



# QUEEN'S GAZETTE



Honouring an eclectic Celt P3

What's in a name? P10



## Principal unveils vision to engage world

Principal Karen Hitchcock invites the Queen's community to become actively involved in a strategic positioning initiative for the university that she launched last week with the introduction of her discussion paper, Engaging the World.

"My hope is that everyone will want to take part in this very important initiative for the university. The future direction that we formulate for Queen's now

will have implications for the next decade and beyond," she says.

In her paper (enclosed in today's issue of the *Gazette*), she shares a vision for Queen's that will see the university "as an institution international in scope and international in impact ... deeply engaged with and responsive to the society which supports it."

Realizing this vision, she says,

will require undertaking three interrelated activities, each of which must be carried out in a global context. They are:

- A probing analysis of Queen's recruitment strategies, student demographics, academic programs, curriculum and pedagogy;
- A commitment to making the difficult choices necessary to identify and advance distinctive, world-class programs or

research and discovery for the benefit of society;

- The engagement of all our constituencies in developing and supporting this vision, and communicating the excellence and distinctiveness of Queen's to our many communities worldwide.

"Quality and excellence must continue to animate our mission, and yet, more is demanded of us," the principal writes. "Institu-

tions of higher education, long cherished as the means by which individuals develop their talents and expand their opportunities, are also being called upon to play a larger, more public role in our global society...in other words, to be engaged.

"Indeed, this is not a new notion; it is at the heart of the western liberal arts tradition... education for the public good.

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### INTERSECTION INSPECTION



CELIA RUSSELL

Paul Gorodisski of Ontario Traffic Inc., Newmarket, adjusts cameras used in a traffic safety audit at Queen's busiest intersection, University Avenue and Union Street. Driver Elena Senderovich uses an automated counter to count every pedestrian and vehicle passing by. The University Avenue and Union Street Corridor Safety Audit project team conducted the audit during the week of Sept. 26. The team would also like to thank the more than 1,500 people who took part in the web survey and provided suggestions. The university will report on the findings and recommendations of the safety audit later this year. Details: Jeanne Ma, Campus Planning and Development, 533-6191.

## Aberdeen aftermath

"WE CAN'T LET IT HAPPEN AGAIN," PRINCIPAL VOWS

By CELIA RUSSELL

Vice-Principal (Academic) Patrick Deane applauds a motion passed by Kingston City Council last week to establish a committee of council members, police officers and Queen's administration and students to find ways to stop the kind of illegal acts and public disorder now associated with Aberdeen Street.

"This is a very constructive step, one that we welcome as another avenue for working cooperatively with the City," Dr. Deane says.

Since the Aberdeen Street event on Sept. 24, the university administration has been working closely with student leaders to establish a process to ensure stu-

dents who participated in the Aberdeen Street disturbance are held accountable for any action that violated the university's student code of conduct. To date, the police have laid 18 criminal charges and more than 300 liquor violations.

In her Sept. 30 report to the Board of Trustees, Principal Karen Hitchcock says students will be dealt with fairly but firmly, and the disciplinary action could include suspension and expulsion.

"It's important that our university community recognizes the seriousness of this situation."

The principal also told the board that she has asked for a complete review of the various traditions and practices at the university that might have exacerbated the situation.

In particular, she is concerned about the role that binge drinking

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## Debt an issue with graduating students, exit poll shows

By KAY LANGMUIR

Despite increasing enrolments and continued government cut-backs, students' overall satisfaction with their learning experiences at Queen's continues to rise, according to the most recent undergraduate exit poll.

"In a sense it's counterintuitive," said University Registrar Jo-Anne Brady following the release of the 2004 Exit Poll results.

The survey indicates that Queen's has largely escaped the erosion in quality suffered by other universities facing the same decrease in funding.

The university's strategy of wise use and investment of limited resources while "continuing to place a priority on the learning experience of undergraduates", appears to be paying off, she said. The exit poll was presented

for information at the Sept. 22 Senate meeting.

A new section in the 2004 poll also questioned students about their financial debts upon graduation, and dispels the

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Queen's News Centre



## Vision continued from page 1

And, this is certainly not a new notion for Queen's University."

This planning process that the university is undertaking will be critical to future decision-making and leadership at Queen's and to achieving a shared vision for the university, the principal explains. The ultimate outcome will provide a framework for guiding decision-making and establishing priorities in key areas of the university – from research, academic program planning and enrolment management to development activities, facilities planning and alumni relations.

This initiative is especially timely, she notes, in light of the many changes that the university is facing in the external post-secondary environment related to

enrolment growth, increasing demand for graduate education, more global and outward-looking universities and greater expectations regarding how it will demonstrate the impact and value of its research and teaching programs.

Principal Hitchcock is inviting input from all members of the Queen's community and also from leaders in the Kingston community and at the provincial and federal level.

She will also host a series of events designed to stimulate discussion and comment. They will include presentations to the Queen's Board of Trustees and Senate, discussions with employee groups and student leadership, open town hall meetings, student forums and focus

groups, informal dinners and receptions at Summerhill with faculty, students, staff and retirees, a Board of Trustees and Senate retreat, a VP (Academic) and Deans' retreat, and alumni events and discussion groups.

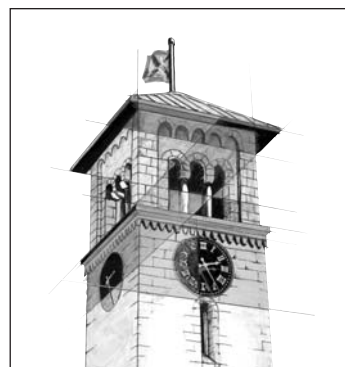
Within 12 to 18 months, the principal intends to draft a discussion paper (White Paper) and circulate it throughout the Queen's community by spring, 2006.

Extensive review of this document will provide another opportunity for input from all of the university's constituencies. The final plan is to be completed by December 2006.

The principal is encouraging all members of the Queen's community to participate fully in this

strategic positioning process by providing comments and thoughts on her discussion paper and by sharing their views on the related questions she has posed. She also invites everyone to join her and Vice-Principal (Academic) Patrick Deane at one of the town hall meetings scheduled for the fall term.

Input can be provided at any stage of the planning process through a special website at [www.queensu.ca/principal/lookingahead](http://www.queensu.ca/principal/lookingahead) or by submitting views in confidence to: Strategic Positioning Initiative, Office of the Principal, Queen's University, Kingston, Ontario K7L 3W7. Comments or documents may also be submitted via email to: [lookingahead@post.queensu.ca](mailto:lookingahead@post.queensu.ca).



## QUEEN'S GAZETTE

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### ADVERTISING POLICY

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## Exit poll continued from page 1

notion that Queen's students are largely from affluent backgrounds. Fully 56 per cent of them graduate with some debt. Forty per cent leave Queen's owing at least \$10,000.

"It's simply not based in fact that Queen's students are from affluent backgrounds," said Ms. Brady. "They come from diverse backgrounds."

Despite the generally reassuring results, the real value of the exit poll, in its 11th year, is showing faculty and administrators the areas that need attention.

"We take the bad with the good," said Ms. Brady. "It's not all 100 per cent positive but we recognize the places where we need to improve."

The poll also provides very detailed information on departments and faculties, "and the

deans take the poll very seriously and factor it into their planning," Ms. Brady said.

In the area of facilities and services, students continue to be most satisfied with library and health services, while satisfaction with athletic facilities has declined to less than 25 per cent, a continuing trend which has fuelled plans for the new Queen's Centre.

Highlights of the report include:

- While satisfaction with almost all areas of the learning experience has risen, areas such as teaching and evaluation remain low.
- Only 36 per cent of students feel that teaching assistants help them understand the material being taught, a continuing trend over the past 10 years.
- Instructor accessibility earned the highest satisfaction rating of

all this year for the first time.

• Overall, students in Business, Rehabilitation Therapy, Law, and Nursing are the most satisfied with their learning experience, while students in Applied Science, Education and Concurrent Education are less so.

• Overall, the lowest satisfaction scores in many of the areas were recorded by Education students, including developing skills in writing, math, research, problem solving, speaking, critical judgment, and ability to compete.

• Business students overwhelmingly agreed (97 per cent) that Queen's contributed to their ability to work well with others.

Since 2001, scores have increased in every area of individual learning and development except for math and computing skills, which may reflect the fact

that fewer students are enrolled in courses with a math or computing focus.

The latest poll represents the third time the survey has been distributed via Internet, with the response rate reaching its highest level yet at 46 per cent, considered a good response rate for the type of survey.

Sixty-eight per cent of the respondents were women, and 54 per cent were Arts and Science students. The poll had a 50-per-cent response rate.

Queen's medical students were not part of the exit poll. They completed a separate survey, the Canadian Medical School Graduation Questionnaire administered by the Association of American Medical Colleges, which returned satisfaction results in the 1980s and 1990s.

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## High Performance Professional Teams Symposium

### A Meta Analysis of the Virtual Teams Literature

*Ana Ortiz de Guinea, Dr. Jane Webster & Dr. Sandy Staples*

School of Business  
Queen's University

### The Compensation of Teams

*Dr. Chris Riddell*

School of Policy Studies  
Queen's University

### High Performance Teams in Primary Care: The Basis of Interdisciplinary Collaborative Care

*Dr. Dianne Delva & Dr. Margaret Jamieson*

Department of Family Medicine  
School of Rehabilitation Therapy  
Queen's University

**Wednesday, 12 October, 2005**

**8:30 am - 12 noon, lunch follows**

**Conference Room #202**

**Policy Studies Building, 138 Union Street**

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## They help to make the world a better place

### QUEEN'S HONOURS FOUR INSPIRING INDIVIDUALS AT FALL CONVOCATION

A survivor of war, a renowned expert on acid rain, an acclaimed singer/composer and a successful researcher/entrepreneur will receive honorary degrees from Queen's at fall convocation ceremonies later this month.

Chancellor Charles Baillie will confer the degrees at morning and afternoon ceremonies on Thursday, Oct. 27 and Friday, Oct. 28 in Grant Hall.

#### Kim Phuc Phan Thi

The Vietnam War knows many tragedies, some more familiar than others. A photograph of nine-year-old Kim Phuc, running naked down a road, her skin on fire with napalm, changed the way the world looked at the Vietnam War, and at all wars.



Kim Phuc Phan Thi

Kim Phuc was born and raised in the village of Trang Bang near Saigon. During the war, Route 1 that runs through the village became the main supply road from Saigon to Phnom Penh. On June 8, 1972, together with American coordinators, the South

Vietnamese Air force dropped napalm bombs on Kim's village.

Nick Ut, the Associated Press photographer who covered the siege, took the photograph of young Kim. Moved by her pain, he rushed her to a South Vietnamese hospital. She then spent 14 months recovering in Barsek Hospital, the American hospital in Saigon; her care was paid for by a private foundation. Mr. Ut's photograph remains one of the most unforgettable images of the Vietnam War.

Now living in Toronto with her husband and two sons, Kim Phuc shares her experience to give back what so many gave to her during her healing process. Her many honours include UNESCO naming her a Goodwill Ambassador for Culture of Peace in 1997.

**Kim Phuc will receive an honorary LLD on Thursday, Oct. 27 at 9:30 am.**

#### David William Schindler

David Schindler is internationally recognized for his research on the harmful effects that acid rain and phosphorus-rich detergents have on fresh water. He has studied fresh-water ecology for 45 years.



David William Schindler

A Rhodes Scholar, Dr. Schindler holds the Killam

Memorial Chair in Ecology at the University of Alberta, Edmonton. From 1968 to 1989, he founded and directed the Experimental Lakes Project of the Canadian Department of Fisheries and Oceans near Kenora, Ontario, conducting interdisciplinary research on the effects of eutrophication, acid rain, climate change and other human assaults on boreal aquatic ecosystems. His work has been used in formulating ecological management policy in Canada, the USA and Europe.

His current research interests include the study of fisheries management in mountain lakes, the biomagnification of organochlorines in food chains, effects of climate change and UV radiation on lakes, and global carbon and nitrogen budgets. He is particularly interested in the restoration of lakes suffering damage due to the introduction of alien species. In recent years, he has earned significant accolades, including the Stockholm Water Prize, the Volvo International Environment Prize, the International Society of Limnology's Naumann-Thienemann Medal, the American Association of Limnology and Oceanography's Hutchinson Medal, and most recently, the NSERC Gerhard Herzberg Gold Medal for Science and Engineering.

**Dr. Schindler will receive an honorary DSc on Thursday, Oct. 27 at 2:30 pm.**

#### Loreena McKennitt

Canadian singer/composer Loreena McKennitt is self-managed, self-produced and the head of her own internationally successful record label, Quinlan Road. In a recording career spanning nearly two decades, McKennitt's "eclectic Celtic" music has won critical acclaim worldwide and gold, platinum and multi-platinum sales awards in 15 countries across four continents.

Born in Manitoba, Ms. McKennitt moved to Stratford, Ont., in 1981, where she still resides. She has acted and sung

in, and composed music for, Stratford Festival of Canada productions ranging from *The Tempest* (1982) to *The Merchant of Venice* (2001).



Loreena McKennitt

Her recording career began in 1985 with the album *Elemental*. In the fledgling years of her label, she ran its operations from her kitchen table, selling recordings by mail order and producing her own concert tours across the country.

An active member of her community, she has founded and oversees important charitable undertakings in the fields of water safety and family/childhood support services.

**Ms. McKennitt will receive her LLD on Friday, Oct. 28 at 9:30 am.**

#### Francesco Bellini

Francesco Bellini is chair, president and CEO of Neurochem, an industry leader in the development of therapeutic drugs for the Central Nervous System (CNS).

