

Welcome to Queen's

Kingston, Ontario, Canada



An Overview
for Prospective
Faculty

The logo for Queen's University's 175th anniversary. It features the word "Queen's" in a white serif font, with a horizontal line under the "e". Below it, the number "175" is written in a large, bold, white sans-serif font. Underneath the number, the word "YEARS" is written in a smaller, bold, white sans-serif font. The text is set against a background of five vertical, tapered stripes in blue, teal, orange, yellow, and red, which point downwards.

Queen's 175 YEARS

A photograph of a university campus at sunset. The sun is low on the left, creating a bright lens flare and casting a warm, golden light over the scene. In the foreground, there is a black metal fence. Behind the fence, there are several large, leafy trees. In the background, a large, multi-story stone building with classical architectural features is visible. The sky is a mix of orange, yellow, and blue.

From the modest roots of a tiny local college founded in 1841, Queen's has grown into a dynamic national institution renowned for an exceptional student learning experience and prominence as one of Canada's leading research-intensive universities



Queen's University is one of Canada's oldest degree-granting institutions and has influenced Canadian higher education since 1841. Located in Kingston, Ontario, Canada, it is a mid-sized university with several faculties, colleges and professional schools, as well as the Bader International Study Centre located in Herstmonceux, East Sussex, United Kingdom.

More than 25,000 researchers, scholars, artists, professors and students from around the world learn, discover, think and *do* within Queen's supportive environment every day. They are people with an ambitious spirit who want to make a difference in the world. People who imagine together what the future could be and work together to realize it.

Teaching and Learning

Queen's is recognized for its quality learning environment and spirited student body. The university is a balanced academy with a full-spectrum research profile and excellent academic programs. A transformative student learning experience is central to Queen's identity and its vision. Our students and faculty are highly engaged and Queen's offers a wealth of resources to foster student success.





Research

Queen's is a full-spectrum, research-intensive university that conducts leading-edge research in areas of critical concern to Canada and the world with a focus on exploring human dimensions; creating, discovering and innovating; securing safe and successful societies; and understanding and sustaining the environment and energy systems.

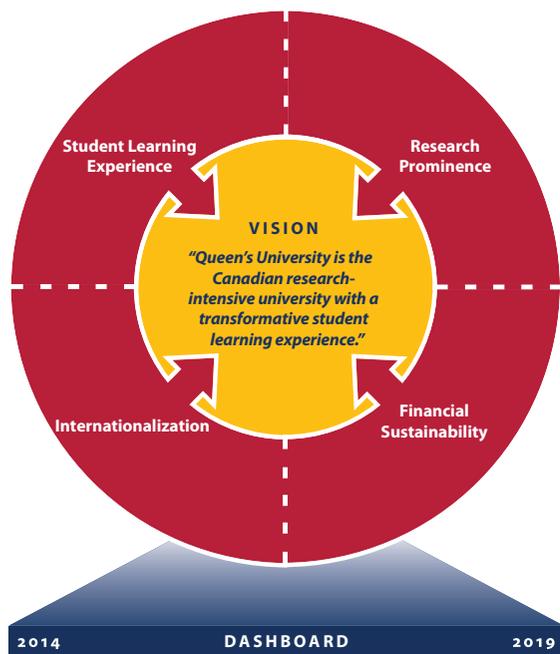
Attracting academically adept and community-minded students from around the world, Queen's balances excellence in undergraduate studies with well-established and innovative graduate programs, all within a dynamic learning environment. Queen's faculty members are educators, mentors and international experts in their disciplines.

A member of the prestigious U15 group of Canadian public research universities and the international Matariki Network of Universities, Queen's has a reputation for outstanding academics.

Strategic Framework

In 2014, Queen's released the Strategic Framework, which would guide the university's vision as the quintessential balanced academy through to 2019.

At the framework's core are four interconnected strategic drivers.



The Student Learning Experience

- Increase the number of new opportunities for expanded credentials and experiential and entrepreneurial learning.
- Further integrate technology into the delivery of course content where it enables improved learning.
- Strengthen the Queen's University Quality Assurance Processes.
- Foster improved relationships and cooperation with the Kingston community.
- Increase investment in faculty complement and renewal, to sustain the quality of existing programs and to develop new curricular initiatives.
- Develop strategic programs for teaching and learning based on student engagement and generic learning outcomes.
- Improve intra-university collaboration through new programs and curriculum innovation.
- Develop new programs and innovative ways to help students develop fundamental academic skills.
- Develop new programs that support an accessible learning environment and health and wellness.

