



QUEEN'S GAZETTE

It's all about the feathers P6



Help for the cubicle crazed P7



University responds to tsunami disaster

By CELIA RUSSELL

Queen's flags are flying at half mast out of respect for those who died because of the earthquake and tsunamis that struck south and southeast Asia on Dec. 26.

"I know I speak for the Queen's community in expressing the deepest sympathy and concern for the many who have

lost loved ones and suffered so greatly as a result of the tsunamis in communities across southern Asia," says Principal Karen Hitchcock. "It is, of course, difficult for many of us to grasp the full scope of this tragedy and its devastating impact on so many lives, including the families of more than 150 Canadians who either

died or are missing. We are, however, in the process of finding the ways that we as individuals, and as a community, can contribute to the enormous relief efforts now under way."

Those wishing to support relief efforts can access a list of names and contacts of non-governmental organizations involved

in disaster relief on the Queen's News Centre at www.queensu.ca/newscentre.

The Office of Advancement will assist the local chapter of the Canadian Red Cross in supporting relief efforts by providing expertise to review third-party fundraising requests or contracts it has received and by helping to

process the higher-than-usual volume of donations, totaling more than \$400,000 so far; 90 per cent of them from individuals.

University Chaplain Brian Yealand is coordinating with the AMS and university administration to organize a campus

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COOL RESEARCH



COURTESY OF NOEL JAMES

Geologist Noel James demonstrates a point to his audience as he describes his research into ancient marine sediments on a recent excursion.

Discovery sheds new light on ancient temperatures

By LORINDA PETERSON

A new discovery by a team of Queen's scientists suggests that ancient earth was much colder than previously thought – a discovery that has broad implications for those studying the earth's climate.

Researchers have discovered the mineral ikaite in 700-million-year-old marine sedimentary rocks in the Mackenzie Mountains of the Northwest Territories and eastern Yukon.

This discovery proves that the ancient ocean was much colder than previously believed, says Noel James (Geological Sciences and Geological Engineering). It has caused scientists to rethink what they know about the temperatures of ancient earth and possible atmospheric conditions at the time.

"One of the main thrusts of our research is trying to unravel the ancient history of the

planet," says Dr. James. "If we understand what has happened in the past and how the earth has responded and recovered, it will give us some idea of how the world will respond to some of the things that are happening to it now."

For more research news, see page 6

The researchers discovered ikaite at several different levels in what were believed to be rock formations deposited millions of years ago in shallow, warm oceans during an interval between two ice ages that extended all the way to the equator.

But ikaite forms in shallow water on the sea bottom at cold temperatures and melts when brought to the surface. The fundamental question for scientists is what triggered the enormous

ice ages that left the oceans cold enough for the formation of this mineral?

One controversial theory known as "The Snowball Earth" hypothesis suggests that around 700 million years ago the earth was almost totally enclosed in ice.

The Queen's discovery offers alternatives to this hypothesis. Glaciers wax and wane according to how the earth's orbit changes relative to the sun and how much solar radiation reaches the earth over a given time, says Dr. James. Was there a major celestial change that allowed the oceans to become so much colder during this period, or was there a change in the composition of the atmosphere that no longer allowed solar radiation to heat the surface of the earth?

The study suggests that an overpopulation of ancient

marine plants may have removed carbon dioxide from the atmosphere and created extreme cold that caused the earth's temperature to fall. This would be reflected in the composition of the rock.

Queen's earth scientists including Dr. James, Guy Narbonne, Robert Dalrymple and Kurt Kyser, use chemical analysis to determine the precise attributes of the rocks and further pursue the study of the ancient environment at this time in earth's history. These measurements are being completed at the Queen's Facility for Isotope Research, one of the best in North America.

The research is funded by Science and Engineering Research Canada Discovery and Major Facilities Access grants, Canada Foundation for Innovation and Ontario Innovation Trust.

Young and diverse

REGISTRAR'S REPORT SHOWS FEMALE STUDENT NUMBERS ON THE RISE

By SARAH WITHROW

The average age of full-time undergraduate students continues to decrease with almost 80 per cent of Queen's 13,583 full-time undergraduate students still under 19 as of Nov. 1, 2004, according to the University Registrar's most recent enrolment report to Senate.

The university received almost 25,000 applications for the 3,454 spaces in undergraduate programs and the entering average of the first-year class in 2004 was 87 per cent, compared to 88.9 per cent in 2003. Total enrolment at the university is 20,139.

Enrolment is down in applied science, computing and full-time MBA programs, while enrolment in full-time graduate studies and Faculty of Education continuing education programs is up – 1,276 applied for the 64 available spots in Concurrent Education – Arts.

The report by University Registrar Jo-Anne Brady also states that the proportion of female students continues to increase in most programs and now amounts to about two thirds of the undergraduate enrolment in the Faculty of Arts and Science.

Though, notably, the proportion of women in applied science

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For news updates visit us online @ www.queensu.ca/newscentre

Queen's News Centre

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memorial service later this week to remember victims of the disaster. Details will be posted on the news centre site when they are available.

"If our small community of Queen's came out of this without any losses, it would be amazing," he says.

The offices of the Vice-Principal (Research) and Vice-Principal (Academic) report that they have not had news of any faculty or researchers being in the affected areas.

It is hard to assess the extent of the effect the recent tsunami disaster on Queen's students, staff and faculty, mainly because the university was closed when it happened, says International Centre Director Wayne Myles.

However, no one registered

with the Queen's Emergency Support Program (ESP for study, work and travel abroad participants was known to be in the affected areas at the time of the disaster, he says. The centre sent email last Monday to 44 Queen's students registered with the program who were returning from or intending to travel to Asian countries and who may have gone to the affected area for a holiday. As of last Thursday, 20 responses had come back. "Since students will be back next week for classes, they may well be waiting until then to send us a note," Mr. Myles says.

"We asked them to please contact us and let us know the state of their health. We are assuming that we will hear from them in the very near future."

This group would include, for example, students who may have completed a study term in Hong Kong and indicated that they were going to go traveling before returning to Queen's, he says. It would also include students intending to study in Southeast Asia and Australia this winter who planned to travel before beginning their studies. He expects the group may also include some who have not yet left the country. Those more likely to potentially be affected by the disaster are faculty, staff and students at Queen's who have family and friends living in the area, he says.

The proposed memorial service may bring some resolution to what is happening in those regions, and create a more sym-

pathetic and empathetic university community, Mr. Myles says.

"It will help make the broader campus aware that we are all affected directly and indirectly," he says. It will raise awareness that some individuals in our community may be going through a hard time and that services such as student counseling and the employee assistance program are available to help."

With aid organizations such as Doctors Without Borders being inundated with donations and now asking people to stop sending money, "we are going to have to rethink how we deal with disasters of this kind - because it's not just money that will solve the problem. Compassion and community are important."

Young and diverse continued from page 1

has dropped from a high of 26.9 per cent in 1999-00 to 21.7 per cent in 2004-05. Dean of Applied Science Tom Harris says this trend in applied science is being seen at several universities, where female participation rates are now "in the low teens." He says, however, that enrolment history over a 25-year period reveals significant fluctuations. "Often, sev-

eral years of steady growth, like that experience at Queen's since 1999, is followed by several years of declining enrolment."

Women tend to go into engineering fields such as environmental or biological engineering "to better society," Applied Science Projects Officer Paula Klink says.

The number of international students from more than 70

countries continues to grow, with totals up 33 per cent from 2000. An increase in the number of students from Indonesia, Iran, Libya and South Korea may be evidence that these students have chosen to study in Canada instead of the United States due to "real or perceived" security issues, Ms. Brady says.

International Centre Director Wayne Myles agrees, noting that last year was the first time the U.S. numbers (of international students) have declined. American numbers are down 2.4 per cent due to security issues and visa restrictions, he says.

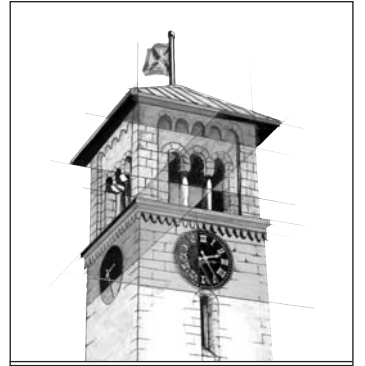
Queen's does not aggressively recruit international students from any one country preferring to accept "natural increases" to preserve the diversity of the student body, Mr. Myles says. "Another trend is that we have more international students in the high school system with a study permit. With more of them in the Canadian system, Queen's becomes known to them."