Born in Italy, Dr. Bellini came to Canada in 1967. He received his bachelor of science degree from Loyola College (now Concordia University) in 1972 and a doctorate in organic chemistry from University of New Brunswick in 1977. He is the author or co-author of some 20

patents and has published numerous articles and papers based on his research.

Dr. Bellini also chairs the health-care companies of Picchio International, Picchio Pharma, Adaltis, Innodia and Virochem Pharma. He was chair and CEO of BioChem Pharma, an innovative biopharmaceutical company focused on infectious diseases and cancer, which he co-founded in 1986. From 1968 to 1984, he had a fruitful career as a researcher at the Canadian subsidiary of a multinational pharmaceutical company. In 1984, Dr. Bellini established the Biochemicals Division of the Institut Armand-Frappier at the Université du Québec, which specializes in research, manufacturing and the commercialization of fine chemicals.



Francesco Bellini

Last June, Dr. Bellini received the title of Cavaliere del Lavoro, the most prestigious honor granted by the Italian government, for his major contributions to the fields of entrepreneurship, research and economy.

**Dr. Bellini will receive an honorary LLD on Friday, Oct. 28 at 2:30 pm.**

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## Kudos to Queen's Archives for Doors Open program

Queen's University Archives was recently recognized by the province's archival community for one of its many successful outreach programs.

The Eastern Ontario Chapter of the Archives Association of Ontario awarded the Archives with a Chapter sponsored prize for its leadership as an archival institution in the Ontario Doors Open Program for 2005.

This is the second year that the Archives has participated in Doors Open Ontario, and 2005 saw a near doubling in the number of visitors crossing the threshold of Kathleen Ryan Hall.

Paul Banfield, Acting University Archivist stated that this award served as a fitting testament to those staff members – Heather Home and Gillian Barlow in particular – who worked diligently to bring the history of the building and the Archives to life through a detailed and informative display.

The guided tours behind the

scenes were also an enormous success. So much so, that he has since received several requests to volunteer at the Archives from persons who toured the facility.

The event allowed the staff to bring the world of archives to the attention of the general community in a way that has not been possible in the past.

Visitors went away with a much broader and deeper understanding and appreciation of the important and vital work that archival facilities undertake in order to preserve their communities' documentary heritage.

"In short, it really has been a wonderful example of public outreach at its best," says Mr. Banfield.

The history of Kathleen Ryan Hall, as presented to a recent meeting of the Kingston Historical Society, by Archives staff members Gillian Barlow and Heather Home, will be published in the next volume of Historic Kingston.

## A WORLD OF OPPORTUNITY



STEPHEN WILD

Students swarm Grant Hall in search of the perfect program at the Graduate and Professional Schools Fair Sept. 28. Presented by Career Services, the fair featured representatives from universities in Canada, the United States, Australia and Europe representing more than 100 different programs.

## Aftermath continued from page 1

and alcohol abuse played at the party, which involved more than 5,000 students from Queen's and elsewhere. In addition to throwing bottles at police and emergency personnel, breaking bottles on the street, and other acts of vandalism, students overturned a car and attempted to set it on fire.

She is also apologizing on behalf of the university to Mayor Harvey Rosen, Chief of Police Bill Closs and President and CEO of Kingston General Hospital, Joe de Mora, whose emergency room was busy dealing with cases of alcohol poisoning and lacerations due to broken glass.

The university will be taking a multi-pronged approach to rectify the situation, Dr. Hitchcock told the Gazette in an interview.

"The most important issue at this time is ensuring the safety of our students. The situation that arose on Aberdeen Street brought

tremendous risk of physical harm. That's why we can't let it happen again."

The vast majority of Queen's students share the university's outrage concerning the events of Sept. 24, and they will play an important role in ensuring that there will be no reoccurrence, says Dr. Hitchcock.

"Our students' voice is a critical one – they need to let their fellow students know that this is unacceptable behaviour and will not be tolerated; and they are doing just that.

"Not only will students be working with their peers at Queen's, they will also have to engage with those at other universities to inform them of the utmost seriousness of the situation."

Council passed a second motion last week requesting that the university reimburse the city for the cost of police, fire and ambulance services associated

with the Aberdeen event. Dr. Deane has indicated that the university is open to discussion about making a financial contribution.

The university will continue to work with the community, police, mayor and other city officials and the university's taskforce on community relations will continue to play a role, says Dr. Hitchcock.

The university and student groups are also planning a series of interactive town-hall meetings and panel discussions regarding the issue.

Dr. Hitchcock has also asked deans to suggest to their faculty that they use the incident as a learning experience whenever possible.

"I will be asking deans that they be sensitive to opportunities to discuss these issues within the context of our academic programming."

The day after the lawless and dangerous events on Aberdeen Street, numerous students set about cleaning up the neighbourhood. Dr. Hitchcock says she was encouraged by this and also by the efforts of fourth-year commerce students Phil Kazmaier and Jon Sinclair who have organized a campaign to raise funds to go to the person whose car was destroyed at the Aberdeen party. She also points to an Oct. 12 symposium (see article this page), organized by Samantha Smith (Physical and Health Education) to discuss how social change can frame responses to the event.

In the longer term, she plans to consult with her colleagues at other Canadian universities and further afield to develop a strat-

egy to combat what she deems to be major causes of the problem: binge drinking and alcohol abuse among university students.

"Any potential national strategy would also have to involve the high schools, parents, everyone," says Dr. Hitchcock.

**"Our students' voice is a critical one – they need to let their fellow students know that this is unacceptable behaviour and will not be tolerated; and they are doing just that."**

*Karen Hitchcock*

In her Sept. 30 report to the Board of Trustees, Dr. Hitchcock expressed her extreme disappointment about what happened, and gave trustees her personal commitment that this would not happen again.

She also noted the importance of distinguishing between it and the traditional Homecoming most alumni experienced the weekend of Sept. 23 to 25.

"The events of Saturday night on Aberdeen Street marred the entire weekend for all of us," she says. "The community relations task force, faculty, staff, Kingston police and others worked for months devoting resources, time and effort trying to avoid the disruption and lawlessness of last year. It was not to be the case.

People had worked very diligently to ensure that the Aberdeen Street celebrations were safe and within our code of conduct – unfortunately, these efforts were unsuccessful."

It was a miracle that no one was seriously hurt, she says.

"We have received emails from students, staff and alumni expressing their feelings of anger and disappointment, but also saying that they are there for us.

"It is also important for the university to get the word out where Queen's stands on these issues. We've responded to emails and phone calls and held many interviews both local and nationally. It's very important in the midst of this that we speak with one voice in the condemnation of these acts."

To associate the incident with Homecoming "does a great disservice to all the staff, faculty and students who contributed so much to the planning and support of the weekend's activities," Rector Grant Bishop told trustees.

"Something this year on Aberdeen Street went terribly, terribly wrong, and we need to know what that was. We need to know what went wrong to take responsibility for those incidents and delineate a proper and constructive course forward."

AMS President Ethan Rabidou added that students are united in their condemnation of this illegal behaviour.

"We must not alienate the thousands of students who do support this institution. Don't lose faith with Queen's students and don't be afraid to defend them. We will make you proud."

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## Coming Home to What?

A student-faculty panel will speak on Queen's culture in the context of the events on Aberdeen Street during Homecoming weekend 2005 at a symposium this Wednesday, Oct. 12. Coming Home to What? Aberdeen Street and the Culture at Queen's: A Symposium takes place from 4:30 to 6 pm in Ellis Auditorium.

The discussion will aim to situate the incident within a broader social, cultural, and economic context and to move analysis of what happened – and why – beyond the narrow binaries (good student/bad student; good cop/bad cop) that are currently framing the debate, says organizer Samantha Smith, an assistant professor in the School of Physical and Health Education.

"By taking a critical stance towards commonsense reactions to these disturbances, we also hope to contribute to a discussion of possible responses that are oriented towards social change rather than, for example, heavier policing or financial compensation."

Issues to be addressed will include the history of student culture and institutional culture at Queen's; alcohol-related student "riots," policing, racism at Queen's/in Kingston, masculinity and youth culture, town-gown relations from a class perspective and media coverage of the above.

For details, contact Prof. Smith at [kingsj@post.queensu.ca](mailto:kingsj@post.queensu.ca) or 533-6285.



## Ashrawi, Buchanan to deliver Dunning Trust lectures

A compelling and influential voice in the contemporary theatre of Middle Eastern Politics will deliver a Chancellor Dunning Trust Lecture on Tuesday, Oct. 25 at 7:30 pm in Grant Hall.

Hanan Ashrawi, founder and secretary general of the Palestinian Initiative for the Promotion of Global Dialogue and Democracy (MIFTAH) will speak on The Global Context and Human Imperative of Peace in the Middle East.



Ashrawi

A tireless campaigner for human rights, she has distinguished herself in both the academic and political arenas. Her academic expertise has played a vital role in the development and recognition of Palestinian culture, while her longstanding political activism on behalf of the Palestinian people has contributed greatly to the establishment of an independent and self-governing Palestine. A

graduate of Beirut University, Dr. Ashrawi returned to her homeland in 1973 to establish the Department of English at Birzeit University on the West Bank, just as the university was transforming itself from a two-year college to a four-year institution of higher learning.

Dr. Ashrawi has also served since 1996 as an elected member of the Palestinian legislative council, Jerusalem district. Among her many publications is This Side of Peace, a memoir of her role as an envoy and a Palestinian.

For further details on her visit, contact Sylvat Aziz (Art) SA8@post.queensu.ca, 533 6000, ext. 75071.

Political philosopher Allen Buchanan of Duke University will be giving a Dunning Trust Lecture on Wednesday, Oct. 19 at 8 pm in room 202 Policy Studies. The James B. Duke Professor of Philosophy and Public Policy in the Sanford Institute will speak on Institutionalizing the Just War.

Professor Buchanan is a well-known political philosopher whose work continues to be influential, not only in philoso-

phy, but also in political science, business management, biomedical ethics, and law. He served as staff philosopher for the President's Commission on Medical Ethics, where he was a principal author of the Commission's two book-length reports on ethical issues in genetics (1983). As staff consultant for the U.S. Advisory Committee on Human Radiation Experiments, he authored the ethical framework chapter for the Committee's final report (1995). From 1996 to 2000, he served as a member of the Advisory Council for the National Human Genome Research Institute and he is currently Director of the Consortium on Pharmacogenetics.



Buchanan

During his Dunning Trust visit to Queen's, Professor Buchanan will also be giving a talk at the Faculty of Law on Democracy and the Commitment to International Law: A Critique of The Moral Limits of

International Law by Jack Goldsmith and Eric Posner, presenting a paper at the Philosophy Department's weekly colloquium on Institutions, Belief, and Ethics: The Case of Eugenics, and meeting with the members of the Political Philosophy Reading Group.

Details: Alistair Macleod (Philosophy), alistair.macleod@queensu.ca, 533-6000, ext. 74069.

Dunning Lectureship promote the understanding and appreciation of the supreme importance of the dignity, freedom, and responsibility of the individual person in human society. Guests are expected to deliver a public lecture and to be available during the visit to meet formally and informally with appropriate segments of the Queen's and Kingston communities. Individuals and departments interested in inviting guest lecturers through the Dunning Trust in the latest round should apply before the end of the month.

[www.queensu.ca/secretariat/senate/committe/standing/dunning.html](http://www.queensu.ca/secretariat/senate/committe/standing/dunning.html)

## IN BRIEF

### Alumni award winner to speak

2005 Alumni Achievement Award winner Virginia (Ginny) Shrivastava, Arts '63, will speak on the challenges of global poverty reduction on Monday, Oct. 24 at 7 pm in room 202 Policy Studies.

As program coordinator with Astha Sansthan, an Indian non-governmental agency (NGO), Dr. Shrivastava's work focuses on community development and the tribal women of Rajasthan. Over the past three years, she has helped build Rajasthan Association of Strong Women Alone. This group assists women who are widowed or alone, and who, due to social customs, have been deprived of their land, homes and property.

The award is presented annually to an alumna/us who has demonstrated the high ideals imparted by a Queen's University education through significant contributions to the arts or sciences, to public service, to leadership in business, industry or a profession, or to community, charitable or volunteer work.

### New clinic opens

All are welcome to an open house to recognize the opening of Queen's new psychology clinic on Thursday, Oct. 13, 2 to 5:30 pm at 184 Barrie St.

The clinic aims to enhance training of graduate students in the Clinical Psychology program by providing services including evidence-based psychological assessment and treatment services for the Kingston and area community and research on the causes, assessment and treatment of psychological disorders.

Cake will be served at 4 pm. For details, contact clinic director Marjory Phillips, phillipm@post.queensu.ca or 533-6021.

## Drama professor up for \$100,000 playwriting prize

By SARAH WITHROW

Daniel David Moses is among seven Canadian playwrights short-listed for the \$100,000 Siminovitch Prize, sponsored by BMO Financial Group. A high-profile jury, including actress Martha Henry, chose finalists on the basis of the overall excellence of their work. The winner will be announced Oct. 25 in Toronto.

"Being nominated is not the same thing as winning," says Prof. Moses, a Queen's National Scholar and assistant professor in the Department of Drama. "I'm very honoured to be compared to these other playwrights," he says, referring to his competition, which includes Daniel MacIvor, Joan MacLeod and Wajdi Mouawad.

Nevertheless, Prof. Moses says he is considering his options should he win the prize - \$25,000



Daniel David Moses

of which must be distributed to a protégé or organization of the winning playwright's choice.

"I am already looking to the next generation of Native writers," says Prof. Moses, a Delaware Indian from Ohswenken, Ont.

He's written more than 25 plays and considers himself to be in mid-career.

"This prize was needed. It finally recognizes there is a whole ecology of art, by supporting writers who are more mature and have a sense of needing to make more money. It lets them think, 'I can keep writing for the stage.'"