Research Prominence

- Increase research support through increasing our research \$/faculty ratio by identifying sustainable funding sources for research and increasing faculty external grant applications.
- Improve intra- and inter-faculty and cross-university collaboration to support university research pillars nationally and internationally.
- Improve faculty support services to enhance faculty and staff productivity, research and retention.
- Integrate research to enable active learning and innovation.
- Develop new award programs to recognize faculty for outstanding research.
- Focus on increasing and improving our impact through high peer-reviewed publications, recognized scholarly books and creative activities, and knowledge translation and innovation.

Financial Sustainability

- Design and execute campaign plans that align to the Queen's Initiative Campaign to meet fundraising targets.
- Implement cost containment initiatives and process efficiencies across the academy.
- Grow ancillary revenue to support the university's priorities.
- Expand our online and distance efforts through better coordination.
- Improve internal and external communication strategies.
- Provide support as required for new program development and net revenue growth.
- Enhance and improve learning and research resources, services, technology and facilities.

Internationalization

- Develop an international recruitment strategy that will increase the number, proportion and diversity of our undergraduate student population.
- Increase our international research collaboration and research funding from international sources.
- Develop an integrated international marketing and communications plan for the university that supports our international recruiting plan.
- Strengthen our international reputation, while continuing to develop our national profile.
- Promote Queen's internationally in terms of what we are known for nationally.
- Develop a small number of regional hubs in countries that align well with our international priorities.

The Campus

Queen's is home to historic limestone buildings as well as modern facilities like the Queen's Centre, a student life and athletic centre with expansive cardio, lifting and stretching zones, pool, squash courts, gyms, food court and a student-run coffeehouse. The Isabel Bader Centre for the Performing Arts is a newly opened world-class facility featuring a performance hall, studio theatre, film and media labs, and classrooms. The campus has a fully integrated network of six libraries. Museums and galleries on campus invite browsing.

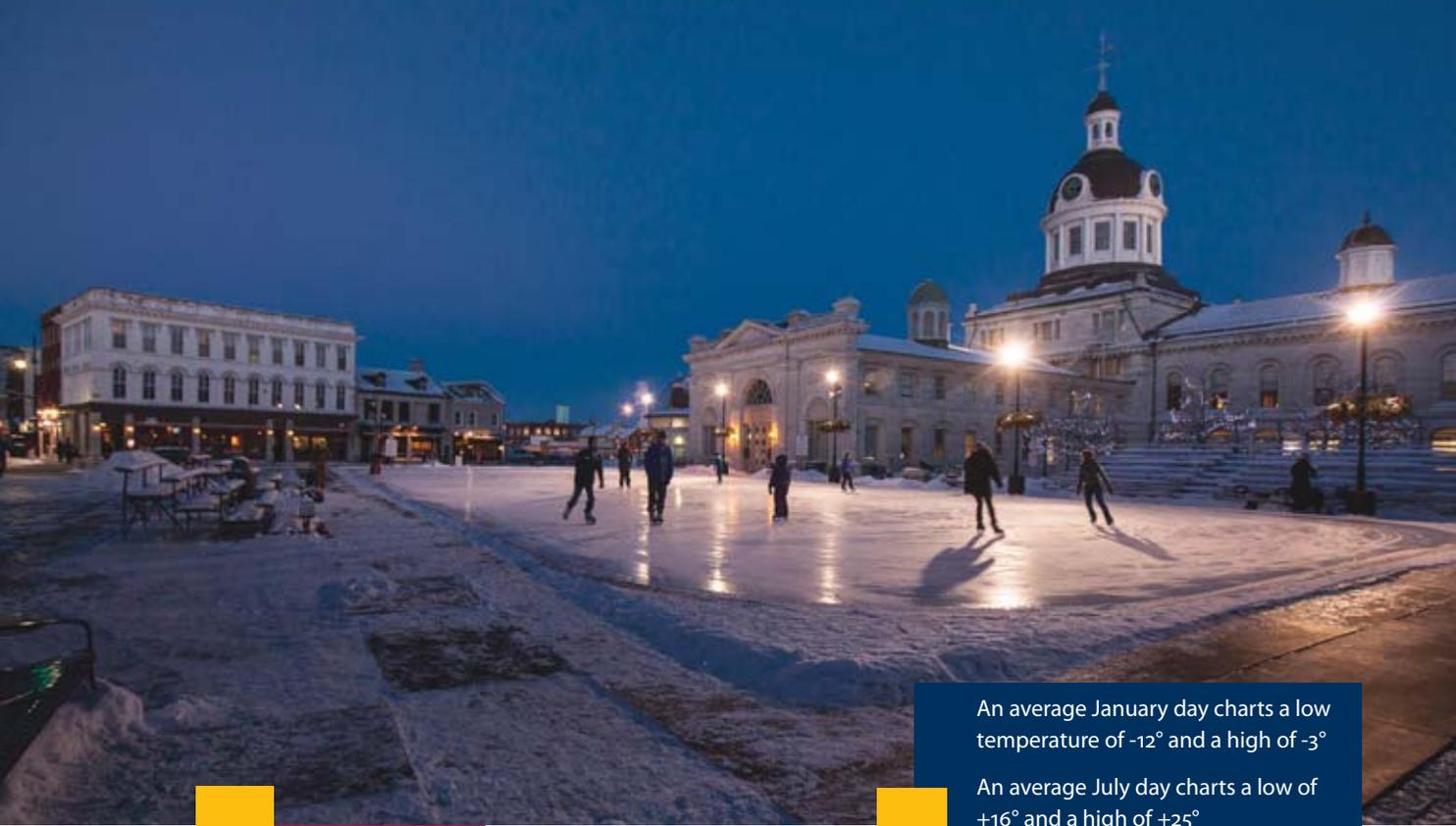
The **Isabel Bader Centre for the Performing Arts** is a home for the creative arts and a hub of vibrant artistic study, creation and exhibition situated on the shores of Lake Ontario shared by the music, drama, film and media, and fine art programs.