The number of available spaces in any given program is approved by the Senate Committee on Academic Development every two years and take into account "discussions with deans, opportunities and fiscal realities," says Ms. Brady. She notes there

will likely be an amendment to the numbers this February or March so that spaces in Arts and Science will not decrease as planned. This is likely because the influence of the double cohort on enrolment quotas has been mitigated by a national recruitment strategy.

"We moved to reduce our reliance on Ontario. We are a national university," says Ms. Brady. The allocation of spaces in particular programs is not unduly influenced by trends in student demand for certain programs. Development Studies, for instance, which is popular now, maintains limited enrolment. Allowing student demand - or a voucher system - to dictate Queen's course offerings would have a destabilizing effect on the university. Determining program quotas depends on a multitude of factors related to demographics, faculty considerations and fiscal realities and not on trends in student choices.

"We need stability and predictability, but we don't need students to be predictable," Ms. Brady says. "We ask [in determining program quotas] 'what's the societal need? Does it add breadth to a well-rounded arts education?' It's a question of offering students exposure."



QUEEN'S GAZETTE

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The Queen's spirit is alive in the students, faculty and staff members who continue to make our University a vibrant learning community. I want to thank each and every one of you for your time, talent and dedication in 2004. Working together, we can achieve great things in 2005.

Cha Gheill!
Karen Hitchcock



Principal and Vice-Chancellor

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Resolve to reuse, recycle

UNIVERSITY OFFERS TIPS ON HOW TO REDUCE WASTE

By KAY LANGMUIR

Here's one painless new year's resolution the university hopes its students and employees will take on: recycle your paper – don't throw it in the trash.

The garbage the university sends to landfill consists of about 40 per cent paper.

"There's still a lot of paper going out to landfill that could be recycled," says Rebecca Spaulding, waste/information coordinator.

Paper comprises 800 of the 2,000 metric tonnes of waste that the university sends to landfills each year. And although not all of it may be fit to recycle (such as paper covered with glue, paints etc.), Ms. Spaulding suspects much of it is. Sometimes recyclable paper gets dumped as garbage simply of a misunderstanding; because people confuse the university's recycling system with the municipal program's system.

People are used to throwing paper, cans and bottles together in a curbside blue box, where city employees sort it. But the university recycling system operates on a strict segregation of cans, bottles and paper, she said.

"The material is mingling with other material and when it comes time to empty it, it gets emptied as garbage," says Ms. Spaulding.

The university frequently takes stock of its recycling efforts

in an effort to find ways to further reduce landfill dumping. For example, Physical Plant Services has introduced a six-month pilot project to set up outside recycling receptacles on campus for the first time.

"There's been a lot of interest from the students in doing this."

Queen's diverts about 30 per cent of its garbage into recycling, reduction and reuse programs. By contrast, the province's stated goal is a target of diverting 60 per cent of the material from Ontario's waste stream.

"We've slipped back from the 30 per cent lately but I'm certain if we're recycling more paper we'll easily be able to achieve that," said Ms. Spaulding.

The Queen's recycling program accepts a wide range of paper products and they can be disposed of in the same container.

Recyclable paper includes corrugated boxes, newspapers, boxboard, fine paper, and even sticky notes. University community members can also recycle and reuse larger items such as furniture, carpets, office equipment and old computers.

Staff should contact the purchasing department for details on disposing of university property, or to find out what's available. Other items may be donated to local schools and non-profit organizations such as Environments, Habitat for Humanity, Goodwill, March of Dimes and the Salvation Army.

"Somebody's junk may be something someone else needs," says Ms. Spaulding.

Recycling tips

Paper

All paper products are accepted for recycling except: paper towels, paper and cardboard marked with food, oil, wax, paint or chemicals, carbon paper, food wrappers, hard cover and spiral bound books, and facial tissue.

Cans

Food and beverage cans are acceptable when placed in recycling containers labeled "Cans."

Mixed glass

Clear, white or colored food and beverage glass jars or bottles are acceptable.

Mixed plastic

Clean, dry number 1 to 6 plastics (number on bottom) are acceptable, except chemical containers.

Toner cartridges

Return computer printer and photocopier toner cartridges, ink jet and laser jet cartridges to Carol MacAdams at Printing Services by campus mail, except toner bottles.

Complete information on the university's recycling program can be found on the web at: www.queensu.ca/pps/under/Services.

IN BRIEF

Post-secondary leaders meet with Bob Rae

Principal Karen Hitchcock will meet with Bob Rae in Toronto this Wednesday morning, along with other Ontario presidents and principals, to discuss recommendations for the future of the province's post-secondary education system.

Mr. Rae, who called the meeting with university leaders last week, is scheduled to deliver his recommendations to the McGuinty government some time this month.

The former premier released a discussion paper in October. Queen's subsequently made an official submission to the panel containing 29 recommendations. It includes a call for more differentiation of institutions in higher education and a multi-year commitment to increase funding.

Students stage musical competition

Students compete for the chance to perform with the Kingston Symphony and Queen's Symphony orchestras this Sunday, Jan. 16 in the finals of the School of Music's Concerto/Aria Competition. The event takes place at 2 pm in Dunning Auditorium. Admission is free. The competition is open to student vocalists and instrumentalists who take

music lessons at Queen's. Winners will be announced at the end of the finals.

The 2003/04 winner of the Queen's Symphony Prize was Maggie Ho, who performed with the Queen's Symphony last fall. Christine Seiders, winner of last year's Kingston Symphony Prize, will perform arias by Bach and Mozart at the Kingston Symphony's Sydenham Street United Church concert on March 20.

A look back at a painful past

Cinema Kingston presents "Rosenstrasse," a film by Margarethe von Trotta, (Germany/Netherlands, 2003) on Sunday, Jan. 16 at 7:30 pm in Etherington Auditorium, 94 Stuart St.

Margarethe von Trotta provides a painful but redemptive look back at the German past. She dramatizes the February 1943 Rosenstrasse Protest, when a group of "Aryan" wives demonstrated against the imprisonment and deportation of their Jewish husbands.

Tickets are \$8 at the door.



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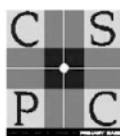


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VIEWPOINT

RONALD WEISMAN



More on how university teaching fails students

Lecturing was formalized as a teaching tool in medieval Europe before the printing of textbooks. Medieval professors spoke their books to students in their lectures. The pedagogical function of lectures today is less clear. Yet, lecturing is the one thing professors must do. Professors lecture on through all manner of calamities: flu, serious illness, divorce and tenure review. But are lectures the most effective way to teach? The evidence is hardly compelling.

In my first *Gazette* Viewpoint (Nov. 22), I promised to discuss an effective teaching method: tried and tested. The method, first developed by Fred Keller in the 1960s, is called the personalized system of instruction. This is an example of the applied analysis of behaviour. It is an ongoing, evidence-based application of behavioural technology to university teaching.

The principal features of personalized instruction are outlined here. The professor designs teaching units and a system of frequent examinations. Unit-mastery is the criterion for success on each short examination; students proceed to new material only after demonstrating mastery of the current unit. Student proctors provide repeated testing, immediate scoring and almost unavoidable tutoring – a marked improvement of the personal-social aspect of the educational process. Stress on the written word in teacher-student communications; professors prepare the units and the examinations and student write the examinations to demonstrate their learning. The professor provides lectures and demonstrations for motivation, rather than as sources of critical information. A controlled self-pacing strategy allows students some flexibility in completing the units.

In dozens of published experiments in several disciplines and in a published summary meta-analysis of experimental findings, personalized instruction produced large and practical gains on a common final examination when compared to other teaching methods. In technical terms, the gain is one-half a standard deviation – about the same as the treatment effects initially reported for bypass surgery and antidepressants. With technical iteration, personalized instruction might produce even greater gains.

At Queen's, my colleagues and the then dean allowed me use the system. In the first year, I found Keller's system moderately more work than lecturing. By the end of the second year, I found the course required less preparation than other courses. As an incentive, providing the occasional lecture to prepared and willing students was a pleasure. Students with the highest marks in the preceding year are invited to tutor the next year. They receive credit for tutoring, preparing and revising course units, and setting new examination questions and answers. Working with these well-motivated undergraduate student tutors is another joy of Keller-plan teaching.

University professors are not compelled by any standard, ethical or otherwise, to teach effectively.

I had great success in producing learning gains among my students with the Keller method, and I earned several letters of praise from various department heads for extraordinary student evaluations. Did I get merit raises or teaching awards based on these teaching successes? Did my colleagues rush to me for advice on how to make their teaching more effective? Uh, no.