Known for his plays' epic sweep and poetic language, Prof. Moses says he tries to retell stories that have had their "meaning worn off. I like to make stories new again by telling them in a new way."

His work has been widely lauded. His play, Coyote City, was nominated for a Governor General's Award; The Dreaming Beauty won the Theatre Canada National Playwriting Competition and The Moon and Dead Indians won the Vancouver New

Play Centre's Du Maurier Playwriting Competition. Its sequel, Angel of the Medicine Show, won the James Buller Memorial Award for Excellence in Aboriginal Theatre. His latest play, Brebeuf's Ghost, is a historical drama that recounts the survival of an Ojibwa community that fled across the Canadian Shield in 1649 in order to escape the Iroquois.

He is currently writing the sequel to Brebeuf's Ghost, which he calls "another revisioning of history" that is set to be produced at the University of Toronto in 2007.

The prize, the largest in Canadian theatre, is named for the late playwright Elinore Siminovitch and her scientist husband, Lou, and is awarded in three-year cycles to directors, designers and playwrights respectively.



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The Alma Mater Society





## VIEWPOINT

JAY HANDELMAN  
School of Business



## Teaching ethical decision making

When Queen's decided to return the \$915,180 gift from ex-Hollinger executive David Radler and companies associated with him, it served as an excellent example of two crucial principles underlying our teaching at the Queen's School of Business: Ethical decision-making and social responsibility are not simply theories but are very practical, and often quite searing real-life dramas in which executives must demonstrate leadership; and the toughest ethical decisions are "right versus right" decisions, where the alternative courses being considered both have positive possibilities, and you must choose the best course.

The Radler situation was difficult and unfortunate. I was heartened that the university acted with dispatch, after thoughtful consideration, which is something we try to teach our students. While I supported the decision, since it gave primacy to the university's legitimacy as a learning institution, I recognized that there was a legitimate argument for a different course of action. Some might say that the donation should have been kept, as it has helped Queen's in its educational endeavours. As we try to help our students understand as part of classroom discussions and assignments, ethical decisions are not always clear-cut.

Those of us at the university – and the business school – must do more than just talk about ethical decision-making and social responsibility. We must also demonstrate it through leadership and actions.

In 2004, the business school founded the Centre for Corporate Social Responsibility (CSR), which consolidates and augments the ethics and CSR activities that have been occurring within the school for some years. For example, the centre is working with several student groups who have been organizing CSR activities and promoting more CSR courses within the faculty. This is consistent with the centre's mandate to inspire those in the business and business-school communities to instil CSR as an integral part of their thinking and practice.

At the centre, we have been taking the leadership principle not just to our students but also to the world. We are part of The Globally Responsible Leadership Initiative that brings together 20 other business schools and companies worldwide to push on a range of pressing issues related to globally responsible leadership. The primary intent of this group, which operates under the auspices of the European Foundation for Management Development and The United Nations Global Compact, is to have an impact on the levers that influence social responsibility within business and business schools.

One main activity is to influence the criteria by which businesses and business schools are ranked by the media in those now-ubiquitous ratings by magazines and newspapers. Many of those rankings don't include any measure of social responsibility.

We plan to push for the inclusion of specific elements by which commitment to social responsibility can be measured. If we're successful and the rankings change, we will no doubt see businesses and business schools nudged toward practices that reflect a higher sense of corporate social responsibility.

The UN Global Compact, which seeks to advance responsible citizenship so that business can be part of the solution to the challenges of globalization, has a learning forum that we want to see serve as a repository of learning experiences from successful companies and business schools. We are helping to put together those cases, so the experiences can be more widely shared.

Closer to home, we are helping our students to understand how to assess and analyze the ethical quandaries they will face in their careers. We've even created a new certificate in Corporate Social Responsibility for commerce students that has drawn a large number of registrants. In keeping with the underlying principle that social responsibility is more than just theory, students are required to engage in activities with community groups throughout their four years. This gives them first-hand experience with the kinds of issues that face the community such as homelessness, poverty, and crime that may well affect business or that business may have a role in helping to solve.

The students also attend a three-day corporate social responsibility session each year, featuring industry speakers, debates and panel discussions, and are given an opportunity to grapple with case studies. A range of learning approaches helps to underscore the principle that issues of ethics and social responsibility are not simply about trying to present right or wrong answers to given scenarios, but to expose students to the plethora of issues a leader in a modern organization might face.

Not all students take the certificate. But all commerce students must take a business ethics course in their second year and one CSR course. Hopefully, they're learning sensitivity to the social realm in which corporations operate, and the paradoxes, problems and constraints that can lead to, or surface within, ethical decisions. As with Queen's own leaders, we hope students will gain an understanding of the complexities surrounding moral issues and, in turn, be prepared to exercise ethical leadership.

Jay Handelman is an associate professor of marketing in the Queen's School of Business.

**Closer to home,  
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## STRIKE UP THE BAND



GEORGE FINNEY

Liam Finney drums up support for the Gaels' football team at Ivor Wynne Stadium Oct. 1.

## Letters

### Queen's students showed class

My husband and I attended the Queen's-McMaster football game on Saturday, Oct. 1 at Ivor Wynne stadium in Hamilton and thoroughly enjoyed the experience, although our team came up a little short against the McMaster machine.

We both were struck by what a class act the Queen's students were, from the team members to the cheerleaders and band members. The school could not have hoped for a more joyful yet respectful gathering of students on a beautiful Saturday afternoon.

In addition, it was our first

opportunity to see our youngest child, now a first year student, participate in the drum corps with the pipe band... a genuine thrill for us as alumni.

We are forwarding a photo that seems to capture the moment and hope you enjoy it almost as much as we do.

Pat and George Finney  
Simcoe, ON

### A leader's defining moment

For a principal, defining a vision of the future for an insti-

tution is a test of leadership, but responding appropriately to events on Aberdeen Street is more of a test.

I commend Principal Karen Hitchcock for her response to this crisis, both in writing and in deed.

I am confident that she and her team will put forward an equally appropriate strategy for managing future Queen's Homecoming celebrations to the benefit of all participants.

Evan Thompson  
Hons BA '77  
Toronto, ON

## 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](mailto:gazette@post.queensu.ca) on the Monday before publication. The *Gazette* reserves the right to edit letters to address style, length and legal considerations.

## 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](mailto: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.



## Why commercialize research?

The Gazette introduces a new column, entitled 'TEQ Talk. Coordinated by PARTEQ Innovations, it will include commentary from a number of people at the university interested in the area of technology transfer and associated issues.

One of the strengths of Queen's research community is its breadth of activity, from basic research in a broad variety of disciplines, to downstream development of research discoveries.

All of these activities advance the university's mission of transferring the results of intellectual inquiry to the public. This knowledge transfer includes teaching, publishing, participation in conferences, displays and performances, consulting, sponsored research, patenting of inventions, and commercialization. (This mission is spelled out in Section 3.1 of the Senate document, The University Appointment: Freedom and Responsibility.)

Queen's has a long history of supporting both basic and applied research. In the early 1900s, for example, ore refining processes developed by Queen's metallurgists formed the basis of an Ontario mining company. The 1920s saw two Queen's professors of bacteriology develop a treatment for gas gangrene, a deadly infection suffered by WWI soldiers. By 1953, inquiries from faculty and staff about potential inventions led the university to set up an inventions committee.

By the mid-1980s, Queen's was one of the first Canadian universities to commit a full-time budget and staff to help researchers advance their discoveries to commercial production. This new activity, which by now had been given the somewhat cumbersome label of "technol-



KERRY ROWE

'TEQ Talk

ogy transfer," was growing rapidly at research-intensive universities across North America. In the U.S., the number of technology-transfer offices grew from 25 in 1980 to 200 in 1990, and Canada was quick to follow suit. In 1987, the Queen's office of technology transfer became formally known as Partners in Technology at Queen's - PARTEQ, for short.

For nearly 20 years, and with the support and guidance of the vice-principal (research) and a board of directors, PARTEQ Innovations has worked on the university's behalf to advance the results of university research for public benefit.

Commercialization of research is important to Queen's for several reasons.

First, commercialization ensures that some of the public investment in research (through federal granting councils, for example) is returned to the publicly funded institutions, through payments of royalties and other proceeds from commercialized products. At Queen's, the returns from commercialized research are equally shared by the institution and its inventors. To date, the university and its inventors have shared more than \$20 million resulting from commercialization.

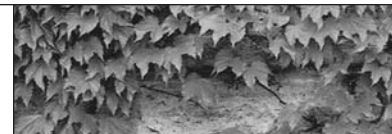
Second, commercialization enables Queen's to offer its faculty, staff and students the choice of engaging in the development of their discoveries to whatever extent they wish to be involved. It is important to recognize that commercialization is an option, not an obligation. For those who wish to do so, PARTEQ gives Queen's inventors the resources needed to follow this alternative path of knowledge sharing. For those who don't wish to commercialize, there are policies and mechanisms that protect individual researchers' rights to do their research and publish without the influence of industrial or corporate partners.

Third, there is considerable change happening in the technology transfer landscape in Canada. Now, more than ever, governments are looking to universities to help develop the potential that is inherent in basic research. It's not about pressuring universities to do more research in applied fields. Rather, it's a call for universities to be more proactive in thinking about what is being developed, and to assist in its commercialization when it's appropriate to do so.

All that being said, technology transfer is still a relatively new area of endeavour. Approaches, policies, best practices and performance measures are all evolving, bringing with them issues that need to be addressed. I am pleased to see the Queen's Gazette provide this space for discussing the issues, practices and policies relating to technology transfer at Queen's.

Vice-Principal (Research) Kerry Rowe, FRSC, is the chair of the Board of Directors at PARTEQ Innovations, Queen's not-for-profit technology transfer office.

## UNIVERSITY ROUNDUP



### The business of rankings

The world's largest business-school accrediting association called on media outlets to change the way they rank business schools. Rankings tend to be based on inconsistent and subjective data, and they often ignore the part-time programs that serve about 80 per cent of MBA students in the United States, according to the Association to Advance Collegiate Schools of Business.

*The Chronicle of Higher Education, Sept. 23*

### Wooring women to be engineers

In a bid to boost the numbers of young women studying engineering in Ireland, Science Foundation Ireland (SFI) has launched a scholarship in association with the computer maker Dell. The scholarship is part of a broader SFI plan to increase the country's science and engineer researchers. Designated engineering courses have been highlighted for this campaign because they are among those where women have been historically under-represented. According to statistics from the Central Applications Office, 16.4 per cent of students who accepted places on four-year engineering degree courses in 2002-2004 were female. Up to 10 scholarships will be awarded in 2006, the inaugural year of this scheme. Each award is worth approximately 20,000 Euros overall and includes a Dell Precision M20 notebook computer at the start of their degree, assistance and support of a research active mentor throughout their undergraduate career as well as encouragement to spend summers in a research internship in university or industry. "Similar to many countries, Ireland needs more students to pursue careers in engineering. Changing demographics and globalization require that we tap all key talent pools," says Dell CEO Michael Dell.

*www.siliconrepublic.com, Sept. 26*

### Roommates and best friends

Some roommates might borrow your sweater, but they probably wouldn't chew on it, unless they happen to be among the new residents at Rowan University in New Jersey, U.S.A. Through a special partnership, 13 puppies from the Seeing Eye guide-dog program are living with students and administrators for socialization training. The campus serves as a good model for the types of situations the animals will encounter as guide dogs for the blind, says George Brelford, associate vice-president for student affairs and dean of students. Puppy raisers are charged only with socializing the dogs and teaching them a few basic commands. The puppies arrive at seven weeks old and depart for guide-dog training at about 17 months.

*The Chronicle of Higher Education, Sept. 23*

### The Sorbonne meets Abu Dhabi

The University Paris-Sorbonne is poised to set up a liberal arts higher education institution in the United Arab Emirates (UAE) in October 2006. Sheikh Abdullah bin Zayed Al Nahyan, Minister of Information and Culture met recently at Emirates Palace, with Jean-Robert Pitte, president of the University Paris-Sorbonne, on completion of negotiations and initial signing of the agreement. Sheikh Abdullah lauded efforts exerted by the two sides to conclude this landmark agreement to establish for the first time in the UAE, a branch of one of the leading universities in the world. This will enhance the cultural and educational status of the UAE among nations of the world and help achieve a distinguished cultural exchange with France. The university would be secular and co-educational, with classes being conducted in French, taught by University Paris - Sorbonne faculty. Students will be able to transfer to the University Paris-Sorbonne, or to any other European university.

*wam.org.ae, Sept. 28*

### Islamic scholars join U of T law school

Michael Kotryly may not know it but he and 10 other law students are part of a historical moment at the University of Toronto's Faculty of Law. This fall, they are taking the first Islamic law course ever offered by the school and taught by one of the university's two new full-time Islamic law scholars. Professors Anver Emon and Mohammad Fadel will teach courses on one of the world's most ancient legal systems. "The idea is to show students how this 1,400-year history of Islamic law has gone through various stages of development and diminution, but at the same time in the modern day, it's still very much a live topic for many," says Prof. Emon.

*University of Toronto Bulletin, Sept. 12*

### Glamorgan launches ET degree

Glamorgan University in Wales has launched a degree course on the hunt for alien life, offering students the opportunity to study an undergraduate course in astrobiology - the search for life beyond Earth. New recruits signed up to the course, held at Glamorgan University in South Wales, this week. The topic is a "major driving force" behind current space programs, such as the recent excitement over the possibility of finding organic life on Saturn's moon Titan, the university says.

*The Guardian*

Compiled by Celia Russell

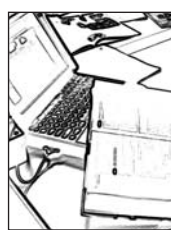
## Breathing life into law history

Ever wondered if there was a relatively painless and entertaining way to learn something about U.S. government, law and legal history? Well, now there is.