The **Ellis Hall Active Learning Classrooms**, used for a range of classes in varied disciplines, feature whiteboards, moveable seating arrangements and linked screens that enable instructors to use active teaching and learning strategies.

Beamish-Munro Hall, home to Engineering and Applied Science, is a living lab, where the building's mechanical, electrical, and structural systems are monitored in real-time and left open to view.

The **School of Medicine** hosts a state-of-the-art teaching clinic, lecture halls and teaching spaces, simulation labs, surgical/technical skills labs, small-group and seminar rooms, info-commons and virtual learning spaces.





Living in Kingston

Kingston is situated on the shores of Lake Ontario at the entrance to the St. Lawrence Seaway, Thousand Islands and Rideau Canal, within a few hours' driving distance of Toronto, Montreal, Ottawa and Syracuse, New York, USA.

Vibrant, historic downtown Kingston boasts shops, excellent restaurants featuring food from around the globe, festivals year-round and an ice-skating rink in winter that transforms into an outdoor cinema during the summer and a century-old outdoor market featuring the area's produce.

Short commute times, access to first rate schools, and a lively cultural scene offer a superior quality of life.

An average January day charts a low temperature of -12° and a high of -3°

An average July day charts a low of $+16^{\circ}$ and a high of $+25^{\circ}$

Kingston is fortunate to have wind conditions that make it perfect for water sports.



Working at Queen's

As a faculty member at Queen's you become an integral member of the Queen's community. Small to medium size classes facilitate one-on-one interaction with students, fostering an inquisitive and collaborative living and learning environment.

Benefits for you and your family

Queen's family friendly benefit programs allow you to choose from an extensive menu of plans including extended health and dental benefits, tuition support, child-care benefits, parental leave, a housing loan plan, long term disability insurance, life insurance and a pension plan.

Support for your partner

Queen's welcomes dual academic couples and strives to accommodate them.

The Collective Agreement (<http://queensu.ca/facultyrelations/faculty-librarians-and-archivists/queens-qufa-collective-agreement>) governs academic spousal/partner appointments. Guidance for partners/spouses who will be seeking non-academic employment at Queen's or in Kingston, is available from the Faculty Recruitment and Support Program including:

- An initial overview of the local labour conditions relevant to your field.
- Personalized networking assistance with potential employers, industry associations and professional organizations.
- Referrals for employment counseling and resume preparation.

Relocating to Queen's

Queen's is committed to recruiting, developing and retaining faculty of outstanding caliber. We demonstrate this commitment through a Faculty Recruitment and Support Program which offers personalized, confidential services to you and your family before, during and after your relocation.

One of the first programs of its kind to be offered in Canada, the program is coordinated by an expert in community relations with a broad network of community connections, supported by the Office of the Provost and Vice-Principal, Academic. Newly appointed faculty members or those considering an academic position at Queen's, and their families, are invited to contact the program co-ordinator to discuss any questions and concerns.

queensu.ca/facultyrecruitment offers detailed, up-to-date information about life at Queen's and in Kingston

Please contact Monica Stewart
Coordinator, Faculty Recruitment and Support Program
613. 533.3167 (confidential line)
monica.stewart@queensu.ca



For further information about relocating to Queen's, please visit our website at: queensu.ca/faculty_recruitment



FACULTY RECRUITMENT AND SUPPORT PROGRAM

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