Over the years, I went on to teach other courses but I stopped using Keller's system. Should I have persisted in using this powerful method to help students succeed? On ethical and humanitarian grounds, I should have persisted.

But, could I have resisted the resounding indifference my success wrought? As Skinner observed, when the lever is disconnected from reward, slowly but surely, the rat stops pressing. Against the rewards from other kinds of activity as a professor, teaching effectively by helping students learn the material better is at the bottom of the list. University professors are not compelled by any standard, ethical or otherwise, to teach effectively.

To answer the question, why do we persist in failing students with our teaching, I submit the words of beloved cartoonist Walt Kelly, "We have met the enemy and he is us."

Ronald Weisman is an emeritus professor of psychology and biology. He has been affiliated with Queen's for 40 years. This article will form part of a prospectus for a book entitled, *Applying Behavior Analysis: Damned If You Do*.

Viewpoint Policy

The *Queen's Gazette* welcomes submissions for Viewpoint from members of the university community. Unless otherwise discussed in advance with the editor, articles should normally range between 600 and 700 words and should address issues related to the university or higher education in general. Speeches related to issues of interest to the university community are also welcome. Email submissions to gazette@post.queensu.ca. The editor reserves the right to edit or reject any submission that does not comply with policy. Opinions expressed are those of the writer.

QUEEN'S FLASHBACK: 19??



A group of people poses for a photo on the steps of Summerhill on a snowy day. The photo bears one word on the back: Business. Those in the know are encouraged to email details to gazette@post.queensu.ca.

Letters

Santa Claus is "real"

In the Holiday Q and A (*Gazette*, Dec. 20 page 7) Ginny, age four, asks, "Is that the real Santa Claus?" (referring to Santas seen in malls and parades)

Ginny's question is, implicitly, a metaphysical query—that is, a query about the nature of reality. Children often raise metaphysical questions like this, since the process of maturation involves, among other things, the development of a coherent worldview in which the child gradually learns to distinguish what is imaginary from what is not.

The question whether the Santa at the mall is the "real" Santa conceals a hidden assumption: that somewhere there is a real Santa Claus, and it is simply a matter of deciding which of the

many men dressed like him is the genuine article.

But Ginny's metaphysical assumption is, of course, open to question. Whether there is a "real" Santa Claus at all depends on what one means by "real." "Real" has many different meanings. Each in their own ways, numbers, concepts, dreams, and storybook characters are all real. Santa Claus certainly has a real existence as part of the 21st-century Christian heritage. He has a literary and cultural existence, just like dragons, elves, fairies, and the Easter Bunny. All of these things exist, and are "real," as wonderful creations of the human mind. But none of them exists as independent material objects.

Christine Overall
Philosophy

Every time someone puts on a Santa's lap, it is in the belief he is who he says he is. What you believe in your heart and what that man sitting there believes in, is the magic of it all. So, in the answer to Ginny's question, is the Santa in the mall and in the parade the real one? You bet he is, because he believes he is. And all you have to do is believe too.

Rick Revelle
Physical Plant Services

Letters Policy

The *Queen's Gazette* welcomes letters to the editor from members of the university community and other readers about matters related to content in the *Gazette*, the university or higher education in general. Letters must be original and addressed to the editor. Opinions expressed are those of the writer. The *Gazette* does not publish anonymous letters. Please include your name, affiliation and phone number. Email or disk is preferable. Letters should be submitted by noon to gazette@post.queensu.ca on the Monday before publication. The *Gazette* reserves the right to edit letters to address style, length and legal considerations.

We need an equity policy

I am doing what many of us do at this time of year: reflecting back on 2004 and looking forward to the future. As I tidied my desk, I came across some notes from a conference of university equity practitioners that I attended in October. On the front page, I had written in capital letters; "QUEEN'S NEEDS AN EQUITY POLICY" – a key idea I needed to pursue on my return to Queen's. It resulted from a conversation that I had with a new colleague from a southwestern Ontario university. For her, equity and human rights are synonymous. If human rights are protected, how could a university not be equitable?

Many people believe that equity is based on human rights legislation and case law. This is partly correct. The federal Charter of Rights and provincial human rights codes and case law tell us on what grounds we cannot discriminate. The case law sometimes provides standards or tests to prevent future discrimination. It is, by definition, reactive, reflecting a situation someone felt to be so intolerable that it was pursued through the legal system, the system of last resort. Human rights policies such as Queen's Harassment and Discrimination Policy specify prohibited grounds of discrimination and provide a process to deal with situations where discrimination may have occurred. This type of policy is necessary and provides a valid means of redress for all in our community. But it doesn't go far enough.

The concept of equity is the next logical step. The focus of equity is positive and proactive,



JUDY WILSON

Diversity

not negative and reactive. Gains created by human rights legislation and case law, for example the recent decisions on gay marriage, provide the background and context for equity policies and programs. But in Canada, forward steps have been made based on fairness, and not always in response to case law or human rights legislation. The expansion of maternity and parental leave policies over the last 15 years are good examples. Equity is about fairness and creating policies, systems and practices that create a positive climate for everyone. It goes beyond the prevention of discrimination, beyond tolerance, tokenism and political correctness that many incorrectly associate with employment equity to a climate of genuine respect and opportunity for all. The concept of equity is idealistic – dare to dream and then work for positive change.

There are many people and practices at Queen's that promote equity. The university has some good programs, such as support for students with disabilities. However, significant gaps still exist, for example, the lack of a central support person for faculty and staff seeking appropriate

accommodation for a disability. The employment equity numbers say that we are making some improvements – for women faculty for example, but progress is still needed. Climate issues for students and employees need to be addressed. Feedback from the recent faculty women's tea, women's staff breakfasts, exit survey responses and other anecdotal evidence suggests that we still have much work to do to ensure that everyone is treated fairly.

Although we have The Office of the University Advisor on Equity, the Senate Educational Equity Committee and the Council on Employment Equity, Queen's is missing two key components: a well-developed equity policy and effective equity planning at the unit level. The equity office, working with the employment equity council, is developing planning tools for use at the unit level.

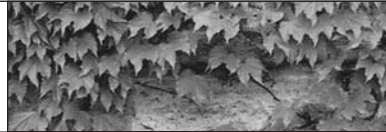
Most other Canadian universities have developed equity policies in the last 10 years. Our equity office, in consultation with the university community, will draft such policy for Queen's in 2005. We look forward to your support and constructive suggestions.

Some people see policies as restricting what they may do. I challenge this view. This is an opportunity to make Queen's a better place through positive change.

It has become a cliché to say that we are strengthened by our diversity, but like most clichés, it's true.

Judy Wilson is a policy analyst in the Office of the University Advisor on Equity.

UNIVERSITY ROUNDUP



Computer security costs soar

Computer worms and other network pests are boring holes in campus technology budgets. More than half of American colleges and universities say they spent a greater portion of their information-technology budgets on security in 2004 than in 2003, according to a Chronicle survey. Nearly all of the computing officials who participated in the survey said their institutions had experienced worm and virus attacks during the past year, and 73 per cent said those attacks had accelerated. In response, some colleges are hiring information-security offices and developing formal plans for securing campus networks. For scholars who depend on collaboration and quick, easy access to information, the new, more-restrictive atmosphere can be frustrating – especially when colleges adopt tough measure like kicking off network users who have insecure computers.

The Chronicle of Higher Education, Dec. 17

Fusty, bearded old men: Move over

Ally McBeal has inspired a new generation of sassy female lawyers, but equally glamorous characters are needed to draw young women into science and engineering, scientists told British television producers at a recent Sex, Lies and Videotape seminar, organized by the Public Awareness of Science and Engineering Group. TV drama offers one of the most powerful opportunities to represent role models to the general public, and in particular to young women who are turned off science, believing that it is the territory of fusty, bearded old men. "In theoretical physics, there are still a lot of people who look nerdy," says physicist Nora Brambilla of King's College, London. "I think they do it intentionally." Having a female scientist on television who looked "smart and elegant" would help to make her subject more appealing.

The Times Higher Education Supplement, Nov. 26

Where are all the women?

Women make up about 60 per cent of the undergraduate population – and in 2001-2 for the first time, more doctorates earned in the U.S. went to American women than to American men, according to the National Science Foundation. But at the country's big research universities, the vast majority of professors are men. "Women are just not applying," says Geraldine L. Richmond, who holds an endowed chair in chemistry at the University of Oregon. Many top-notch science departments, she argues, have "toxic atmospheres" that suffocate women's enthusiasm for their work and steer them away from research careers. They are also scared away because they don't see how they can put together a life that satisfies their personal and professional goals. Even if women are staying away of their own accord, science still suffers. "It's a problem because any discipline needs to have a variety of views and ideas about ways to approach things," she says.