The Lederman Law Library has recently acquired several DVDs dealing with the U.S. constitution, government and the legal system. The collection includes a multi-volume set on the constitution entitled Amendments to the Constitution: Bill of Rights and Beyond on the various amendments to the constitution including: Freedom of Religion and Speech, The Right to Bear Arms, Unreasonable Search and Seizure, The Abolition of Slavery, Prohibition and Repeal, and Women's Right to Vote.

A 10-DVD set on U.S. government covers topics such as the Constitution, Federalism, Civil Rights and Liberties, the Bureaucracy, Three Branches of Government and the Judicial System. Standard Deviants School produces what could be a dry topic in a sparkling and informative way. A group of young people (most of whom look like undergraduate and graduate students), explain, discuss, tell jokes and participate in little skits to bring the material to life - a fun way to learn something about our neighbours to the south.

The library has also acquired several very interesting "one-of" DVDs. Some of these deal with State legislatures as well as state and federal lawmaking, lawmakers, and the law (e.g., How a Bill Becomes a Law, The Law). Others



NANCY MCCORMACK

Books and Bytes

deal with the Bill of Rights (Bill of Rights, Bill of Responsibility), the Congress (Congress: Evolution of the Congress), and the judiciary (The Judicial Branch of Government). In Search of the Constitution: Ronald Dworkin is a thoughtful interview and discussion featuring this key legal theorist, writer and academic.

Some deal with historical legal issues and cases. The Trial of Aaron Burr, for example, examines the key 1807 case in which executive privilege was limited, the right of the accused to a fair trial was established, and the constitutional definition of treason was upheld. Gibbons v. Ogden explores the 1818 case in which the Marshall court determined that the federal government did have the power to regulate commerce thereby establishing the foundation for a unified American common market.

In more recent memory, The American Civil Liberties Union: A History looks at the numerous

legal challenges mounted by this group over the years in addition to some of the achievements as well as darker moments in its history. He Killed His Father follows the murder trial of teenager Elec Trubilla, accused of his father's death, and the bizarre circumstances surrounding the murder. Before Roe v. Wade: Abortion and the Law - 1965 is an exploration of the controversy surrounding abortion, hosted by Walter Cronkite and produced by CBS news. Before Griswold v. Connecticut: Birth Control and the Law - 1962 examines the difficulty Americans had in obtaining birth control prior to the instrumental case which neutralized the Comstock law and reinforced the right to privacy. Eric Sevareid hosts the program, which includes interviews with Margaret Sanger and Estelle Griswold.

The collection also includes videos dealing with the legal system including Of Juries and Sentences: Inside the Jury, Order in the Court, Crime and Punishment: The Quest for Justice - Parents who Kill, and Attorneys for the Unpopular.

These DVDs should prove particularly useful for professors who feel a video would liven up a classroom lecture, for students who need to get up to speed quickly on U.S. government and law or for anyone who simply wants to know more about this particular area.

Nancy McCormack is reference librarian at the Lederman Law Library.



## IN BRIEF

Engineering  
prof honoured

da Silva

Ana Maria da Silva (Civil Engineering) is the first Canadian, as well as the first woman, to receive one of the most prestigious international awards

for hydraulic research.

The Arthur Thomas Ippen Award of the International Association of Hydraulic Engineering recognizes outstanding ability, originality, and accomplishment in hydraulic research and/or applied hydraulic engineering. It was established by IAHR in 1977 to memorialize Professor Ippen, for many decades an inspirational leader in this area.

Dr. da Silva is recognized for her contributions to the advancement of river engineering through her outstanding experimental and theoretical research on river morphodynamics. She received the award during the recent IAHR Congress in Seoul, South Korea, where she also delivered the Arthur Thomas Ippen Lecture, one of the highlights of the Congress.

Cancer team  
wins  
Noble Prize

Cancer researchers Susan Cole and Roger Deeley (Pathology & Molecular Medicine) are 2005 recipients of the Robert L. Noble Prize for Excellence in Cancer Research. Sponsored by the Canadian Cancer Society, the \$23,000 prize is awarded annually by the National Cancer Institute of Canada to exceptional investigators who have achieved outstanding results.

Drs. Deeley and Cole use a variety of technologies to investigate how multi-drug resistance proteins are able to take a compound from one side of the cell membrane and move it out the other. They have been working with industry to try and develop compounds that will de-activate these "pumps" in a selective way.

Primary care  
researchers  
to meet

Creating a Canada-wide practice-based research and surveillance network will be on the agenda of next month's second annual research conference of Queen's Network for Studies in Primary Care.

To be held at the Donald Gordon Centre November 4 and 5, the conference features presentations, workshops and a keynote address by Kurt Stange, editor of the *Annals of Family Medicine*. The topic of his speech is how to get network-based primary care research published.

Family medicine researchers Richard Birtwhistle and Craig Jones will lead a brainstorming session on building a national, practice-based network to provide early notice of infectious diseases (like SARS and Avian-flu) as well as conduct large-scale randomized control trials on issues that confront family doctors in their offices.

Registration is free for NSPC-associated family physicians.

## UN recognizes sexual health program



STEPHEN WILD

Contraception Awareness Program chair Robert Reid (Obstetrics and Gynecology) with CARE fellows Stephanie Palerme (left) and Melissa Mirosh (right) display the program's award-winning web site on contraception and sexual health.

SEXUALITYANDU.CA  
WEB SITE AMONG TOP  
FIVE IN WORLD

By NANCY DORRANCE

A popular web site on contraception and sexual health spearheaded by Queen's researchers is ranked among the world's five top e-health sites in a new United Nations competition.

The interactive bilingual web site, called [sexualityandu.ca](http://sexualityandu.ca), attracts an average of 5,000 hits per day, and reached an all-time monthly high in September with 172,843 visits. It targets adolescents, adults, parents, teachers, and health providers with information and answers to submitted questions about contraception, safer sex practices, and sexual wellbeing.

Created in response to the

growing number of sexually transmitted infections among young people and the unacceptably high rate of unintended pregnancies in Canada, [sexualityandu.ca](http://sexualityandu.ca) is part of a Contraception Awareness Program launched in 2000 by the Society of Obstetricians and Gynecologists of Canada. The program was originally chaired by infertility expert Robert Reid (Obstetrics and Gynecology).

"We're delighted that the web site has been recognized in this way, and that it continues to grow in both number of users and in queries addressed by our staff who maintain it," says Dr. Reid, noting that eight to 10 questions on a wide range of sexual concerns are sent to the site each day through a confidential e-mail system. "In addition to being a resource for those seeking information on contraception

and sexual health, the site has become a popular venue for student 'webquests' as more and more sex-ed teachers recognize the high quality of the information provided."

Under the co-supervision of Drs. Reid and Mary Anne Jamieson, the Department of Obstetrics and Gynecology offers the only contraception fellowship in Canada, called Contraception Advice Research and Education (CARE Fellowship). As well as responding to email and updating the site's Contraceptive FAQ Hotline, CARE fellows provide a monthly e-newsletter to online subscribers addressing new contraceptive discoveries and breaking news in the field of sexual and reproductive health.

According to current CARE Fellow Melissa Mirosh, the site is used heavily by teenagers and

those in their 20s, although a substantial number of queries also come from older people dealing with issues of returning to the dating scene after long-standing relationships have ended.

The Contraception Awareness Program provides workshops and resources for doctors on communication skills in assessing patient needs and helping to avoid unsafe sexual behaviour, particularly in single young women who as a group are at significant reproductive health risk.

The Canadian team will receive its award, selected from submissions from 168 countries, at the UN's World Summit on the Information Society next month in Tunisia, Africa. Other winners in the e-health category are from the U.S., India, Australia and the Czech Republic.

## MAGNETIC MOVES



SHARON DAVID

The newest acquisition of the Centre for Neuroscience Studies – a 13-ton functional magnetic resonance imaging facility – moves into its final resting place in the basement of the Cancer Research Institute, after 10 hours of careful positioning. Researchers from a number of disciplines at Queen's and other institutions will use the powerful tool to better understand how the brain controls behaviour, makes decisions, and plans for the future. The \$4.2-million fMRI facility will be officially launched Thursday between 11:30am and 1pm at an outdoor reception in the parking lot behind the Institute.

SSHRC boosts  
funding to grads

How politicians and voters make use of the web, an examination of the 1960s Yorkville counter-culture, and technology to assist those with learning disabilities in the workplace are among the research topics of Queen's graduate students receiving new funding from the federal government.

Eighty-one projects have been awarded \$3.54 million from the Social Sciences and Humanities Research Council of Canada (SSHRC). Across Canada more than 1,200 master's students, 975 doctoral students and 125 post-doctoral fellows are receiving a total of \$96 million in fellowships and scholarships through the Canada Graduate Scholarships program.

The successful students were chosen by independent juries of expert researchers who rewarded only the highest standards of academic achievement.

Introduced in the 2003 federal budget, 60 per cent of the awards in the Canada Graduate

Scholarships program go to students in the social sciences and humanities – the proportion of graduate students working in these disciplines at Canadian universities. Master's students receive one-year, \$17,500 scholarships; doctoral students receive fellowships valued at \$19,000 a year for up to four years; and postdoctoral students receive \$35,028 fellowships for a maximum of two years.

SSHRC is an independent federal government agency that funds university-based research and graduate training through national peer-review competitions. SSHRC also partners with public and private sector organizations to focus research and aid the development of better policies and practices in key areas of Canada's social, cultural and economic life.

A list of recipients and their research areas may be viewed online at: [www.sshrc.ca/web/what-snew/press\\_releases/2005/fellows\\_hips\\_e.asp](http://www.sshrc.ca/web/what-snew/press_releases/2005/fellows_hips_e.asp)



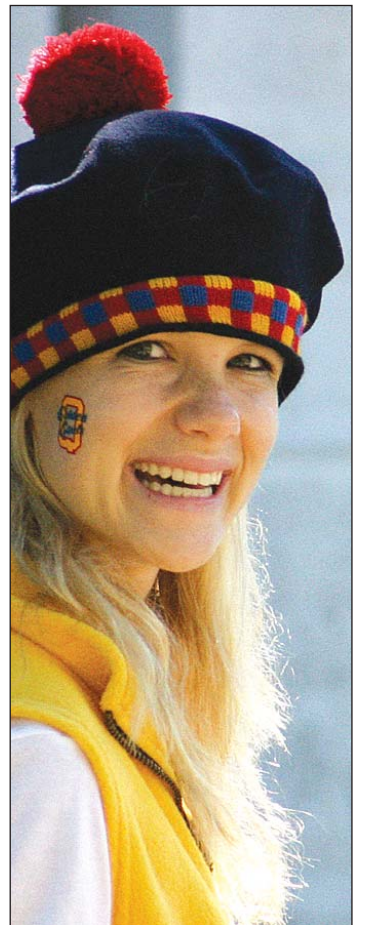
# Another look at Homecoming



GREG BLACK



GREG BLACK



GREG BLACK



GREG BLACK

The sun shone down as more than 5,000 alumni enjoyed a multitude of events at 2005 Homecoming festivities Sept. 23 through 25. Above, Queen's Alumni Association President Dan Rees holds the football as Principal Karen Hitchcock prepares for her opening kick at Richardson Stadium, before a crowd of more than 10,000. Mr. Rees congratulates her successful effort afterwards. Despite the tremendous crowd support, the Gaels went down to defeat at the hands of the Ottawa Gee-Gees 33-18. Other photos include alumni at the University Avenue streetfest, joining the bands while parading to the game and halftime on the student side at Richardson Stadium.



GREG BLACK



GREG BLACK



BERNARD CLARK



GREG BLACK



GREG BLACK

Dean of Arts and Science Bob Silverman (above, centre) makes a surprise entrance performing on saxophone with the Queen's Bands at the Grant Hall Society reception on Sept. 24. It's thought that he's the first dean ever to play with the bands and it's something he wanted to do before his term ends next June. Dr. Silverman spent a few months beforehand rehearsing in advance of his debut. This year marks the 100th anniversary of Grant Hall.



## Experts address Arctic, bad drivers, red tape

### QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

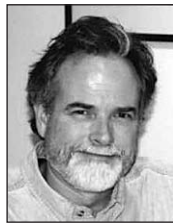
■ Sept. 21 – Oct. 4

**Alan King's** (SPEG) double-cohort research is highlighted in the *Globe and Mail*.

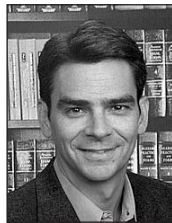
**Bill Blake** (Business) comments in the *National Post* about MBA programs catering to niche job markets, and in the *Toronto Star* about international competition among business schools.

**David Saunders** (Business) discusses the state of advanced business education in the *National Post*, and he comments in the *Toronto Star* about undergraduate business and MBA enrolment.

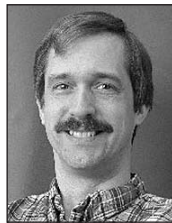
**Uzma Rehman** (Psychology) appears in the first show of Discovery Channel's *Canada's Worst Driver*.



Aarssen



Cockfield



Jessop



Mosco



Rehman



Saunders

ver series. Her commentary about what motivates these drivers is highlighted in the *Toronto Star*.

**Tom Courchene's** (Policy Studies) comments about Alberta's economic surplus are highlighted in the *Toronto Star* and *Montreal Gazette*.

**Robert Gilbert's** (Geography) opinion piece about Hans Island and Canada's role in the Arctic appears in the *Toronto Star*.

**Arthur Cockfield** (Law) comments in the *Toronto Star* about the NHLPA dispute. A review of his new book, *NAFTA Tax Law and Policy: Resolving the Clash between Economic and Sover-*

*eighty Interests*, appears in the *Literary Review of Canada*.

