

# Dean's Report

April 2021

*\*additional information presented by the Dean at Faculty Board*

Welcome to Spring! The following report includes the most recent news and kudos since our March Faculty Board report and a more in-depth update on achievements in implementing our [Strategic Plan](#).



## Arts and Science News and Kudos

- Following up on the work conducted by Dr. Wendy Craig (Psychology) on the impact of Covid-19 on our community, and our recent Town Hall and Community Assembly events, we have launched Artsci Shoutouts to recognize the hard work faculty and staff are doing during this challenging time. Please see the [Artsci Shoutout page](#) to post a shoutout to one of your colleagues and view what other staff and faculty are posting to each other.
- We also have posted all of Dr. Craig's presentations on our [Continuous Improvement Review Process for Covid Response webpage](#). More information will be posted on this webpage regarding action items and the FAS response to the findings and suggestions coming forward from this important research.
- Please also read more about what Jill Atkinson, Associate Dean (Teaching and Learning) and Nicholas Mosey, Associate Dean (Research) and their teams have been doing to support faculty and staff during the pandemic. Read the stories: [Leading and Listening: Supporting the people](#) and [Leading and Listening: Stabilizing the Faculty of Arts and Science Research Community](#).
- Bev King has retired from the position of Assistant Dean, Teaching and Learning. Bev started at Queen's University in 1979 on her birthday, March 8, and she leaves behind an enormous legacy, putting the university on the map as a leader in online and distance education. With Bev's departure, FAS has announced that Wanda Beyer has been chosen as the incoming Director of the Learning Enhancement and Distance Studies unit. [Read the story: Bev King bids farewell to the Faculty of Arts and Science](#).
- Dr. Anita Jack-Davies, Assistant Dean Equity, Diversity, Inclusion, and Indigenization has left the Faculty of Arts and Science to accept a new position as Deputy Chief Diversity Officer at Skidmore College in Saratoga Springs, New York. We are grateful that Anita has forged a path for FAS to move forward on EDII initiatives, which will serve us well as we move ahead to our search for a new director, which will be initiated immediately.

- Each year, teaching awards at Queen’s University are conferred to educators and staff who have excelled in fostering innovative, interesting, and inclusive learning environments. A number of Faculty of Arts and Science educators and staff received awards this year during the virtual event. [Read the story: Celebrating teaching awards together.](#)
- A gift by the Michael & Sonja Koerner Charitable Foundation to endow the Koerner Visiting Artist in Residence in perpetuity at Queen’s was announced in March in conjunction with this year’s Koerner Visiting Artist Public Lecture. [Read the story: An inspiring gift.](#)
- The Faculty of Arts and Science recently received a \$1.35M gift from Bill Acton (Artsci’75) to support the creation of the Coleman-Taylor Postdoctoral Fellowship in the Department of Mathematics & Statistics.

### Strategic Plan Updates

The following highlights progress on [Strategic Plan initiatives](#) since the [January Faculty Board Report](#).

#### *Guiding Principles*

- Reflecting our commitment to our guiding principle of **Equity, Diversity, Inclusion, and Indigenization (EDII)**, we will be launching the promotional campaigns for our new Pre-doctoral Fellowships in Black Studies as well as our Pre-doctoral Fellowships for Indigenous Students this spring, with an application deadline of August 15, 2021 and a start date of January 1, 2022. Stay tuned for more information. #StudentExperience

Our new **Bachelor of Arts Honours Major and Medial in Indigenous Studies** have been approved and will be offered to students as a part of Plan Selection/Change of Plan this May. #StudentExperience.

We are continuing our recruitment efforts for the Chair in Black Studies and will be advertising **six appointments in Black Studies**, including four Queen’s National Scholar (QNS) positions. #SupportFASPeople #StudentExperience

Several new initiatives were undertaken to support **increased funding for Indigenous initiatives** and help increase Indigenous teaching and gathering spaces (Initiative #37) on campus. The fundraising case was finalized for support for Indigenous initiatives within the Faculty of Arts and Science and the fundraising case was also finalized for Indigenous climate change research in the Department of Geography and Planning - we are in the beginning stages of distributing these to donors. Plans are also underway for construction of both phases of the Indigenous outdoor gathering space thanks to the lead gift from Bader Philanthropies, Inc. – construction to be completed by spring 2022. #StudentExperience #TransformFASSpaces #SupportFASPeople

The ASO multimedia team have been part of a national team of Indigenous and non-Indigenous researchers and ethics advisors that have come together to create [Indigenous Community Research Partnerships](#), an online open access ethics training in how to utilize a principled approach to conduct research in partnership with Indigenous communities. #ResearchProminence