The Chronicle of Higher Education, Dec. 3

Focus on fees

The ranks of Australia's university student community have shrunk for only the second time in more than 50 years, raising fears that increased fees are driving people out of higher education. The number of students attending university dipped from 659,800 in 2003 to 658,048 last year. The previous decline in numbers occurred in 2000. While the Howard Government says the decline simply reflected a booming economy and increased TAFE and apprenticeship options, universities also warned the numbers reflected the failure to fund enough student places. Acting Education Minister Gary Hardgrave says the same period had seen a record number of young people taking up apprenticeships in traditional trades. "During this time we have experienced record employment growth which has been driven by strong economic management," he says.

The Australian, Jan. 6

Animal rights activists target donors

Animal rights protesters are targeting Oxford University donors in the latest move in a campaign to stop the building of a £18m neuroscience facility. The university, which won a court injunction to protect its staff and contractors from harassment, insists that work on the building that was abandoned in the summer will resume in the new year and hopes it will be finished on schedule by the end of 2005. The university said it would be on the alert for any harassment of donors and would return to court to have the injunction extended if necessary. In July, the main contractor, Montpellier, pulled out of the planned biomedical research laboratory site in South Parks Road after being targeted by protesters.

education.guardian.co.uk, Dec. 30

Compiled by Celia Russell

The heart of Ukraine's Orange Revolution

As I stood in the middle of Kyiv's Independence Square in early December, with the elated chorus of hundreds of thousands of empowered citizens grasping my senses, I could not help but stand in awe. Moments before, all movement, noise and discourse had been paralyzed by a live broadcast from the Supreme Court on the stage's flashing screens. "Round two of the presidential election is declared void," we heard the presiding judge proclaim, "A revote is to follow". No brighter words could have reached the expectant *Ukrayintsi* who had for almost two weeks been boldly asserting their right to fairness, freedom and that powerful long-awaited gem: democracy.

Following the evening of back-and-forth movement between the Maidan (Independence Square), parliament and the presidential administration, my own reaction to the news was hardly passive. This was my sixth day in Ukraine during its revolution and my third in the capital. At this point, the orange renaissance that had seized the country could count me among its converted. Just a fortnight before, my eyes had been fixed on this same Maidan from my study space in Lyon, where I had spent the last three months as an exchange student. I would face the first real regret of my life, I reasoned, if I were to simply stay in France. So within a matter of days, I was once again in Ukraine.

On that momentous evening



ULIANA KOJOLIANSKO

Opinion

in early December, as I glanced at the eyes of the *Ukrayintsi* surrounding me – eyes that were smiling for the first time in far too long – I came to understand the pervasive nature of this velvet revolution. What was happening was far more than a protest rallying together a particular candidate's supporters. The entire nation was in the streets. The video camera that swung periodically over the heads of demonstrators found residents of both Lviv and Donetsk, the faces of both adolescents and retired military officers standing firmly in defence of their beloved *Ukrayina*.

Contrary to popular belief, "the two Ukraines," the notion of a stark rift between eastern and western regions, is arguably little more than an illusion – albeit a well-developed one. To those with any long-term connection with the country, the image of a geographically stratified Ukraine is hardly convincing. More of a self-fulfilling prophecy than a historical real-

ity, the east-west divide has admittedly become an issue that the new administration must tackle. Unsurprisingly though, simply lifting the information blockade that has for almost two years bound the television screens and airwaves of the nation is already beginning to melt many of these virtual barriers.

The rather sudden awakening of the Ukrainian public from a decade of hibernation – the birth of a true civil society – has posed a range of questions that we are only beginning to comprehend. How is it that the same citizens, many in the 16-30 year-old category, who had for years been considered precariously withdrawn from the political and intellectual reality of their nation – now so solidly reclaimed their democratic rights? Without hesitation, they overturned an entire system of administrative lawlessness that appeared by most standards shatterproof. Have we perhaps misread the state of youth engagement as we did our own voters' inclinations last June?

The pivotal role played by Ukraine's youth in recent developments is in large part what drew me back to the country last November. Last summer, I met with a group of Canadian students in Niagara-on-the-Lake – two from each province and territory – to explore recent trends of youth disengagement in public affairs. Our task was to offer concrete proposals to the Coun-

See UKRAINE: Page 8

Early birds get more than the worm

**SHEDDING FEATHERS
EARLY MAY ENHANCE
SEX APPEAL,
NEW STUDY SHOWS**

By **NANCY DORRANCE**
News and Media Services
Birds that migrate early in the season may have a distinct advantage when it comes to attracting the opposite sex, say researchers from Queen's and the Smithsonian Institution.

And it's all about the feathers. Researchers were surprised to discover that the timing of a male songbird's reproduction cycle affects the colour of his feathers and may have important implications for his success in attracting mates. When migratory songbirds raise their young extremely late in the summer, many don't have time to molt (shed their feathers and replace with new growth) before heading south, the new study shows.

"This means they must molt at stopover sites on their journey to tropical winter habitats," explains Ryan Norris, who conducted the research as part of his PhD in biology at Queen's, supervised by professors Laurene Ratcliffe (Queen's Biology) and Peter Marra (Smithsonian Environmental Research Center).

"Their replacement feathers, grown en route, are less colourful than those of birds that had time to molt before migration, which may put them at a disadvantage in attracting females the following breeding season," says Dr. Norris. "Both findings – that molting in some songbirds occurs after migration has begun, and that their new feathers are duller in colour – were surprising."

The study is the Dec. 24 cover story of the international journal *Science*.

Until now scientists have assumed that most species of migratory birds molt before they migrate. The team discovered that in fact some begin their migration, molt at a "stopover" site, then continue to their winter habitat. Forty per cent of the male American Redstarts in the study molted in their tail feathers at areas up to 2,000 kilometers south of their breeding grounds.

By measuring stable hydrogen isotopes in the newly grown feathers when birds returned the following spring to breed at the Queen's University Biology Station, the researchers were able to determine the approximate region where molting had occurred. And when the feathers



COURTESY OF SCIENCE MAGAZINE

Artist's rendition of American Redstart birds for cover illustration of a Queen's-led study featured in the Dec. 24, 2004 edition of *Science* magazine.

were analyzed with a spectrometer measuring how much light of different wavelengths is reflected, significant differences in colour were also detected.

A key indicator of the songbirds' health and quality is the concentration of carotenoid in the feathers, which causes orange-red light to be reflected in their feathers. Physiological stress during molting can reduce

carotenoid deposits in the feathers.

"Studies of other bird species have shown that females prefer males with higher concentrations of carotenoids, and thus brighter, more intense colours," says team member Bob Montgomerie (Biology), who did the colour analysis of feathers for this project. "What we didn't know until now is that birds'

colours in any given year may be affected by what happened to them in the previous breeding season.

"That's exciting because 'cost of reproduction' is a general, organism-wide problem of many species, not just birds."

The other member of the research team from Queen's is geology professor Kurt Kyser, director of the university's Fac-

ility for Isotope Research, where the stable isotope measurements were conducted.

The study was funded by Science and Engineering Research Canada (NSERC), the Canada Foundation for Innovation (CFI), Ontario Innovation Trust (OIT), National Science Foundation (NSF), the Smithsonian Institution, and the American Museum of Natural History.

Researchers receive \$14.6 M in matching funds

Queen's researchers involved in high performance computing, the study of autism, and materials design have received \$14.6 million in funding from the provincial government.

These grants are part of Ontario's \$1.8 billion commitment over four years to support research and commercialization. These investments represent the province's commitment to match federal funding provided through the Canada Foundation for Innovation (CFI) Fund.

Project funding is cost-shared between the CFI (40 per cent), the province (40 per cent) and the research institution (20 per cent).

"This critical contribution from the McGuinty government will be used to upgrade the high performance computing resources required for Ontario researchers to advance their work at the forefront of innovation," says Ken Edgecombe, executive director of the High Performance Computing Virtual Laboratory (HPCVL).

"Combined with matching funds from the Canada Foundation for Innovation, this investment will enable HPCVL to provide researchers at Queen's and our other partner institutions with a seven-fold increase in available data storage and increased computing capacity."

HPCVL, \$12,836,440: One of the world's premier multi-disciplinary high performance secure computing research facilities, HPCVL provides secure high performance computing resources to more than 180 principal investigators conducting world-class research in a wide range of disciplines including population health, photonics, psychology, economics, nuclear physics, civil engineering, nano-materials, applied mathematics, bioinformatics, genomics and medicine.