**Ned Franks** (Political Studies) comments on the front page of the *Ottawa Citizen* about the Martin government's new agency, *Service Canada*, and in *Macleans*' magazine about asset specifications for potential Senators.

**Vincent Mosco's** (Sociology) comments in a *Canadian Press* story about the recent panic caused by rising gas prices are highlighted in the *Regina Leader-Post*, *Calgary Herald*, *Cornwall Standard-Freeholder*, and *Kingston Whig-Standard*, *Moose Jaw Times-Herald*, *Brockville Recorder and Times* and *Kenora Daily Miner & News*.

**Doug Bland** (Policy Studies) comments in the *Canadian Press* about government red tape blocking military purchases of new military equipment. The story is also covered in the *Kingston Whig-Standard*, *Edmonton Journal*, *Guelph Mercury*, *Ottawa Sun*, *Moose Jaw Times-Herald*, *Stratford Beacon-Herald*, and *St. John's Telegram*.

**Douglas Reid** (Business) discusses WestJet Airlines U.S. expansion in the *Calgary Herald* and *Vancouver Sun*.

**Lonnie Aarssen** (Biology) comments in the *Kingston Whig-Standard* about risks radio waves pose to schoolchildren.

**John McHale** (Business) comments on rising gas prices in the *Kingston Whig-Standard*.

**Philip Jessop's** (Chemistry) research into environmentally-friendly solvents for chemical manufacturing continues to receive coverage, most recently online at *Science News*, *United Press International Newswire*, *PressZoom Global News Service*, *NewsWire.com*, *WebIndia123.com*, *Royal Society of Chemistry's Chemistry World*, and *ScienceDaily*.

**Kim Nossal** (Political Studies) discusses Pierre Pettigrew's latitude as foreign minister in *Macleans*' magazine.

**Alan Travers's** (Education) article about teaching abroad appears in *Professionally Speaking*.

**Jonathan Crush** (Southern African Research Centre) appears as guest on South African Broadcasting Corporation (SABC) radio phone-in show on the impact of the brain drain from Africa.

## Educators refuel at teaching and learning centre

### CENTRE CHANGES NAME TO MATCH EXPANDING ROLE

By CELIA RUSSELL

The Instructional Development Centre (IDC) has grown out of its name.

Earlier this year, it changed to the Centre for Teaching and Learning (CTL) to fit the change in direction.

The name change process was a thoughtful one, says CTL Director Joy Mighty. The centre consulted broadly throughout the university community and more than 150 names were considered.

Teaching and learning denotes a more active collaboration between teacher and stu-

dent. It also more accurately reflects the centre's mandate and mission. The field has evolved since the IDC opened its doors 13 years ago, she says.

"The words teaching and learning suggest a reciprocal relationship, as opposed to instructional, which suggests one-way transmission. There is more active learning and collaboration, with students playing a more active role in their education."

The centre does more than tell people about the techniques of teaching.

"We are here to promote a culture where teaching has value, and we do that by having a voice in any discussion that might have an impact upon teaching and learning," says Dr. Mighty. "Our emphasis is not so much on

transmitting classroom teaching methods and techniques, but more on creating environments in which learning can take place."

The centre's main purpose is to enhance the quality of student learning and teaching effectiveness, she says. It offers a consultation service for individuals and departments on a wide range of issues including: curriculum review and redesign; preparing a teaching dossier; designing a classroom research project; providing feedback on teaching or obtaining such feedback from students at the professor's request.

Both new and experienced instructors can benefit from the centre's services.

Longtime professor Ron East-  
eal (Anatomy and Cell Biology) is working towards a certification program Focus on Foundations presented by the centre.

"I have immensely enjoyed this series of workshops. Joy Mighty and her staff are committed, enlightened, enthusiastic and engaging. All those things that, if you think about it, are what we should be as teachers."

Yolande Chan (Business) says the challenge is not having enough time to take full advantage of all the centre has to offer. It has introduced her to new

ways of encouraging students to think analytically and critically and to evaluate verbal and written class contributions.

"I've improved my ability to establish clear learning goals, design courses, craft exams, and handle difficult students," says Prof. Chan. "I've increased my effectiveness in interacting with students in and outside the classroom. I've enjoyed listening to award-winning teachers as they have shared with passion how they view their students and courses."

### Both new and experienced instructors can benefit from the centre's services.

The centre's interdisciplinary composition is the key element of this welcome resource, where you can refuel as an educator, says Donna O'Connor (Rehabilitation Therapy). It encourages and supports educators in designing and implementing curriculum innovation, she says. It also provides a forum for lively discussion and debate and valu-

able sharing, which informs one's teaching practice.

Queen's obvious and sincere commitment to excellence in teaching attracted Elaine Power (Physical and Health Education) to the university in July 2004. The former IDC was one of the first places she visited.

"I was seeking reassurance and resources to begin the new and daunting task of teaching 300 students in Health 101, *The Social Determinants of Health*," she says. Previously, she had only taught graduate courses of eight to 12 students and given guest lectures in undergraduate courses, none of which had such high enrolment.

"[Faculty Associate] Andy Leger reassured me that no matter what sorts of issues and problems I would face, questions I might have, or resources I might want to help me with teaching, the centre would be there for me."

"Teaching Matters gave me the opportunity to meet and have discussions with wonderful, enthusiastic colleagues from across the university who are keen to improve their own teaching skills, and who, I am sure, will one day, be winning teaching awards."

[www.queensu.ca/ctl](http://www.queensu.ca/ctl)



Picton Wine Tour – Lunch & Dinner	Oct 21	\$99
Vaughan Mills Mega Mall	Oct 27, Dec 9	\$45
New York City (Fall)	Nov 7-10	\$595
Royal Winter Fair	Nov 9/12	\$59/\$89
St Jacob's Country Day Tour	Nov 12	\$75
Branson Christmas (8 shows!)	Nov 17-25	\$1,349
One of Kind Craft Show	Nov 26,28,29	\$55
Eaton Centre/Toronto Shopping	Nov 26,28,29	\$45
"MOVIN' OUT" new Billy Joel Musical	Nov 30	\$150
Ottawa Shopping: IKEA or Rideau Centre	Dec 2	\$40
Roger Whittaker in Concert	Dec 4	\$129
Las Vegas (fly from Syracuse)	Dec 5-8	\$949
Cullen Gardens – Festival of Lights	Dec 8	\$75
New York City: New Year's Eve	Dec 29-Jan 01	\$595
Quebec Winter Carnival & Ice Hotel	Jan 27-29	\$349 dbl
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## Money alone won't help Canadian military

Some might think it remarkable when Liberals argue among themselves about who best supports the Canadian Forces and national defence policy. But the argument between the Liberal-dominated (and Liberal-led) Senate Committee on National Security and Defence which last week issued its first report on the woeful state of Canada's national defence – and Defence Minister Bill Graham, who criticized it for not giving credit to the government's promises to radically transform the Canadian Forces and significantly increase defence spending, is merely a brief Ottawa tempest.

The committee and the minister agree that the Canadian Forces are in serious difficulty and everyone acknowledges Bill Graham's determined and successful effort to wrestle a considerable (though according to the committee not nearly enough) amount of money for national defence out of future budgets.

But as a Queen's study, Transforming National Defence Administration, suggests, if the government-wide processes for administering defence policy are not completely rebuilt first, the Canadian Forces will probably collapse despite the energetic interventions of the committee and Mr. Graham and the supply

of new money. The study illustrates the deep difficulties in the current system of defence administration and the truly damaging effects they have on the Canadian Forces and national defence.

Years of operational over-commitment and under-investment in national defence continue to take the Canadian Forces on a perilous course of no-return, where many essential capabilities may fail before they can be rescued. Although ministers declare that Canada's national defence is the principal responsibility of government, in many cases defence policy and the needs of the Canadian Forces clash with other departments' policies, interests, and procedures, thereby delaying defence planning and adding costs to or even upsetting the production of combat capabilities.

Creating, equipping, and sustaining the combat capabilities of the Canadian Forces efficiently and economically with the resources provided by governments should be the basic aim of defence administration. This aim, unfortunately, is too often obstructed by other policy interests, such as those directing defence funds to regional economies, often at the expense of defence requirements.

The government could begin



DOUGLAS BLAND

### Expert Outlook

by confirming that the development of combat-capable armed forces – the essential instrument of its new defence and foreign policies – is the primary function of defence administration. The system must focus first on people, the most expensive and hard-to-retain element of any combat capability. The personnel system is needlessly complex and slow in many instances because of regulations imposed on the Canadian Forces by other government agencies and special interests.

"Feeding the goat," the government demand for reports and studies, for example, during the process to acquire new military equipment, can create tonnes of paper and few results. This impediment could be removed easily. Too many resources are

wasted servicing non-combat demands, most of which arise from outside the defence department and the Canadian Forces. A transformed system would reallocate scarce people and dollars from the dull end of the defence spear to the sharp end, thereby creating more combat capability, probably for less money.

Acquiring new military equipment takes years of bureaucratic drudgery across several departments. As many as nine departments and agencies – all with their own interests, policies and turf to protect – might be involved. The process is so slow that it is easier for defence officials to get tens of millions of scarce dollars from the government to keep ancient operational junk flying or on the road than it is to find the money to buy new equipment.

The biggest drag on the system, however, is political: ministers and others squabbling over contracts for their ridings when they ought to be acting quickly to provide the tools the Canadian Forces need to do the dangerous duties these ministers send them to do.

The government-wide system of defence administration must be streamlined, modernized, and accelerated. Unfortunately, even the strong wills of the minister of national defence, the chief of the

defence staff, and the deputy minister of national defence cannot redress this deep national problem. That's because they do not, and cannot, control the government-wide processes that produce defence outcomes. Indeed, because so many ministers have a hand in determining national defence outcomes, no one – except the prime minister – is actually responsible and accountable for national defence outcomes.

If the federal government expects to halt the downward slide of defence capabilities and transform the Canadian Forces in the next five years, Paul Martin must lead this national effort. He must demand from ministers and public servants effective administrative reforms to clear away the government-wide obstacles blocking the necessary transformation of the Canadian Forces and the implementation of his government's defence policy. And he must do so immediately.

This opinion piece initially appeared in the Ottawa Citizen on Wednesday, Oct. 5. Douglas Bland holds the Chair of Defence Management Studies at the School of Policy Studies. He led the Transforming National Defence Administration research project, produced in co-operation with the Conference of Defence Associations Institute.

## SENATE & BOARD IN BRIEF

**Notes from the Sept. 22 meeting of Senate:** Principal Karen Hitchcock presented the T. Geoffrey Flynn Advancement Champion Award to Tom Harris, dean, Faculty of Applied Science. The award recognizes a faculty member who promotes the university's academic mission by championing the advancement function at Queen's.

Preliminary enrolment report: University Registrar Jo-Anne Brady reported that enrolment met or exceeded expectations in virtually all programs; enrolments in Arts and Science and

Concurrent Education programs are over target and the registrar's office will have to be more conservative with their admission offers in 2007 for these programs; acceptance rates were up across all programs; The overall entering average of students is 87 per cent with 2/3 of the entering class having an overall average of 85 per cent or higher; enrolment in graduate studies has increased, with more than 1,400 masters and 900 doctoral students; international student enrolment is on the rise, comprising about five per cent of the undergraduate

entering class and 14 per cent of the entering graduate class; there are approximately 16,800 full-time and 3,600 part-time students enrolled bringing the total number to nearly 20,400. Reporting on Orientation activities, Acting Associate Vice-Principal and Dean of Student Affairs Janice Deakin said 24 per cent of the entering class that arrived on campus Sept. 4 was 17 or younger. Only 14 per cent had reached 19, the age of majority.

2004 Exit Poll: Vice-Principal (Academic) Patrick Deane pointed out that students continue to rank highly the overall quality of their personal experiences at Queen's and that it provides insight into what students value most about student services and academic programs. (See story, page 1).

Senate approved: a motion denouncing the activities of Girls Gone Wild or any comparable company that attempts to exploit any members of the Queen's community, particularly our students. The U.S. company, Mantra Films, Inc., visits campuses to videotape and sell images of female students. It had intended

to come to campus but had changed its plans, AMS President Ethan Rabidoux reported. Senator Malcolm Stott said it was remarkable that the Canadian government allowed the producer and film company into Canada when they are facing so many outstanding criminal charges.

Senate elected the following to standing committees: Toby Moorson (student), to Academic Procedures; Sofia Toka (student) to Educational Equity; Jim McLellan (faculty) to Information Technology; Samantha Calder-Sprackman (student) to Internal Academic Review; Sean O'Meara (student) to John Deutsch University Centre Council.

**Notes from the Sept. 30 meeting of the Board of Trustees:** At the recommendation of the Investment Committee, the board approved the termination of Morgan Stanley Asset Management (EAFE equity manager) and McLean Budden (U.S. equity manager). It approved the hiring of Acadian Asset Management as a global equity manager and a change of AllianceBernstein's investment mandate from U.S.

equities to global equities.

Pension Committee chair Bill Cannon reported that it had been unable to receive complete support for proposed changes to the pension plan and were unable to bring a recommendation to the meeting. QUFA plans to meet with other employee groups before it approves any of the changes. The board approved that, effective Sept. 1, the policy asset mix for the pension fund be changed to 33 per cent Canadian equities, 25 per cent global equities, 37 per cent regular fixed income securities and five per cent high-yield bonds.

The board also approved: the university's financial statements and annual report; the approval of fees for Queen's/Cornell MBA program be set at a maximum of \$95,000; the implementation of the 2005 Faculty Renewal Program as the Rae Bridges Program – to address a "softening" of the student-faculty ratio. The outcome of the program is that for a cost of \$7.4 million, 24 positions are filled three years ahead of anticipated reinvestments arising from the implementation of the Rae report.