### *Strategic Priorities*

- Focusing on a **formalized approach to institutional support for research** (Initiative #47), we have developed letter templates to increase the speed at which approvers can respond to funding requests, compiled information around available funding and parameters into a single document, and developed a bridge-funding process to support high-risk projects. We are currently working with MarComm to develop a ‘research hub’ to make this information available to researchers in the most effective way and intend to have a short-term solution this spring, with a longer-term solution developed over the summer. #ResearchProminence
- The **You Can Book Me** remote booking platform is now available to first-year students for booking academic advising appointments with peer advisors, which helps expand access to Student Services via digital platforms (Initiative #29). The platform will launch for all advising in the fall of 2021. #StudentExperience
- The **Dean’s Changemaker Challenge** final pitch took place on April 7. Leading up to this event FAS hosted its first successful pitch competition for ASCX 200 in November 2020, and this pitch competition for ASCX 300 involved student groups who pitched their ideas to alumni and faculty judges (Initiative #6). [Read the story: Dean Crow challenges students to make changes](#) #StudentExperience
- A common template has been approved for our new **digital academic calendar** (Initiative #28), and the vendor is migrating content into the new format. While doing so, the Faculty’s curriculum team is cleaning up existing course data in PeopleSoft, wrapping up this past year’s curriculum cycle, and preparing that content for migration. #StudentExperience
- The evaluation of FAS student satisfaction with the **Queen’s Undergraduate Internship Program** (Initiative #7) has continued and the second phase of exit interviews and feedback from students has provided insights for improving the program and program promotion. #StudentExperience
- An initial bank of community and organization collaborations has been developed and will contribute to the creation of an FAS **Experiential Learning Partnership** database.(Initiative #8). #StudentExperience
- **Life After Artsci** (an event hosted by ASUS in collaboration with FAS Advancement) was successfully executed in March 2021 with 25 alumni and 50 student participants. The event is designed to expand online event offerings and programs for our students (Initiative #11). #StudentExperience
- ASO will be supporting the development of a new online course ENGL 218 **Introduction to Indigenous Literature in Canada** developed by Heather Macfarlane (Initiative #11). This course examines Indigenous novels, traditional stories, poetry, short stories, and plays from various time periods, written by Métis, Inuit, and First Nations authors. Students will study the themes, aesthetics, and politics of the texts, using a combination of culturally specific and pan-Indigenous approaches. #StudentExperience

- The **FAS Individual Development Plans (IDP)** for graduate students' pilot project will wrap up at the end of April (Initiative #50). Two participant surveys have been completed, a third participant survey and a focus group will be conducted, and the working group will draft a final report and recommendations for the institution-wide roll-out that is planned for September 2021. In addition, a staff member was hired to develop OnQ solutions for managing IDP and other milestones for FAS, which we plan to roll-out to departments through Summer 2021. #StudentExperience #SupportFASPeople
- The Faculty is moving forward with a **Working Group on Micro-Credentials**, which supports the initiative to create an on-campus academic spring/summer term and credit/non-credit programs (Initiative #9), as well as continuous learning and financial sustainability. It is anticipated that micro-credentials will be offered through several platforms, including for-credit and not-for-credit, in-person and remote/online, and through summer institutes as well as through term-based offerings. #StudentExperience
- The new **Certificate in Organized Crime Prevention** program, offered by the Department of Languages, Literatures, and Cultures in collaboration with the Industrial Relations Centre, was launched in the fall of 2020 with one sold-out open enrollment session and two custom programs for individual organizations. Building on this success, the department is now expanding its line of customized programs for several law enforcement agencies that are designed to meet their professional development needs. This **micro-credential** delivers vital knowledge and skills to identify, analyze and mitigate criminal activity and targets professionals working in any industry where criminal activity may infiltrate best practices or threaten security such as border control, law enforcement, government, counter-terrorism and intelligence, banking, law and more (Initiative #9). #StudentExperience
- Reflecting our strategic priority of **supporting our people** and our guiding principle of **ensuring transparency, accountability, and fairness**, the FAS Human Resources team is working in close consultation with departments to develop a more equitable and consistent approach to service and support. This is increasingly essential, as we are Queen's largest faculty with over 30 departments and units of varying size and complexity and given the fast-growing and diversifying demands on staff that cannot always be accommodated within units. Under the guiding principle of maintaining current staffing levels, existing structures and resources will be collaboratively reimaged to:

  - Enrich the student experience by ensuring equitable, consistent access to critical services
  - Enable a dynamic teaching and research environment by providing faculty members with appropriate and consistent resources and support
  - Maximize organizational efficiencies and effectiveness
  - Increase staff support and career-path opportunities
  - Provide units with equitable levels of support to meet key, emerging functions (e.g.: accommodations, remote learning support, research support etc.).

In alignment with the Strategic Plan, this project will assess current service and support, examine opportunities to streamline service delivery, improve communications and effectively harness technology, and develop new processes across the faculty. #SupportFASPeople

We have also finalized an initial round of consultation with department heads and departmental managers and are moving into an interactive phase of design where different options for **improved governance** can be explored. A series of guiding principles, including maintaining the staff complement and improving support for students, staff, and faculty, has been developed which supports building and maintaining an environment engaged participation in collegial governance in the faculty (Initiative #15), and supports professional development. #SupportFASPeople #ResearchProminence #StudentExperience

- In order to increase financial sustainability (Initiative #41), we are exploring different ways to **engage non-traditional donor communities**. Final plans and strategies are in development for each of the priority donors areas including potential donors with interest in Indigenous and BIPOC areas of support , women (alumni/parents/friends of Queen's), retired faculty (both Queen's retirees and research affiliates), international audiences (alumni/parents/friends of Queen's), and young alumni. The first FAS women's alumnae engagement meeting took place in February 2021, with focus groups and planning in progress as advisory council members are finalized. #SupportFASPeople #StudentExperience #TransformFASpaces