The Queen's-based consortium was formed in collaboration with Carleton University, the University of Ottawa and the Royal Military College.

Jeannette Holden (Psychiatry, Physiology), \$1,148,483: Dr. Holden leads a research team from across Canada in the study of developmental disability in children. "The aim of our research is to determine the genetic and environmental factors that contribute to autism and other neurodevelopmental disorders," she says. "The provincial funding will allow us to convert mobile homes into travelling laboratories, so that we can carry out several different studies on a very large number of families in Ontario. These studies could not be done without bringing the laboratories to the families."

Dr. Holden is also affiliated with Ongwanada, a Kingston-based resource centre for people with developmental disabilities.

Kerry Rowe (Civil Engineering), \$660,048: Working with researchers from the Royal Military College, Dr. Rowe and his colleagues are developing geosynthetic materials that can withstand earthquakes and extreme long-term environmental conditions.

Geosynthetic materials are used in the design of improved civil infrastructure, such as roads, water and gas pipes, sewers and landfills.

www.innovation.ca

Cubicle crazed?

NEW "ATTENTIVE" DEVICES OFFER HELP TO DISTRACTED WORKERS

By NANCY DORRANCE
News and Media Services

An "attentive" office cubicle that blocks noise and visual distractions when you're trying to work, and then opens communication channels when you're ready to socialize, is just one of the innovative new devices developed by the Human Media Laboratory (HML).

HML inventions are highlighted in the January issue of *Scientific American*.

Headed by Roel Vertegaal (Computing), the Human Media Laboratory has gained international recognition for its "attentive user interface" paradigm for human-computer interaction.

Now the research group is taking this concept to another level, which may eventually help people with attentive disorders such as autism.

"We're moving toward enhancing brain function by directly tapping into a person's sensory system," says Dr. Vertegaal. "It's really exciting that these new computer applications will be able to enhance perceptual and thinking abilities."

The research group focuses on moving computers from the realm of being merely tools, to being "sociable" appliances capa-



QUEEN'S HUMAN MEDIA LABORATORY

New "attentive" office cubicles designed in the Human Media Laboratory filter noise and visual distractions.

ble of recognizing and responding to non-verbal cues humans use in group conversations. "We now live in a world with many distractions, often generated by computing appliances that are not considerate to our needs. Consider a cell phone that rings through your conversation."

One of the main underlying technologies they developed is an eye contact sensor that allows computers to sense what the user is looking at. This allows computers to determine what a user is doing, which helps them focus, rather than fragment, the user's attention.

Walls in attentive office cubicles are constructed of a translucent material called Privacy Glass™ that consists of a glass pane with an embedded layer of liquid crystals. Overhead cameras mounted in the ceiling track the "social geometry" between co-workers. When potential communication partners are detected, the cubicle's walls automatically change from opaque to transparent, allowing for visual interaction.

Attentive cubicle workers also wear noise-cancelling head-

phones that filter out noise generated by co-workers in other cubicles. The headphones can detect when co-workers are looking at the wearer. When the headphones detect an approaching co-worker, they automatically turn off noise-cancellation to allow workers to communicate normally.

"The attentive cubicle is all about having visual attention mediated through architecture, while headphones cancel out auditory distractions," says Dr. Vertegaal. "You don't hear anything except what the headset presents to you."

HML inventions have also been effective in improving social interactions between individuals and groups, and in augmenting people's perceptual capabilities.

The next step, says Dr. Vertegaal, is to develop clinical devices for treatment of attention-related disorders.

The team is now exploring the possibility of using eye contact sensor glasses to treat children with autistic spectrum disorder. The glasses detect when a child makes eye contact with

its parent, and can reinforce that behavior by playing sounds every time eye contact is made. The glasses automatically keep track of progress made by the child.

"We know that certain attentive disorders are tied to the ability of the brain to focus its energy appropriately. One hypothesis is that eye contact increases the energy levels in the brain, thus encouraging communication," says Dr. Vertegaal. "Encouraging autistic children to use eye contact may be one way to help their brains function more effectively, and help them communicate better."

Funding support for the Human Media Lab includes the Communications and Information Technology Ontario (CITO) division of the Ontario Centres of Excellence (OCE), Science and Engineering Research Canada (NSERC), the PRECARN Institute for Robotics and Information Systems (IRIS) and the Premier's Research Excellence Awards (PREA). SMART TECHNOLOGIES, INC. and Microsoft Research provide industrial support.

Narbonne hits top 100 twice

By NANCY DORRANCE
News and Media Services

Two science stories featuring the work of paleontologist Guy Narbonne (Geological Sciences) have been selected by *Discover* magazine for its annual ranking of the top 100 science news stories of the year.

The naming of the first new geologic period in more than a century as the result of findings by an international team of researchers including Dr. Narbonne (*Science* magazine, July 30) placed 42nd. The geologist's discovery of the world's earliest experiment in animal complexity (*Science*, Aug. 20) ranked 46th. Two other Canadian research projects ranked 61st and 72nd.

Having two stories recognized in this way is a tremendous honour, Dr. Narbonne says, noting that he worked with researchers from Harvard University, the Australian Centre for Astrobiology, and Columbia University on the naming of the Ediacaran Period.

"The naming of a new geologic period is the equivalent of finding a new planet. It's really exciting to be teaching about it in the classroom this year for the first time ever."

The other story for which he is recognized was his discovery on the north coast of Newfoundland's Avalon Peninsula of fossilized, soft-bodied animals 560 million years old, considered "the building blocks of life."

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REGISTRATION DEADLINE: JANUARY 14

Ukraine continued from page 5

cil of the Federation during its three-day summit on how to improve young Canadians' involvement in the life of their country. Discussion was rich and, interestingly enough, the common themes we ended up presenting to the premiers only further exposed the complex and elusive nature of our generation's faint link to the political establishment. The problem, it seemed, was a generational rather than a life-cycle trend, noticeable in countries outside of our own, so the live learning laboratory that a few months later presented itself in Ukraine clearly piqued my interest.

After two weeks of living, observing, and conversing with the orange revolutionaries, I have been left with impressions that are ingrained in my consciousness. The themes and lessons are too numerous to explore here, yet several are potentially useful in understanding our own social predicament.

I am now convinced that analysts in the pre-revolution period missed the essence of the young generation – which was in no way difficult to do. The young *Ukrayintsi* inadvertently created an enigma: On the level of mental engagement, they seem to have had few equals, exasperated at the plight of their country and wishing to somehow incite change. Their drive, meanwhile, appears to have been cloaked under the detached exterior that became their trademark – until late this year.

This may lead us to wonder if we too are missing something in the biopsy of our youth. Virtually every young person I spoke with in the tent city, and beyond, explained their silence in recent years by the lack of opportunities

to mobilize and react overtly. The Maidan, then, has become their outlet, their direct voice to those who wish to govern.

What is our Maidan? Does an analogous instrument exist, could we cultivate it, and would it have any lasting impact on our own civil consciousness? While the injustices facing Ukrainians differ considerably from our day-to-day debates, and the literal need for a Maidan may be absent, many of the overarching issues echo ours. Accountability to voters, political transparency, consistent dialogue between civilian and leader – few will fail to recognize elements of each of these in our own public discourse.

In an address to supporters during the early stages of the presidential campaign, Viktor Yushchenko said, "We are not a mere electorate – we are citizens. We are a nation." These words are perhaps most fitting in encapsulating the essence of what the Ukrainian revolution has meant for the world as much as for individual Ukrainians. The people in the city squares throughout this nation have reaffirmed the place of the citizen as the unshakable source of legitimate authority. They have, with a grace and poise rarely seen, revolutionized the very term "revolution," and they have left each of us, regardless of proximity or nationality, with a touch of orange in our attire and, hopefully, a lasting dose of Maidan in our hearts.

Uliana Kojoliano is a third-year economics major currently on exchange in France. She spent a month in Ukraine during the run-up to the presidential election, followed by two weeks in the revolution and a return for the country's repeat election.



Ukrainian youth protest at Independence Square in Kyiv.

PHOTO COURTESY OF ULIANA KOJOLIANKO



Queen's Alumni Association invites Nominations for

The Board of Directors and Alumni Assembly Members-At-Large

All positions are two-year terms. Individuals may nominate themselves or someone else. When putting forward a nomination please include: Name, Contact information, Degree/Year, resume and/or a statement about the candidate's potential to make a positive contribution because of ability and experience and also how the candidate has demonstrated an interest in the well-being of Queen's.