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Faculty of Health Sciences  
 Queen's University

## 9th Annual A.A. Travill Debate

Be it resolved that  
*"This House believes that professionalism can and should be taught to medical trainees."*

All welcome

Wednesday, 2nd November 2005  
 5:30 to 6:30 pm  
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### 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

#### Faculty of Health Sciences

The Harry Botterell Foundation supports research in the neurological sciences up to \$10,000. The Garfield Kelly Cardiovascular Research and Development Fund supports basic or clinical studies in cardiovascular function in health or disease up to \$5,000. The Violet Powell Research Fund supports research in encephalitis. Awards normally do not exceed \$5,000. Forms and terms are available from the Office of Research Services, 301 Fleming-Jemmett. ext. 74096 or <http://www.queensu.ca/vpr/source/s/internal.html>. Deadline: Nov. 1.

### Committees

#### Director search, Environmental Studies

Peter Hodson's term as director of Environmental Studies ends June 30, 2006 and he has declined to consider reappointment. In accordance with the *Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston*, the principal has appointed a selection committee to advise her on the appointment of Dr. Hodson's successor. Elected members: Stephen Brown, Brian Cumming, Harry McCaughey, Mick Smith, Louise Winn. Appointed Members: Kelly Smith, Molly Brewis, Leah Savage, Bob Dalrymple. Non-voting Members: Brenda Brouwer, Robert Silverman. Chair: Martin Duncan. Faculty, students and staff are invited to submit their comments on the present state and future prospects of Environmental Studies, and the

names of possible candidates for the directorship to the chair of the committee, Associate Dean Martin Duncan, [duncan@astro.queensu.ca](mailto:duncan@astro.queensu.ca) by Monday, Oct. 17. Letters will be reviewed by the selection committee and will become part of the record of decision-making.

#### Headship search, Art

John Osborne has resigned as head of Art, and Sebastien Schtze is serving as acting head until June 30, 2006. In accordance with the *Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston*, the principal has appointed a selection committee to advise her on the appointment of Dr. Osborne's successor. Elected members: Sylvat Aziz, Pierre duPrey, Vojtech Jirat-Wasiutynski, Alison Murray, Jan Winton, Art. Appointed members: Ann Marie Carroll, Art History student; Mary Fraser, David Pugh, German; Karine Thibault, BFA student. Non-voting members: Eleanor MacDonald, Associate Dean, Graduate Studies and Research; Robert Silverman, Dean, Arts and Science. Chair: Jamey Carson, Associate Dean, Arts and Science. Faculty, students and staff are invited to submit their comments on the present state and future prospects of Art, and the names of possible candidates for the headship to the chair of the committee, Associate Dean Jamey Carson, [jc35@post.queensu.ca](mailto:jc35@post.queensu.ca) by Monday, Oct. 17. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

#### Senate's Internal Academic Review Committee

**Drama** - Consultants: Judith Milhus, City University of New York; Anne F. Nothof, Athabaska University. Review Team: Robin Dawes, Computing; Stephen Elliott (Chair), Education; Laura Murray, English; Kathy O'Brien, Advancement; Sonja-Liv Rannem (undergraduate student), Sociology/Philosophy; Peter Richardson, Business; Graeme Ward (undergraduate student). Classical Studies/History.

#### Film Studies, Stage and Screen Studies

Consultants: Michelle Citron, Northwestern University; Sheila Petty, University of Regina; Owen Shapiro, Syracuse University. Review Team: Caroline Baillie, Chemical Engineering; Kevin Cooke (undergraduate student), Political Studies; Rosemary Jolly, English; David McConomy (Chair), Business; Vincent Sacco, Sociology; Richard Webb, Information Technology Services; Haley Shanoff (undergraduate student), History. **Jewish Studies** - Consultants: Daniel Boyarin, University of California, Berkeley; Eliezer Segal, University of Calgary. Review Team: Hana Bokshi (undergraduate student), German Studies; Susan Brodt, Business; Gregory Jerkiewicz, Chemistry; Lisa Mickleborough (undergraduate student), English/Philosophy; Leila Notash, Mechanical Engineering; Mark Rosenberg (Chair), Geography; Bob Weisnagel, Pensions and Insurance. **Physics and Engineering Physics** - Consultants: Michael Plischke, Simon Fraser University; A.J. Stewart Smith, Princeton University. Review Team: Ian Anderson (undergraduate student), Political Studies; Tom Hunter, Chemistry; Terry Krupa, Rehabilitation Therapy; Susan Lederman, Psychology; Jim Lee, Geological Sciences & Geological Engineering; Kim McAuley (Chair), Chemical Engineering; Amber Simpson (graduate student), Computing. Members of the university community wishing to provide comment on any of these units are invited to do so, in writing, to the chair of the review team.

### Convocation

#### Faculty Invitation to Fall Convocation Ceremonies 2005 in Grant Hall

The convocation ceremonies will take place as outlined below:

**Thursday, Oct. 27, 9:30 am**  
Queen's Theological College Graduate Studies and Research Arts and Science (Anatomy to English), **Honorary Graduand: Kim Phuc, LLD**

**Thursday, Oct. 27, 2:30 pm**  
Graduate Studies and Research Arts and Science (Environmental Studies to Physiology), Law, Physical Health and Education, Policy Studies, Urban and Regional Planning, **Honorary Graduand: David Schindler, DSc**

**Friday, Oct. 28, 9:30 am**  
School of Graduate Studies and Research, Arts and Science (Political Studies to Women's Studies), Education, **Honorary Graduand: Loreena McKennitt, LLD**

**Friday, Oct. 28, 2:30 pm**  
Graduate Studies and Research, Applied Science, Health Sciences, Business, **Honorary Graduand: Francesco Bellini, LLD**

*Assembly:* The Academic Procession assembles thirty minutes prior to the Convocation times in Kingston Hall. If you will be joining the Academic Procession, please notify us before Oct. 19, so that sufficient seats may be reserved. Complete our online form at [www.queensu.ca/secretariat/convocation/RSVP-form.html](http://www.queensu.ca/secretariat/convocation/RSVP-form.html) or contact Janet email [cowperth@post.queensu.ca](mailto:cowperth@post.queensu.ca) or phone ext. 77927.

*Queen's Academic Regalia:* Members of the Academic Procession who do not have a hood or gown should make arrangements with the Alma Mater Society (located on the 2nd floor of Kingston Hall) one half hour before each ceremony. Please present your faculty card for identification.

### Nominations

#### Acting headships/associate deanship

Robert Silverman seeks nominations for the following acting positions for the 2006-07 academic year: acting head of Drama; acting head of Women's Studies; acting associate dean (Studies) of Arts and Science. Nominations for any of these three positions should be sent to [deanartsci@post.queensu.ca](mailto:deanartsci@post.queensu.ca) no later than Friday, Oct. 21.

### Brockington Visitorship and Chancellor Dunning Trust

The terms of reference for the Brockington Visitorship are to invite a person of international distinction to come to Queen's to deliver a public lecture and to meet formally and informally with faculty and students. The terms of reference for the Chancellor Dunning Trust Lecture are to identify and invite a person of distinction to deliver a public lecture that promotes the understanding and appreciation of the supreme importance of the dignity, freedom and responsibility of the individual person in human society. Nomination forms available from University Secretariat, B 400 Mackintosh-Corry Hall, ext. 36095 or at: [www.queensu.ca/secretariat/senate/BV\\_CDTL.html](http://www.queensu.ca/secretariat/senate/BV_CDTL.html). Proposals will be accepted for up to \$7,000 for the Brockington Visitorship and \$16,000 for the Dunning Trust Lecture. Successful applicant will be responsible for all aspects of the lecture. Deadline: Monday, Oct. 31, 2005.

### Queen's University Chairs in Teaching and Learning

Approved by Senate in April 2004, Queen's has established three chairs in Teaching and Learning. This initiative signals Queen's strong commitment to teaching and reinforces our position as a leader among Canadian universities in innovative programs to enhance teaching and learning. A Queen's University Chair in Teaching and Learning gives recognition to outstanding teachers who have demonstrated educational leadership at Queen's and beyond. It also allows them to share their expertise with their peers, and provides them with the time and resources to engage in the scholarship of teaching and learning. Nomination forms are available online at [www.queensu.ca/ctl/scholarship/awards/chair.htm](http://www.queensu.ca/ctl/scholarship/awards/chair.htm).

### Notices

#### Lump sum additional voluntary contributions due by Nov. 11

Members of the Queen's Pension Plan (QPP) with pensionable earnings under \$110,000 will have the opportunity to make a single, lump sum additional voluntary contribution (AVC) to their pension accounts in November. Plan members currently making monthly AVCs by payroll deduction should receive a memorandum this week from Pensions and Insurance setting out the maximum lump sum contribution they are entitled to make (please note, that in order to avoid over-contribution problems, only members whose estimate is in excess of \$200 will be notified). Members not making monthly AVCs in 2005 but who would like to make a lump sum contribution in November should contact the Pensions Office ext. 36414 for an individualized calculation setting out their AVC limits for 2005. Deadline for returning completed forms and a cheque to the Compensation Unit of Human Resources is Nov. 11 (cheques may be post-dated to Nov. 30, 2005). Contributions received after this date will not be accepted. For further information visit [www.queensu.ca/fins/dept/pension.html](http://www.queensu.ca/fins/dept/pension.html).

#### SWEP 2006

Allows faculty and staff to submit

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## The Socialism of Fools: Antisemitism and the Left

Todd Gitlin

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7:30 pm

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Jewish Studies

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Queen's University  
School of Physical and Health Education

## Memorial Service for Dr. Larry Wolfe, Ph.D. (1950 - 2005)

12 October 2005

11:30am - 12:30pm

Wallace Hall



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proposals for employment of returning undergraduate students in career-related summer jobs. SWEP information and proposal forms are available at [careers.queensu.ca](http://careers.queensu.ca). Deadline for proposals Oct. 17. Contact Liann Joannette at 533-6000 ext. 74044 or [ldj@post.queensu.ca](mailto:ldj@post.queensu.ca).

## Calendar

### Art

#### Agnes Etherington Art Gallery

University Avenue at Bader Lane

#### Events

Sunday, Oct. 16. Tone Deaf 4. Experimental sound performance, 8 pm. Additional evenings of sonic experience, Oct. 14 at Little Cataraqui Conservation Area, 8 pm, featuring Kathy Kennedy and Christof Migone and Oct. 15 at Modern Fuel Artist-Run Centre featuring Clive Robertson, and Erin Donovan with John DS Adams, 8 pm. Tickets Agnes Etherington and Modern Fuel (21-A Queen Street). \$9 single evening, \$7 members/students, \$25 Festival Pass, \$18 members/students. [www.tone-deaf.org](http://www.tone-deaf.org)

Tuesday, Oct. 18 to Saturday, Oct. 22. Animate/Recombinant: The media works of Frances Leeming. Spurred by the recent release of Leeming's award-winning collage-animation film Genetic Admiration (2005), this multi-faceted event delves into two decades of Leeming's work in experimental media. Thursday, Oct. 20, Art Matters. Jan Allen, Curator of current

exhibitions. 12:15 pm, free. Thursday, Oct. 20, Highlights Tour: Guided tour of current exhibitions. 12:15 pm, free. [www.queensu.ca/ageth](http://www.queensu.ca/ageth)

#### Verb Gallery

85 Princess St. Oct. 16 to 31. An exhibit recognizing Carl Heywood's retirement from the Art department. Participating artists: Carl Heywood, Otis Tamasauskas, Kathleen Sellars, Terry O'Reilly, Robert Truskowski, Michael Fernandes, Rebecca Anweiler, and Ted Rettig. Everyone welcome. Opening Sunday, Oct. 16, 2 pm.

#### Union Gallery

**Stauffer Library, first floor**  
Oct. 14 to Nov. 1. Main Gallery: First Glance. Catherine Styles, Heather Savage, Catherine Brandon, Allison Brown. Project Room: Frances Leeming. [uniongallery.queensu.ca](http://uniongallery.queensu.ca)

#### Film

##### Sunday, Oct. 16

**Cinema Kingston**  
Young Rebels and Video de familia/Home Movie. Etherington Hall, 94 Stuart St. 7 pm. \$8 at the door. Introduction by Caridad Cumana from the University of Havana. \$30 for a five-film pass. Passes at Novel Idea or at the door. Information [www.film.queensu.ca/cinemakingston](http://www.film.queensu.ca/cinemakingston), [cinemak@post.queensu.ca](mailto:cinemak@post.queensu.ca) or 533-2178.

#### Music

##### School of Music

Friday, Oct. 14  
Showcase Concert, featuring

instrumental and vocal ensembles. \$6 adults; \$3 students and seniors. At the door. Grant Hall, University Avenue, 7:30 pm.

#### Sunday, Oct. 16

**Casual Classics One**  
Eric Lee, Queen's, joins the Kingston Symphony for a performance of Larsson's Concertino for Double Bass, Op. 45, No. 11. Principal Flutist of Canada's National Arts Centre Joanna G'froerer also joins the Kingston Symphony to play Mozart's Concerto for Flute in G Major, and Kennan's Night Soliloquy for Flute and String Orchestra. Sydenham Street United Church, 2:30 p.m. Tickets at the Grand Theatre Box Office, 530-2050 or at [www.grandtheatre-kingston.com](http://www.grandtheatre-kingston.com).

#### Friday, Oct. 21

Sideways Hand. Percussionists Tim Francom, Etienne Gendron, Dean Pomeroy and Ed Reifel. Presenting music that appeals to many listeners from many backgrounds who are open to an exciting and unusual auditory and visual experience. 120 Harrison-LeCaine, 7:30 pm.

#### Tuesday, Oct. 25

The Khac Chi Ensemble, in Sounds of Vietnam. Features two of Vietnam's premiere musicians performing exquisite music on rare and unique instruments native to Vietnam. 120 Harrison-LeCaine, 39 Bader Lane, 7 pm.

