

# Class of 65 Newsletter

## Bulletin d'Information—Classe de 65

Special Issue/Numéro 106



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*Disclaimer: This Newsletter is produced for members of the RMC Class of 1965 and is based primarily on inputs from members of the Class of 65. It is not an official publication of the Royal Military College nor does it purport to represent the views or opinions of all members of the Class. Unfortunately, the Editorial staff lacks the linguistic skills to produce a bilingual version. Items are published in the official language in which they are received.*

### Editor's Corner/Coin du rédacteur

This special edition is produced to provide you with information about the Class of 1965 Professorship in Leadership initiative that is expected to be announced shortly. This initiative has been led by the Class Gifting Group made up of **John Adams, Keith Ambachtsheer, Steve Arnold, Jim Carruthers, and Charlie Emond**. They have spent countless hours developing and refining this important Class initiative and they deserve a good round of applause for their efforts. **BRAVO ZULU guys.**

Two articles are reproduced below—one that provides a brief explanation of the Professorship; and, another that details the Terms of Reference of the position.

### Class of 1965 Professorship in Leadership by Steve Arnold

Changes were made recently to the terms of reference for Class of 1965 Professorship in Leadership. These changes are a consequence of discussions between the Class of 1965 Gifting Committee and the RMC academic leadership. The latter includes Vice-Principal Academic, Phil Bates, and Dean of Arts, Jim Denford.

The first change is that applicants must be RMC faculty and teaching or supervising RMC students. Previously, applicants had to be new faculty in the broad area of leadership applying for an open position. However, open positions for a leadership scholar haven't been readily available at RMC. In contrast, there are at least a dozen RMC professors who promote research in the broad area of leadership.

A second change to the terms of reference for the Professorship in Leadership is a shorter term. Originally, a successful applicant would hold this named position for five years. If their work remained outstanding, the applicant could then apply for a second term of up to five years. Under the new terms of reference, the initial term is for three years. If requested by the Professor and approved by a review committee, an additional term of up to two years will be granted. This change enables more RMC faculty to be supported in conducting leadership research.



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### Class of 65 Professorship in Leadership (concluded)

The third change provides flexibility in the number of teaching releases which free up the time for the Professor in Leadership to conduct research. Previously, the recipient's teaching assignment would be reduced by two, one-term courses at a cost of \$7,500 each to the total Professorship annual budget of \$25,000. In the revised version of the Professorship, the professor can choose to reduce their teaching load by only one course and have \$7,500 added to their annual stipend. This change is explained further in the revised Terms of Reference below.

The Class of 1965 Gifting Committee is comprised of John Adams, Keith Ambachtsheer, Stephen Arnold, Jim Carruthers and Charles Emond. If you have any questions, don't hesitate to contact any of these classmates. The revised Terms of Reference for the Class of 1965 Professorship in Leadership follow.

### Terms of Reference—Class of 1965 Professorship in Leadership

#### Objective

The Class of 1965 Professorship in Leadership was first established in July 2011 through the generosity of the Royal Military College (RMC) Class of 1965. At RMC, its objective is to promote research and scholarly activity in the broad area of leadership. Leadership is broadly defined as the ability of a person to "lead" or guide other individuals, teams, or entire organizations. Its stated intent is to retain top scholars at RMC and encourage RMC faculty research in leadership.

#### What is required of The Professor

The Class of 1965 have made available \$25k/yr of funding to support the Professor. Of these funds, \$10k/yr will be awarded to the Professor by the Foundation and \$15k/yr will be used to support course relief for the Professor. The Professor may elect to instead receive \$17.5k/yr from the Foundation and \$7.5k/yr to support course relief.

In order to obtain the award, the Principal's office will submit the appropriate request-for-funding documents to the RMC Foundation. A cheque for \$10k or \$17.5k will be awarded annually to the Professor at a mutually agreeable date and venue.

The Professor's teaching assignment will be reduced by the equivalent of two or one one-term courses (in Arts Faculty) or one one-term course (in Science or Engineering Faculty). If possible, it is expected that half of the teaching assignment would normally be at the graduate level.



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### Terms of Reference—Class of 1965 Professorship in Leadership (Continued)

The initial term is for three years. At the end of the three year term and, if requested by the Professor and approved by a review committee, an additional term of up to two years can be granted.

At the completion of the final term, the Professorship will end and the former holder will resume their normal teaching load. The holder will submit a report at the end of this term.

\$7.5k/yr or \$15k/yr of funds, as applicable, will be made available to the Principal's Office to be used to hire sessional instructors. To access these funds, the appropriate request-for-funding documents will be submitted to the RMC Foundation by the Principal's office.

It is expected that the Professor will use the title "Class of 1965 Professor in Leadership" in the signature block of all RMC emails as well as on their RMC website. Furthermore, the Professor will acknowledge the contribution of the Class of 1965 in all publications and presentations.

The Professor in Leadership will present a public lecture once per calendar year. Public lecture is broadly defined here to include presentations at a department or faculty seminar, presentations to the RMC Club, or at some other venue agreeable to both the Professor and the Class of 1965.

During the three to five-year tenure, the Professor will remain in their substantive position as part of the UT group and therefore bound by the rights and obligations associated with the UT Collective Agreement. It is expected that the Professor will not assume significant administrative responsibilities (such as Dean, Department Head, or Programme Chair) during the tenure of the award.

#### Selection Process

The Faculty of the RMC will be solicited for interested applicants. Candidates must be teaching or supervising RMC students. The applicants will submit a cover letter indicating their desire to apply for the Professorship and a description of their future research plans detailing its linkage to leadership, an updated CV and a teaching portfolio.

The Class of 1965 Professorship in Leadership Selection Committee (hereafter referred to as the Committee) will assess and determine a suitable candidate. The Committee will be chaired by a Vice-Principal of the RMC selected by the Principal. The Committee chair will coordinate the meetings but will only vote in the event of a tie. In addition to a VP, the Committee will be made up of all applicants' Line Dean, Department Head and a senior RMC professor selected from each Department.



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### Terms of Reference—Class of 1965 Professorship in Leadership (Concluded)

The award of the Professorship will be based on three equally-weighted criteria:

- Research record by assessing the applicants' CV,
- Proposed research programme by assessing the applicants' cover letter,
- Teaching effectiveness by assessing the applicants' teaching portfolio.

The selection process will occur in four phases. The Committee will:

- Review the information provided by the applicants,
- Discuss their initial findings,
- Interview the applicants,
- Make an award decision.

Two outcomes of the Committee are possible:

- Award the Class of 1965 Professorship in Leadership for the period of three years,
- Do not award the Professorship for the year, conducting another cycle the subsequent year.