Nominations are considered by the Leadership Development and Nominating Committee and recommendations are voted on at the May 2005 Alumni Assembly.

All nominations must be received by January 14, 2005.

For further information or nomination forms, please contact:

Department of Alumni and Donor Relations
 Summerhill, Kingston, Ontario K7L 3N6
 Nikki Remillard
 Tel: (800) 267-7837, ext. 78691
 Fax: (613) 533-6777
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Information and nomination forms are also available at:
www.alumni.queensu.ca/quaa

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Experts discuss retail advertising, child custody and immigration

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Dec. 14 – Jan. 3

Ken Wong (Business) comments in *The Globe and Mail* about the use of music in ad campaigns, and in *The Ottawa Citizen* about "atmospherics" used to influence retail shoppers.

A commentary by **Mary Millar** (Disraeli Project) in *The Globe and Mail* marks the 200th anniversary of the birth of Benjamin Disraeli.



Reid

Douglas Reid (Business) discusses strategic decisions at Bombardier in *The Globe and Mail* and *The Montreal Gazette*.

Nick Bala (Law) comments on child custody and proposed legislation for same-sex divorce in *The National Post*, *Ottawa Citizen*, *Edmonton Journal*, *Leader-Post* (Regina), *The StarPhoenix* (Saskatoon), and *The Kingston Whig-Standard*.



Vertegaal

Roel Vertegaal (Computing) receives extensive national coverage for his "attentive" office cubicle design, including interviews in *The National Post*, *Ottawa Citizen*, *Vancouver Sun*, *Kingston Whig-Standard*, and *Calgary Herald*.



Aiken

Sharryn Aiken (Law) comments in *The Washington Post*, *Toronto Star*, *Hamilton Spectator* and *Calgary Herald* about security certificates that allow the indefinite detention of foreign terrorism suspects without trial.

Doug Bland (Policy Studies) comments about underfunding in the Canadian military in the *Ottawa Citizen*.

David Lyon (Sociology) comments in an *Ottawa Citizen* story about the "culture of suspicion" post 9/11.



Chaykowski

Richard Chaykowski (Industrial Relations) comments in the *Ottawa Citizen* about the nature of the NHL bargaining and negotiations.

Arthur Sweetman (Policy Studies) comments in *Macleans* about plans to overhaul Canada's immigration policy.



Pliniussen

John Pliniussen (Business) comments in *Macleans* about trends in gift card purchases. He was also interviewed on *CBC Radio's Ontario Today* about why men leave Christmas shopping until the last minute.

Gregory Ross (Medicine) comments in *The Sudbury Star* about the new Northern Ontario School of Medicine preparing to greet its first class.

Guy Narbonne (Geology) is featured in a front-page *Kingston Whig-Standard* item reporting on his involvement in two of *Discover* magazines top 100 stories for 2004.



Carmichael

Lorne Carmichael (Economics) appears on *CBC TV News-world's Your Call* phone-in discussing mandatory retirement.



Cockfield

Art Cockfield (Law) comments on *CBC Radio* about police powers of search and arrest and racial profiling.

Mark Sabbagh (Psychology) is featured on *CBC Radio's Ontario Today* in a special segment on how children view Santa Claus.

John Smol (Biology) is interviewed on *CBC TV's Country Channel* about his research and recent Herzberg award. He is also featured in *The Kingston Whig-Standard* as one of the "newsmakers of the year."

New matching funding from the Ontario government for Queen's High Performance Computing Virtual Laboratory (director **Ken Edgcombe**), **Jeannette Holden's** (Psychiatry and Physiology) autism research, and **Kerry Rowe's** (Civil Engineering) work on new geosynthetic materials is featured in the *Kingston Whig-Standard* and on *CKWS TV*.

IN BRIEF

TA town hall meeting

University administrators and student representatives present a town-hall meeting Wednesday, Jan. 26 to discuss teaching assistant wages and graduate student funding in general.

It takes place in the McLaughlin Room in the John Deutsch University Centre from 5:30 to 7 pm. For more information visit the Society of Graduate and Professional Students website at www.sgps.ca, call 533-3924, or email Sam Hosseini at president@sgps.ca.

Discussion on bipolar disorder

The Mood Disorders Research and Treatment service at PCCC's Mental Health Services presents an information session on Bipolar Disorder (manic-depression), its diagnosis and treatment on Tuesday, Jan. 18, 7 - 9 pm at the Ongwanada Resource Centre, 191 Portsmouth Ave. Queen's

psychiatrist Roumen Milev and specialty clinicians will answer questions. Details: Robin, 548-5567, ext 5881.

Renowned pianist to perform

American pianist Arlene Goter will perform a solo recital of 20th-century music including sets of etudes written by Claude Debussy and Queen's composer John Burge. Her recital takes place Friday, Jan. 21 at 7:30 pm in Dunning Auditorium. Admission is free. The Principal's Development Fund - International Visiting Scholars Program, supports her visit.

Dr. Goter is recognized for her performance of 20th-century music, in particular, music written by female composers. She will also coach university and community piano students in master class settings during her visit.

For details, contact Dr. Burge at 533-6000, ext. 74203 or Elaine Silverman, School of Music at 533-2066.



Queen's UNIVERSITY

Pregnant?

Healthy pregnant women are invited to volunteer for a Queen's University research study on the effects of a walking program on fetal behaviour, mother's heart rate and blood pressure. If you are about 16-20 weeks pregnant and currently do not participate in a regular exercise program, you may be eligible to participate.

For more information, please contact: Sherri at 547-5752 or 9ss25@qmlink.queensu.ca

Queen's Instructional Programs

Winter Registration Begins **November 22, 2004** for Queen's Students & Members**
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Quebec Winter Carnival	Jan 28-30	\$349
Casino Windsor Getaway	Feb 14-16	\$319
Spring Fishing & Bass Pro	Feb 19	\$55
Mamma Mia w/ Dinner	Feb 23	\$150
Mamma Mia w/ Dinner	Mar 13	\$150
Daytona Beach, Florida	Mar 12-20	\$799
Orlando, Florida (March Break)	Mar 12-20	\$949
New York City (March Break)	Mar 15-18	\$575
WICKED "The Musical"	Mar 20&23	\$150
New York City (Easter)	Mar 25-28	\$575
Stars on Ice	Apr 16	\$119
WICKED "The Musical"	Apr 17&20	\$150



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Electronic communication is driven by and made popular by people. Like many other highly social species, human beings create, populate, and congregate in communities. Just like in real cities and towns, electronic communities on the Internet also include strangers. Don't be fooled by the popular phrase, "Strangers are friends you just haven't met yet."

Mobility in the electronic medium is far greater and much easier than in society. You don't have to leave home, your office, or your residence room to suddenly find your self in a group of strangers. For many, this produces a false sense of personal security. At any given time, online communities (mailing lists, newsgroups or other chat facilities) are populated by strangers. Just like in real cities and towns, strangers do not always have your personal interests in mind! Here are some tips for a safe journey.

- Never give out personal identifying information, such as your home phone number or home address.
- Never give out financial information, such as your credit card number. Anyone can create a legitimate looking business web page and collect credit card numbers (or cheques in the mail).
- The anonymity of some email



TRISH FORREST

Plugged In

services (Hotmail, Yahoo, etc.) can be abused. The people you encounter may not be who they say they are.

- Under no circumstances should you give out your computer userid and password.
- The Internet is not regulated by any one agency or organization, so information you read or what you read or information a stranger sends you may not be accurate. However, fraud is still fraud, even though it is committed over the Internet. Sending personally threatening e-mail is a crime and can be reported.
- Do not respond to messages that are sexually explicit, obscene, belligerent, threatening, or make you feel uncomfortable.
- Do not arrange or be talked into meeting strangers you meet online. Be very careful about offers to meet you at your

home, or offers for you to go out of town to meet a stranger you've only known online. If you do intend to meet someone anyway, never go alone, and do let others know when and where you are going!

- Some people will spend weeks or months on a mailing list or in a chat room, building up a false image of who they really are in order to gain your trust and confidence.

If you encounter problems on a Queen's mailing list, contact the list owner or the listserv postmaster. For details, see How to get Help at post.queensu.ca

Mobility in the electronic medium is far greater and much easier than in society.

[/listserv/docs-help.html](http://listserv/docs-help.html).

If you get harassing or disturbing email, you can forward a copy of it in confidence, to the STOPIT Program: STOPIT@post.queensu.ca. If you feel threatened or in danger, call Campus Security at 533-6111. (www.queensu.ca/security/).

Trish Forrest (trish@post.queensu.ca) works in ITServices. She is Queen's listserv postmaster and a member of the STOPIT Team.