#### Courses and Workshops

##### Wednesday, Oct. 12

**Queen's Industrial Relations Centre**  
Three new research papers on the

dynamics, development and performance of multidisciplinary teams composed of groups of professionals. Academics, students and practitioners. 202 Policy Studies. 8:30 am to 12:15 pm. RSVP Mary Lou Coates, 533-6000, ext. 77082.

#### Departmental Seminar Schedules

##### Ban Righ Centre

[www.queensu.ca/dsao/ind/banrigh/events.htm](http://www.queensu.ca/dsao/ind/banrigh/events.htm)

##### Biochemistry

[meds.queensu.ca/biochem/index.php/seminar\\_series](http://meds.queensu.ca/biochem/index.php/seminar_series)

##### Biology

[biology.queensu.ca/seminars/dss.html](http://biology.queensu.ca/seminars/dss.html)

##### Business

[business.queensu.ca/research/conferences/index.php](http://business.queensu.ca/research/conferences/index.php)

##### Cancer Research Institute

[meds.queensu.ca/qcri/calendar/index.php](http://meds.queensu.ca/qcri/calendar/index.php)

##### Centre for Neuroscience Studies

[queensu.ca/neurosci/seminar.html](http://queensu.ca/neurosci/seminar.html)

##### Chemistry

[chem.queensu.ca/newsandevents/seminars/seminar02w.pdf](http://chem.queensu.ca/newsandevents/seminars/seminar02w.pdf)

##### Computing

[cs.queensu.ca/seminars/](http://cs.queensu.ca/seminars/)

##### Economics

[qed.econ.queensu.ca/pub/calendar/week.html](http://qed.econ.queensu.ca/pub/calendar/week.html)

##### GeoEngineering Centre at Queen's - RMC

[www.geoeng.ca](http://www.geoeng.ca)

#### Geography

[geog.queensu.ca/seminars.html](http://geog.queensu.ca/seminars.html)

#### Human Mobility Research Centre

[www.hmrc.ca](http://www.hmrc.ca)

#### Law

[law.queensu.ca/Visitors/index.php](http://law.queensu.ca/Visitors/index.php)

#### Pharmacology/Toxicology

[meds.queensu.ca/medicine/pharm/](http://meds.queensu.ca/medicine/pharm/)

#### Physiology

[meds.queensu.ca/medicine/physiol/physiol.sem.html](http://meds.queensu.ca/medicine/physiol/physiol.sem.html)

#### Policy Studies

[www.queensu.ca/sps/calendar/week.htm](http://www.queensu.ca/sps/calendar/week.htm)

#### Physics, Astronomy, and Engineering Physics

[physics.queensu.ca](http://physics.queensu.ca)

#### Public Lectures

##### Thursday, Oct. 13

**Law/Economics**  
Karen Clay, Carnegie Mellon. Anarchy, property rights and violence: the case of post gold rush California. 515 Macdonald, 4 pm.

##### Philosophy

Michael McKenna, Ithaca College. Collective responsibility and the agent meaning theory. 517 Watson, 4:30 pm.

##### Friday, Oct. 14

**Psychology**  
Robert Cialdini, Arizona State University. Activating and aligning social norms for persuasive impact. 1101 Biosciences, 4 pm.

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## LOOKING AHEAD

Principal's Strategic Initiative, Fall 2005

### Engaging the World

Principal Karen Hitchcock and Vice-Principal (Academic) Patrick Deane invite the Queen's community, alumni and friends to engage in a broad discussion about Queen's role in both Canadian and international post-secondary education. A series of Town Hall meetings are being held where you are welcome to come and share your views about how Queen's can strengthen and develop its position as a leading research-intensive university.



#### Town Hall Meetings

**October 18** 10:30am - 12noon  
Policy Studies Rm.202

**October 26** 1:00pm - 2:30pm  
Goodes Hall Atrium

**November 8** 2:30pm - 4:00pm  
Kingston Hall Rm.201

**November 30** 11:00am - 12:30pm  
Policy Studies Rm.202

#### Undergraduate Student Forum

hosted by the AMS  
**November 7** 1:30pm - 2:30pm  
Common Ground

#### Graduate and Professional Student Forum, hosted by the SGPS

**November 21** 4:30pm - 5:30pm  
TBA



Everyone is welcome!

Read the Principal's discussion paper at <http://queensu.ca/principal/lookingahead>



## A Footnote on Health

### Workplace Stress

While a little stress has been shown to actually improve performance and motivate, too much of it can do the opposite. Excessive job stress can stop you in your tracks, and leave you feeling exhausted and unable to effectively deal with day-to-day responsibilities.

Although it's impossible to completely free yourself from workplace stress, the tips below may help you better control it.

**Break work into manageable chunks.** While it's important to know the big picture, setting and concentrating on smaller, attainable goals along the way can help you stay on track and stop you from feeling overwhelmed.

**Set boundaries.** Learn to say "no" to extra tasks that push your workload over the edge.

**Ask for help.** By accepting the help of others, flaws and all, you'll not only unload some of the workload, but also come to appreciate the beauty of different perspectives and even imperfection.

**Clean your surroundings.** Reorganize your office to make information more accessible and free up additional space in your work area.

**Get Active.** Studies show that exercise boosts your brain's production of natural mood lifters and spurs on the release of neurotransmitters, which help you keep your mental and physical cool.

**Accept change.** Acknowledge that your workday may not unfold as you imagined. Uncertainties and change are not necessarily a negative part of your day; they simply require the application of different strategies.

Learn to focus on the present. View problems as opportunities to be creative and apply your skills and knowledge. This will allow you not only to tackle on-the-job stress, but also harness this energy to motivate and energize your career.

*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.*



### Monday, Oct. 17

**Law/Economics**  
Kim Brooks, University of British Columbia. Tax treaties between developed and developing nations. 515 Macdonald, 1 pm.

### Tuesday, Oct. 18

**English**  
David Finkelstein, Queen Margaret University College. I played frisbee with Jesus: media, print and the cult of personality. 517 Watson, 2:30.

### English

Peter Coffman. Denominational identity, sectarian rivalry, and the Gothic Revival in Newfoundland. 517 Watson, 7:30 pm.

### Wednesday, Oct. 19

**Philosophy**  
Allen Buchanan, Duke. Institutionalizing the Just War. 202 Policy Studies, 8 pm.

### Sociology/Surveillance Project

Evan Willis, LaTrobe University. The social relations of emergent genetic biotechnologies: control, surveillance and exclusion. D411 Mackintosh-Corry, noon.

### Thursday, Oct. 20

**History**  
Peter Campbell, Queen's. Two solitudes: the Rose Henderson incident and the political culture of Montreal, 1900-1920. 517 Watson, 11:30 am.

### Philosophy

Allen Buchanan, Duke. Institutions, belief and ethics: the case of eugenics. 517 Watson, 4:30 pm.

### Sociology

Cynthia Levine-Rasky, Queen's. School choice in the education marketplace: power and legitimization of exclusion. Vernon Ready Room, Duncan McArthur, noon.

### Surveillance Project/Film Studies

Mark Andrejevic, University of Iowa. Mutual monitoring and security: critiquing the development of interactivity as surveillance. 121 Stauffer, 11:30 am.

### Tuesday, Oct. 25

**English**  
Gary Kelly, University of Alberta. Popular Romanticism? 517 Watson, 2:30 pm.

### Wednesday, Oct. 26

**QUFA**  
Shameem Abbas, Queen's. Whose Islam is it? The clerics or the majority? 201 Kingston, noon.

### Special Events

#### Wednesday, Oct. 12

**Physical and Health Education**  
Coming Home to What? Aberdeen Street and the Culture at Queen's: A Symposium. Ellis Auditorium, 4:30 - 6 pm. A panel of students and faculty will speak on Queen's culture in the context of the events on Aberdeen Street during Homecoming weekend 2005. Details: Samantha King, kingsj@post.queensu.ca, 533-6285.

**Physical and Health Education**  
Memorial Service for Larry Wolfe, PhD (1950 - 2005). All welcome. Wallace Hall, 11:30 am.

**Retirees Association of Queen's**  
Reception with Principal Karen Hitchcock. Parking restrictions will be waived after 3 pm including the Mackintosh-Corry parking lot. All staff and faculty retirees welcome. Information 533-6986 or raq@post.queensu.ca. University Club, 3:30 to 5 pm.

#### Museum of Health Care open house

Celebrates the completion of Phase 1 of the renovation and restoration of the Ann Baillie Building (home of the Museum and a National Historic Site). Features behind the scenes tours and a reception, at the Museum on George Street, south of Queen's Campus. 3pm. Information 548-2419, www.museumofhealthcare.ca or museum@kgh.kari.net

### Saturday, Oct. 15

**GoENGGirl**  
Girls in Grades 7 to 10, and their parents explore the exciting field of engineering. Includes hands-on activities to showcase possibilities of an engineering career. Opportunities to meet role models and to learn about student activities outside the classroom. Lunch provided. Free. Beamish-Munro Hall (Division and Union Streets). Register at [www.ospe.on.ca/goenggirl/](http://www.ospe.on.ca/goenggirl/). Information: <http://appsci.queensu.ca/community/goEngGirl/>.

### Tuesday, Oct. 18

**Book launch**  
Richard Day (Sociology) launches his new book Gramsci is Dead: Anarchist Currents in the Newest Social Movements. Sleepless Goat Cafe, 91 Princess St., 7 pm.

### Wednesday, Oct. 19


**Retirees Association of Queen's**  
Contemporary Canadian Portrait Prize Exhibition and lunch, Gananoque. Meet at the Kingston Centre near Canadian Tire Parking lot at 12:15 pm to arrange carpooling. All staff and faculty retirees welcome. Information 533-6986 or raq@post.queensu.ca.

### Road trip!

Register before Friday, Oct. 28 for a tour of A Caring Profession: Centuries of Nursing in Canada at the Canadian Museum of Civilization. \$35 for museum members, and \$45 for non-members includes round trip transportation to and from Ottawa, admission, and a guided tour of the nursing exhibit by CMC Curator, Tina Bates. Information and registration [www.museumofhealthcare.ca](http://www.museumofhealthcare.ca), [museum@kgh.kari.net](mailto:museum@kgh.kari.net) or 548-2419.

### Thursday Oct. 20

**Was Einstein Right?**  
This lecture by Clifford Will, professor of Physics at Washington University, celebrates the 100th anniversary of Einstein's "miracle




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**"The creative contribution of Islam within Canadian self-understanding"**

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An internationally-recognized Muslim scholar in Islamic studies, Professor Ramadan was recently named by *TIME* magazine as one of the 100 innovators of the 21st Century for his contribution towards creating an independent European Islam. Considered by many to be a moderate voice in the Muslim world, Professor Ramadan lectures extensively throughout the world on ethics of citizenship, social justice, and dialogue between civilizations.

**OPEN PUBLIC LECTURE**  
**Wednesday, Oct 12, 2005 • 7:30 pm**  
**Convocation Hall**


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## Manager for the Centre for Obesity Research and Education



Applications are being sought for a full-time (35 hr/week) position as a Manager for the newly created Centre for Obesity Research and Education (CORE) at Queen's. Starting date is immediate and salary is commensurate with qualifications and experience within a grade 8 level (~50k).

Candidates for this position should have a post-secondary degree combined with several years of related experience in the general area of health promotion and disease prevention. Should possess proven leadership ability and excellent administrative skills. Specialized training in the area of obesity, health program administration, and project management are assets. Previous experience working as part of a team would also be an asset.

**Please submit a cover letter, résumé, and names of two referees to:**  
Dr. Robert Ross  
School of Physical and Health Education  
University, Kingston, Ontario, K7L 3N6  
e-mail [rossr@post.queensu.ca](mailto:rossr@post.queensu.ca).

**Deadline for submission is November 1, 2005.**  
*Queen's University is an equal opportunity employer*



## STRATHYLINGUA Denizen labels

ae = ē ph = b qu = kw -age = -ij  
oy = oi dg = j en, ew = ū  
x = ks -ery = ī -sm = -zm

There is no widely accepted generic term for the names that attach themselves to residents of a particular city or region. Here we'll use the term "denizen labels," coined by Byran A. Garner, in his *Modern American Usage*. A single place name can generate different denizen labels in different locales (the Cornish of Cornwall, England vs. the Cornwallites of Cornwall, Ontario), and a single denizen label can also ambiguously refer to different folk (the Albanians of Albany NY or of Albania?). Some place names don't

seem to lend themselves to denizen labels at all (Kapusking? St. Catharines?—please correct me if I'm wrong), while others generate a plethora (Michiganian, Michigander, Michiganite). Today's challenge is simply to supply the denizen labels for the following Canadian cities and then to insert those labels in the sentences below to make ten true statements. The first is completed for you.

St. John's	<u>Haligonians</u>	made Pier 21 a museum of immigration.
Peterborough	_____	are famous for their bars.
Yellowknife	_____	like to say, "The gold is paved with streets," because their town is built atop gold mine tunnels.
Sault Ste. Marie	_____	proudly inhabit Canada's foggiest, snowiest, windiest, wettest city.
Churchill	_____	call Kalan Porter a native son.
Nanaimo	_____	live in "Queen City."
Moose Jaw	_____	had a thriving canoe-building industry from 1850 to 1950.
Regina	_____	share their streets with polar bears.
Halifax	_____	cut a canal to Superior in 1895.
Medicine Hat	_____	can watch the Snowbirds practise any day.

