraries and archives across Canada face reorganization and restructuring, initiatives that can threaten the positions and work of librarians and archivists, and undermine traditions of collegial governance.

This trend is the focus of the CAUT Librarians and Archivists Conference 2019.

25-26 October 2019
Delta Hotel
Ottawa City Centre

More information, including the program, can be found here:



<https://www.caut.ca/event/librarians-and-archivists-conference/>



BY THE NUMBERS

Queen's Continues to Disappoint in Rankings of the World's Top Universities

Queen's rank in two major world university rankings has dropped precipitously over the last several years

By Kayll Lake

Past President, QUFA

The Times Higher Education World University Rankings (THE) and the Quacquarelli Symonds World University Rankings (QS) have been publishing their own rankings since 2010. Table 1 shows the top 10 universities worldwide for the last 2 years.

THE	2020	2019	QS	2020	2019
Oxford	1	1	MIT	1	1
Cal Tech	2	5	Stanford	2	2
Cambridge	3	2	Harvard	3	3
Stanford	4	3	Oxford	4	5
MIT	5	4	Cal Tech	5	4
Princeton	6	7	ETH Zurich	6	7
Harvard	7	6	Cambridge	7	6
Yale	8	8	UCL	8	10
Chicago	9	10	Imp Coll	9	8
Imp Coll	10	9	Chicago	10	9

Table 1: Top 10 Universities Worldwide

THE	2020	2019	QS	2020	2019
Toronto	18	21	Toronto	29	28
UBC	34	37	McGill	35	33
McGill	42	44	UBC	51	47
McMaster	72	77	Alberta	113	109
Montreal	85	90	Montreal	137	149
Alberta	136	132	McMaster	140	146
Ottawa	141	176	Waterloo	173	163

Table 2: Canadian Universities in the Top 200 Universities Worldwide

Despite differing methodologies, the two rankings show considerable overlap and year-to-year consistency. Table 2 shows Canadian universities in the top 200 and their rank.

Again, despite differing methodologies, the two rankings show considerable overlap. Year-to-year consistency is fairly stable (there is a modest upward trend) but with some notable changes (e.g., Ottawa in 2020). The situation for Queen's is shown in Table 3.

Year	THE	QS
2012	173	175
2013	201-225	-
2014	226-250	189
2015	251-275	187

Year	THE	QS
2016	251-300	206
2017	201-250	223
2018	251-300	224
2019	251-300	239

Table 3: Queen's Rankings

Both methodologies agree that Queen's rank has dropped precipitously over the last 9 years: a drop of 78-127 positions in the THE analysis and a drop of 64 positions in the QS rankings. Moreover, both methodologies agree that the drop seems to have plateaued in the last 2 to 3 years.

It is not at all clear if the plateau is owing to new faculty hires. If so, we should expect an upturn next year. With no significant upturn, we will have a clear signal that too little is being done to maintain Queen's intellectual integrity.

We have to get off the road to mediocrity. If we don't, the quality of students we attract will also drop precipitously.

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