A Footnote on Health

Take a deep breath.

One of the most effective ways to rejuvenate our body and mind is through rest and relaxation. Of course there are times when it's difficult to feel relaxed—particularly after a hectic, and sometimes stressful, holiday season. This is when deep breathing, muscle relaxation, and meditation techniques can be extremely effective.



Take a deep breath: When we experience stress our breathing becomes shallow, less oxygen is pumped into the body, and we experience a reduction in mental clarity and physical energy.

A simple method of deep breathing can help: Close your eyes and focus on the rhythm of your breathing. Breathe in to the count of

three (1 - 2 - 3). Hold the breath to

the count of three (1 - 2 - 3) and then slowly exhale to the count of three (1 - 2 - 3). Pause and count to three (1 - 2 - 3) before inhaling. Then repeat. Your abdomen should expand when you inhale and empty when you exhale. Deep breathing, even for as little as five minutes, can counteract the effects of stress, clear your mind, and rejuvenate your body.

Leave your tension behind: Muscle tension is one of our bodies' most common responses to stress. Try a basic relaxation technique to help: Begin by choosing a comfortable position, preferably lying down. Breathe slowly and evenly. Close your eyes and begin gently tensing the muscles of the face. Hold for three to five seconds. Then slowly and gently relax these muscles, letting go of the tension. Continue this exercise with other muscle groups, slowly working your way down to the feet.

Achieve peace of mind: Meditation is a popular technique to achieve physical and mental relaxation. Begin by choosing a quiet spot. Sit in a comfortable position and choose a focus word or short phrase that represents something that you believe in. Close your eyes. Relax your muscles from head to feet. Become aware of tension as you breathe in and let it go as you breathe out. Breathe slowly and evenly, repeating your focus word or phrase silently as you exhale. Continue for 10 to 20 minutes.

Need more information on managing stress and adding balance into your life? Your Employee Assistance Program (EAP) can help. A confidential off-site program available to faculty and staff.

2005 Awards of Excellence and Achievement Queen's University Alumni Association

The Queen's University Alumni Association invites nominations for the:

Herbert J. Hamilton Award

Presented annually in recognition of substantial contributions or special service "above and beyond" the call of duty by alumni to the Alumni Association either in short or long term involvement and commitment, at the national or branch level.

Selection is made by a committee of the Alumni Association and presented at the Spring Assembly meeting.

Nominations should be endorsed by four members of the Association.

Nominations deadline: Friday, January 14, 2005.

Alumni Achievement Award

Presented annually to "an alumna/us who has demonstrated the high ideals imparted by a university education through a significant contribution to the arts or sciences, to public service, to leadership in business, industry or a profession and to community, charitable or volunteer work."

Individuals or Branches may submit nominations. A detailed resume or biography of the candidate must be included with the nomination letter.

Nominations deadline: Monday, February 28, 2005.

Excellence in Teaching: \$5,000

Any teacher at Queen's University who has the primary responsibility for organizing and presenting the material for a course offered to registered Queen's students may be nominated. Prior nominations do not disqualify a teacher from consideration; candidates who are excellent teachers but have not yet won the award may be re-nominated.

Nominations deadline: Friday, January 28, 2005.



For further information or nomination forms, please contact

Department of Alumni and Donor Relations
Summerhill, Kingston, Ontario K7L 3N6,
Nikki Remillard
Tel: (800) 267-7837, ext. 78691
Fax: (613) 533-6777
anr@post.queensu.ca

Information and nomination forms are available at www.alumni.queensu.ca/quaa

Submission information

Please note that appointment submissions will be edited to address style considerations and length. Submissions should be a maximum of 200 words.

Bulletin Board

Awards and Grants

Distinguished Service Award call for nominations

Alumni are invited to nominate faculty, staff, alumni or benefactors who have demonstrated outstanding contributions to the university over a number of years for the 2005 University Council's Distinguished Service Award. The award is presented to not more than six people each year at the council's annual meeting in May. Winners become honorary life council members and are welcome at all annual sessions. Nomination forms are available by contacting the University Secretariat, B 400 Mackintosh-Corry Hall, Queen's University, Kingston, Ontario, K7L 3N6, 613-533-6095 or at www.queensu.ca/secretariat/DSAnom.html. Nominations signed by at least five council or alumni nominators must be accompanied by a covering letter and a minimum of three letters of support. Nominations must be received in the University Secretariat office by Feb. 10.

Appointment

Janice Deakin reappointed director, Physical and Health Education

Principal Karen Hitchcock announces that Janice Deakin has been reappointed director of Physical and Health Education for a five-year term starting July 1, 2005. Dr. Deakin received her BA, BPHE and BEd from Queen's before obtaining an MSc from McMaster University and PhD from University of Waterloo. She returned to Queen's in 1986 as an assistant professor, was granted tenure in 1993 and promoted to associate professor in 1995. Her SSHRC program of research focuses on a cognitive approach to understanding the development of expert performance in sport with a view to identifying the determinants of expertise. She continues to consult in the area of bona fide occupational requirements in occupations with high physical demands. She has published numerous articles and chapters for edited volumes in the area of expert performance and has provided technical reports to such agencies as the Departments of National Defence, Customs and Revenue Canada, NATO and Sport Canada. Dr. Deakin is the president elect of the Canadian Council of University Physical Education and Kinesiology Administrators. She has been director of Physical and Health Education since June 2000.

Principal's Development Fund 2005/06

Category A – Support for Visitors to Queen's

A1 – \$140,000 International Visitors' Program. This program provides funds to enrich the international dimensions of the university, both within our classrooms and within our research environment. Funds are intended to assist departments, faculties and schools in bringing to

Queen's outstanding scholars from outside of Canada. Visitors supported by the fund will spend no less than a week on campus, must contribute to undergraduate teaching and will be expected to interact with graduate students and faculty in their area of scholarly activity. An advertisement seeking applications for the 2005/2006 International Visitors' Program will appear in late February in the Gazette. Final decisions will be made in May, 2005. Please watch the Gazette for details.

A2 – \$50,000 Visiting Scholars Program

Applications for support of visiting scholars may be made to a fund of up to \$50,000 apportioned to and administered by the deans of schools and faculties. This fund is intended to encourage academic visits by women, visible minorities, aboriginal peoples and people with disabilities, but other applications will be considered. Apply directly to the dean of your faculty or school.

Category B – Support for Research

B1 – \$190,000 is allocated to the Advisory Research Committee from the Principal's Development Fund in addition to the General Research Grant from SSHRC to fund the following three objectives:

- To provide support to new faculty members to assist them in beginning their research programs and in obtaining external funding.
 - To provide seed funding in support of new research initiatives for established faculty members.
 - To provide funding for SSHRC applicants whose individual grant applications received an adjudication of *approved but not funded* (category 4A), in the most recent competition.
- Applications under sections i and ii of Category B1 will be submitted on ARC forms by Jan. 31, 2005 for the 2005/2006 competition.

B2 – \$100,000 is allocated to the Office of Research Services to provide conference travel support for new and established researchers.

Applications are accepted each year on Sept. 15, Jan. 15, and April 15. Application forms are available from the Office of Research Services.

Category C – Support for Artistic Production

The Fund to Support Artistic Production is administered as Category C of the Principal's Development Fund. \$25,000 has been allocated to assist Queen's faculty artists in the production of artistic work such as: the creation of visual art, the writing of a novel, poem, play or screen play, the composition of music, the production of a motion picture, the performance of a play, a musical composition, a piece of performance art or the production of a master recording of the same. The production or performance does not have to take place at Queen's. Only faculty artists may apply. Applications are available from The Office of Research Services, Fleming Hall, Jemmett 301. Deadline: Feb. 15, 2005. Please contact Bonnie Stewart at ext. 74686, if you have any questions regarding eligibility or procedure. Further information on categories B and C can be found at www.queensu.ca/vpr/sources/internal.html

Committees

Senate committees need members

Vacancies on committees for Academic Development, Educational Equity, Library, Scholarship, Student Aid and more. Terms for students, staff and faculty start Sept. 1. Deadline for applications Monday Feb. 14. www.queensu.ca/secretariat/senate/vacancy, 533-6095 or B400 Mackintosh-Corry.

Internal academic review

Suzanne Fortier, Vice-Principal (Academic) and chair of Senate's Internal Academic Review Committee, announces the names of consultants and review team members for the internal academic review, which is being conducted in the School of Policy Studies. Consultants: Nancy Olewiler,

Simon Fraser University; Bert Rockman, The Ohio State University. Review Team: Tom Anger, Business, Chair; Anne Beaubien, Business staff; Charles Beach, Economics; David Haglund, Political Studies; Chris Jones, masters student, Chemistry; Audrey Kobayashi, Geography; Elizabeth Miller, undergraduate student, Life Sciences. Members of the university community wishing to provide comment on this unit are invited to do so, in writing, to the chair of the review team.

Employee Assistance Program

For off-campus professional counselling call toll free: 1-800-387-4765 (français 1-800-361-5676). This service can be reached 24 hours a day, seven days a week. Further information is available on the following website: www.queensu.ca/eap/

For details on job opportunities, employee development, human resources policies see the Human Resources website at www.hr.queensu.ca

Notices

Room Reservations review seeks input

The review will examine current policies and practices and investigate potential changes to availability of space for non-academic uses; booking policies; categories of users; facility rental rates and policies; booking processes and procedures (i.e., customer service); other fees and charges (e.g., set-up / take-down); administrative and financial reporting and accountability. The Dean of Student Affairs invites input from the community on all aspects of Room Reservations (excluding timetabling, which is the purview of the Office of the University Registrar) at Queen's. Please submit comments, in writing, before Feb. 25 to Room Reservations Review, Dean of Student Affairs Office, Mackintosh-Corry Hall, or rmresrev@post.queensu.ca.

HELP LINES

Campus Security Emergency Report Centre **533-6111**

Human Rights Office

533-6886
Irène Bujara, Director

Sexual Harassment Complainant Advisors:

Margot Coulter, Coordinator
533-6629
Chuck Vetere – Student Counselling
533-2893 ext. 77978

Anti-Racism Complainant Advisors:

Stephanie Simpson, Coordinator
533-6886
Audrey Kobayashi – Geography,
533-3035

Anti-Heterosexism/Transphobia Complainant Advisors:

Julie Darke, Coordinator
533-6886

Eleanor MacDonald, Politics
533-6631

Coordinator of Dispute Resolution Mechanisms:

Please contact Harry Smith, Coordinator of Dispute Resolution Mechanisms, at 533-6495 for assistance or referral to an advisor.

Sexual Harassment Respondent Advisors:

Paul Banfield – Archives
533-6000 ext. 74460
Mike Stefano – Purchasing
533-6000 ext. 74232
Greg Wanless – Drama
533-6000 ext. 74330

Anti-Racism Respondent Advisor:

Ellie Deir – Education
533-6000 ext. 77673

Internal Dispute Resolution

SGPS Student Advisor Program
533-3169

University Dispute Resolution Advisors – Students:

Please contact Harry Smith, Coordinator of Dispute Resolution Mechanisms, at 533-6495 for assistance or referral to an advisor.

University Grievance Advisors – Staff:

Kathy Beers – Student Affairs
533-6944
Bob Burge – JDUC
533-6000 ext. 78775
Gary Racine – Telecommunications
533-3037

Freedom of Information and Privacy Protection

Information Officer
533-2211
Commissioner
533-6095

Employee Assistance Program

1 800 387-4765

University Chaplain:

Brian Yealland
533-2186

Rector

Grant Bishop
533-2733

Student Counselling Service

533-2893

* Internal numbers may be accessed from a touch-tone phone off-campus by dialling 533-6000 + extension number.

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PhD Examinations

Regular university staff may attend PhD examinations.

Monday, Jan. 10

Stephen Anthonio, Civil Engineering. High-order model for non-hydrostatic free surface flow. Supervisor: K.R. Hall, 212 Ellis, 1 pm.

Friday, Jan. 21

Sam McKegney, English. Reclamations of the dis-possessed: narratives of survivance by indigenous survivors of Canada's residential schools. Supervisor: G. Willmott, 517 Watson, 2 pm.

Calendar

Art

The Agnes Etherington Art Centre

University Avenue
New Exhibitions

Mr. Bartlett: Illustrator, featuring W.H. Bartlett. Frances K. Smith Gallery, Jan. 9 to July 31.

Events

Thursday, Jan. 13, Art Matters, Ted Rettig, Kathleen Sellars, and Otis Tamasauskas, three artists in the *BFA Faculty Show*, speak about their work in the exhibition. 12:15 pm.
Thursday, Jan. 20, Art Matters, Sylvat Aziz, Clive Robertson, and Jan Winton, three more artists in the *BFA Faculty Show*, speak about their work in the exhibition. 12:15 pm
www.queensu.ca/ageh/

Union Gallery

1st floor of the Stauffer Library (corner of Union and University)

www.uniongallery.queensu.ca/

The Studio

B144 Duncan McArthur Hall (corner of Sir John A. MacDonald Blvd. and Union Street)
Studio hours Tuesday and Thursday 11:30 am to 1 pm, Wednesday, noon to 1 pm or by appointment. For information contact Angela Solar, 533-6000, ext. 77416 or solara@educ.queensu.ca.

Film

Sunday, Jan. 16

Cinema Kingston
Rosenstrasse, Margarethe von Trotta. Germany/Netherlands, 2003, 136 minutes, PG. \$8, Etherington Auditorium, 94 Stuart St., 7:30 pm.

Music

Friday, Jan. 21

Music
Arlene Goter, Visiting International Scholar. Solo piano recital features 20th-century music including sets of etudes written by Claude Debussy and Queen's composer John Burge. Dunning Auditorium, 7:30 pm.

Tuesday, Feb. 8

Guitar, eh! The classical guitar in Canada
Day-long series of concerts, master classes and presentations celebrating the classical guitar in Canada takes place at Grant and Harrison-LeCaine Halls beginning at 10 am. \$2 is requested for each concert at the door. For more information go to www.queensu.ca/music/news or contact Jeff Hanlon at

hanlonj@post.queensu.ca or ext. 78610.

Theatre

Queen's Musical Theatre

Crazy For You. Wednesday, Jan. 12 to Saturday, Jan. 22, Grand Theatre, 218 Princess Street, 8 pm evening performances and 2 pm Saturday matinees. Adults \$15, students and seniors \$13. Group rate \$12 for 20 or more. Tickets 530-2050, additional information at www.qmt.ca or qmtpublicity@gmail.com.

Public Lectures

Tuesday, Jan. 11

Art and The Union Gallery
Kelly Mark, multi-media artist, Toronto. Slide presentation and lecture. Union Gallery, 7 pm. Reception follows.

Wednesday, Jan. 12

Political Studies
Andrew Cooper, Waterloo. Separation anxiety: Canadian foreign policy after Chretien. 202 Policy Studies, 2:30 pm.

Thursday, Jan. 13

Philosophy
Christine Overall, Queen's. Feminism and (a)theism: philosophical odd couple or marriage made in heaven? 202 Policy Studies, 7:30 pm. Reception following at University Club.

Thursday, Jan. 20

Philosophy
Francois Recanati, Harvard. Semantic flexibility. 517 Watson, 4:30 pm.

Wednesday, Jan. 26

Edward Burtynsky, Queen's Visiting Scholar. Exploring the Residual Landscape. 1101 Biosciences Complex, 7:30 pm.

Special Events

Friday, Jan. 14

Applied Science townhall
Colonel Chris Hadfield, the first Canadian to ever perform a spacewalk, will speak about the space program and his experiences as a Canadian astronaut. Atrium, Beamish-Munro Hall, 11 am.

Wednesday, Jan. 26

TA townhall meeting
This public forum will address various matters important to TAs at Queen's with panelists Principal Karen Hitchcock, Vice-Principal (Academic), Suzanne Fortier, Dean, Graduate Studies and Research, Ulrich Scheck and SGPS President, Sam Hosseini. McLaughlin Room, JDUC, 5:30-7 pm. Open to all members of the Queen's community. Details at 533-3924, or Sam Hosseini at president@sgps.ca, or visit our website www.sgps.ca.

Workshops and courses

Religion and Modernity.

A free, non-credit course open to all. Offered by Religious Studies and Free Queen's. Mondays 6:30 to 8:30 pm, Feb. 7 to Mar. 21. Topics: Religious Diversity in Kingston, Manifestations of Islam in Our Time, Religion and Ecology, Socially Engaged Buddhism, Contemporary First Nations Religious Identity, Sex in the Sanctuary. Register now at 533-2563 or equity@post.queensu.ca.

Submission information

To ensure we run your information correctly, Calendar items must appear in the following format:

date, department, speaker's name and affiliation, title of lecture, place, time, and cost if appropriate.

Please submit your information in the body of an email message to: gazette@post.queensu.ca

The next *Gazette* deadline is Monday, Jan. 17 at noon.

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