*Strathy Lingua is created by Janice McAlpine of the Strathy Language Unit, which studies standard English usage and provides an authoritative guide to correct written and oral communication for English within Canada. The solutions to the puzzle may be found at [www.queensu.ca/newscentre](http://www.queensu.ca/newscentre).*

## HELP LINES

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

**Human Rights Office**  
533-6886  
Irene 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.

year" and the World Year of Physics. It shows how a revolution in astronomy and technology led to a renaissance of general relativity and how it plays an important role in daily life. Music prior to the lecture provided by The Borealis String Quartet. Selections include "Water to Ice", a specially commissioned musical composition written by Aaron Hryciw, University of Alberta, in recognition of 2005 as the World Year of Physics. This

event is explicitly tailored for the general public. No mathematical or scientific knowledge is necessary or assumed. Co-sponsored by Perimeter Institute, Canadian Association of Physics and Queen's Physics. Duncan MacArthur Auditorium, 7 pm. Information: Stephane Courteau, 533-2718, [courteau@astro.queensu.ca](mailto:courteau@astro.queensu.ca).

**Monday, Oct. 24**  
2005 Alumni Achievement Award

recipient Virginia (Ginny) Shrivastava, Arts 63 will speak about her community development work in

India. 202 Policy Studies, 138 Union St., 7 pm.

### Submission information

Submit Calendar items in the following format:  
*date, department, speaker's name and affiliation, title of lecture, place, time, and cost if appropriate.*

Email to: [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca)

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

### 2005 Chancellor Dunning Trust Lecture



## The Global Context and Human Imperative of Peace in the Middle East

**Hanan Ashrawi**  
Founder and Secretary General of the Palestinian Initiative for the Promotion of Global Dialogue and Democracy [MIFTAH]

Dr. Hanan Ashrawi, a compelling and influential voice in the contemporary theatre of Middle Eastern politics, has been a central player in the struggle for a Palestinian homeland. A tireless campaigner for human rights, she has distinguished herself in both the academic and political arenas. Her academic expertise has played a vital role in the development and recognition of Palestinian culture, while her longstanding political activism on behalf of the Palestinian people has contributed greatly to the establishment of an independent and self-governing Palestine.

Tuesday  
25 October 2005  
7:30 pm  
Grant Hall

**Reception to follow**  
Elspeth Baugh Fireside Room, Ban Righ Hall

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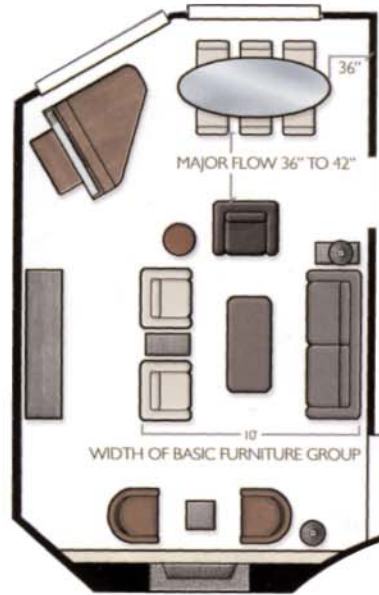
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## LOOKING AHEAD

Principal's Strategic Initiative, Fall 2005

# Engaging the World



### Dear Members of the Queen's Community

Over the past year I have met with many of you to discuss the values, traditions, needs and possible future directions of this very special university. Faculty, students, staff, trustees, alumni and friends of Queen's University have shared with me their dreams and aspirations for the Queen's University we are all privileged to serve and which we will all help to shape. Each generation of the Queen's family has been committed to advancing this institution to better serve its students, the province, the country and the world. We owe it no less.

As we commence this strategic planning initiative, I am buoyed by the knowledge that, to a person, the members of this generation with whom I have met are equally committed to ensuring that, within the context of our long-held values, our university's programs of learning and discovery continue to fulfill the needs of those we serve. To do this at a time when resources are limited, even as expectations of the academy are seemingly unlimited, will challenge us all.

Many themes have emerged in my discussions over the past months: recruitment and retention of outstanding faculty, students and staff; academic programs which challenge and embrace the ever-changing needs of our students; research programs of rigour and excellence; a quality environment for productive work, characterized by efficient and effective support systems and the opportunity for all to develop their talents fully; productive and supportive relationships with our various constituencies – alumni, government, sister institutions, the private sector and friends; and, our competitive position and reputation in the province, the country as a whole and internationally. All of these areas deserve our attention as we, together, plan for the future of Queen's University – a future which embraces an ongoing commitment to excellence in a context of major societal change. And, all of these elements of our learning environment need to be addressed through the lens of a vision for Queen's University which flows from our shared values and enduring traditions even as it gives voice to our dreams for what we can become.

I encourage you to participate fully in this strategic positioning process by providing your comments and thoughts on the discussion paper, "Engaging the World", and by sharing your views on the related questions that I have posed. I also invite you to join Vice-Principal (Academic) Patrick Deane and myself at one of the town hall meetings scheduled for the fall term. Thank you so much for your participation, and for your commitment to the Queen's of today, and the Queen's of the future.

Sincerely,  
Karen Hitchcock, Ph.D.  
Principal and Vice-Chancellor

Queen's  
University –  
a future  
which  
embraces  
an ongoing  
commitment  
to excellence in  
a context of  
major societal  
change.



## Engaging the World

A Discussion Paper by Karen R. Hitchcock,  
Principal and Vice-Chancellor, Queen's University  
Fall, 2005

### Executive Summary

My vision for Queen's is that it will be an institution international in scope and international in impact. It will be a research university recognized for its global perspective and its commitment to being deeply engaged with and responsive to the society that supports it. Fulfilling this vision requires three interrelated activities, each of which needs to be carried out in a global context. First, it requires a probing analysis of our recruitment strategies, student demographics, academic programs, curriculum and pedagogy. Secondly, it will require us to make the difficult choices necessary to identify and advance distinctive, world-class programs of research and discovery for the benefit of society. Finally, we need to engage all of our constituencies in developing and supporting this vision for Queen's, and communicating the excellence and distinctiveness of Queen's to our many communities, world-wide.

### The Context for Engagement

The traditions of academic excellence and service are rich and strong here at Queen's; the legacy entrusted to all of us is one replete with examples of how this institution has helped to shape the lives of our students and the life of this country. As today's stewards of this exceptional centre of learning, we have the opportunity – and responsibility – to determine its future course... to ensure that the decisions we make will enrich the legacy which is Queen's.

In the *Report on Principles and Priorities*, approved by the Senate in January, 1996, the mission of Queen's University was enunciated:

The University will build on the strength that is Queen's – students, faculty, staff, and alumni – to be among the best of internationally known universities in Canada recognized for:

- the exceptional quality of undergraduate and graduate students and programs in the arts, sciences and professions;
- the intellectual power and value of research and scholarship by faculty members and students;
- the exemplary service of the University and that of its graduates to the community and the nation and the community of nations.

That mission has not changed. Queen's remains committed to being a "quality leader" across all the functions of a university – teaching, research and scholarship and service. And it remains committed as well to the abiding values (also enunciated in the *Report on Principles and Priorities*) of intellectual integrity, freedom of inquiry and exchange of ideas and the equal dignity of all persons.

Quality and excellence must continue to animate our mission, and yet, more is demanded of us. Institutions of higher education, long cherished as the means by which individuals develop their talents and expand their opportunities, are also being called upon to play a larger, more public role in our global society... in other words, to be engaged. Indeed, this is not a new notion; it is at the heart of the western liberal arts tradition – education for the public good. And, this is certainly not a new notion for Queen's University. We were founded to serve a growing nation; indeed, in the words of former Principal John Deutsch, universities can be "... [a] great strategic resource of society".

### A Commitment to Global Engagement – A Vision for Queen's

In my Installation Address, I articulated a future for Queen's as "... an institution embedded in society – deeply committed to basic academic values, yet able to configure itself in ways which are responsive to the society which supports it". In short, I called for Queen's to build on its history of service and become a truly engaged university. At such a university, the learning environment will be characterized by students and faculty engaging in a common quest of discovery; and even as new knowledge advances our disciplines, it will also enrich our global community. A realized commitment to the concept of global engagement across all of our programs of teaching and research will distinguish Queen's University in today's very competitive environment of higher education as an institution committed to serve the society which supports it and, hence, worthy of investment by those whom we serve.

As I said in my Installation Address: "Today I would ask all of you to accompany me on a journey into the future of Queen's University. Along the way we will remain forever dedicated to preserving, creating and disseminating knowledge through the best minds that come to our halls. We will remain dedicated as well to the proposition that relevance in our service to a rapidly changing society must permeate our individual thoughts and collective actions." As we apply this concept of engagement, new paradigms emerge which will inform and enliven our programs of teaching and research even as they heighten the engagement of those we serve... students, alumni and our society.

And all of this must play out on a global stage. Indeed, a commitment to **global engagement** requires that we take our place as an institution whose distinctive approach to learning and discovery will attract the best students and scholars from across Canada and internationally; and, whose mission and aspirations will attract support and resources from a multiplicity

of partners world-wide – government, the private sector, alumni and friends – partners who share Queen's belief that quality and excellence can only exist when an institution of higher learning is embedded in and engaged with the **global** society it is committed to serve.

### Implementing Global Engagement

Fulfilling this vision of global engagement requires three interrelated activities, each of which must be viewed in an international context. First, it requires a probing analysis of our recruitment strategies, student demographics, academic programs, curriculum and pedagogy. Secondly, it will require us to make the difficult choices necessary to identify and advance distinctive, world-class programs of research and discovery for the benefit of society. Finally, we need to engage all of our constituencies in developing and supporting this vision for Queen's and in communicating the excellence and distinctiveness of Queen's to our many communities world-wide.

#### i) Students, curriculum and academic programs

Queen's is well situated to join the ranks of truly global universities, universities which see their mission as international in scope and international in impact. Our faculty have created many programs which rank with the best; our students compete with the best; many of our alumni have achieved significant positions of leadership and they remain deeply loyal to the Queen's University that helped them to attain their influential roles in our global society.

The global reach now required of any university seeking to attain a position of leadership in higher education will require not only substantial resources, but also a recognition by all involved in the enterprise that such internationalization will best serve our students as they prepare to contribute to a truly global economy. Strategies to recruit the superb students who have long characterized the Queen's student body must reflect the competitive new world of internationalized higher education and the reality that a broadly diverse student population itself is a defining characteristic of such global learning environments.

Students across the globe are seeking educational experiences which best meet their goals and aspirations, regardless of their location. To become an institution of choice for such students will require that we focus our vision of Queen's as an international as well as a national resource. It will require that we participate in the advocacy which will be required in Canada to facilitate such a repositioning (e.g. provincial and federal policies regarding funding, immigration, etc.). It will require that we develop distinctive and distinguished educational and research programs which will define us as an institution of higher learning committed to global diversity, engagement and excellence. It will require that we develop aggressive, yet nuanced, recruitment strategies world-wide, utilizing the strength of our globally-dispersed alumni body. It will require that we develop effective and far-reaching communications strategies to ensure that we are known across the globe.

But, at the heart of any effective repositioning strategy – national or international – is the substance and quality of our instructional, research and academic programs. In an ever more market-driven higher education environment, we will compete successfully for the best students and faculty from across the globe to the degree that we are committed to instructional and research programs in keeping with our long-held traditions of excellence and service. Even as we remain committed to the importance of the personal interaction of mentor and student which is at the heart of our enterprise, we will also be responsive to the new realities of a rapidly changing, technology-mediated global society... a society which embraces a multiplicity of cultures in a world where boundaries have become blurred and communication is instantaneous.

Do our undergraduate curricula here at Queen's prepare our students for such a world? Do all our students leave Queen's comfortable enough with scientific concepts to act wisely in their role as engaged citizens in a world now driven by advances in science and technology, and yet clearly a world in need of the wisdom and insights derived from the study of the humanities and the arts – a wisdom which will help ensure an ethical and moral context for our lives? Have we come together as faculty



to reflect on the curricular and pedagogical strategies that will ensure our student's engagement with and understanding of the many cultures and peoples they will encounter in their more globally oriented lives? As we envision the future our students will face, have we come together across our ever more specialized disciplines and professions to analyze the form and content of our curricula in order to ensure the balance and coherence that will prepare them for responsible and informed global citizenship? And, have we developed ways to ensure that the environment of discovery created by our faculty's programs of research enriches the learning of our undergraduates even as it defines the context of our programs of graduate study... an environment of discovery which is animated by a commitment to serving our global society?

#### ii) Research and Discovery

The environment for discovery at Queen's, in keeping with its role as a leading global university, will be both distinguished and distinctive. While comprehensive, Queen's programs of research and graduate education will be known for a number of thematic areas in which Queen's faculty will be global leaders. Within these areas, graduate students will participate in programs which advance the boundaries of individual disciplines and provide them with the opportunity to experience the power of interdisciplinarity. To achieve such an environment of discovery will require that even as we support quality research and scholarship across all of our disciplines, we also make strategic investments in defined areas of current and evolving strength.

Such choices, while difficult, will ensure that the name Queen's University will continue to be synonymous with rigour and excellence on a global scale. Such choices will also reflect our long-held commitment to translating new knowledge, new insights and new theoretical approaches to societal gain. In holding true to our tradition of engagement with society, major advances are possible in addressing the complex issues facing our rapidly changing global society – issues which require that we come together across disciplines, that we bring multiple perspectives to bear on complex, multi-faceted societal issues. Such engagement – of our faculty with each other, with our students and with those we serve – will not only enable us to chart our future with clarity and purpose, but will also be the foundation of our outreach to the many partners we will require to help us realize our vision for Queen's.

#### iii) Engaging Our Multiple Communities

The resources needed to ensure our evolution as a truly engaged global research university will be substantial, but achievable, as we leverage our assets across all sectors of society – as we engage our partners in a shared dream for Queen's. We must communicate our belief that Queen's is making a difference on a global scale. Governments (provincial and federal), industry, alumni and friends will look to Queen's as an agent of change – an institution aware of and responsive to societal needs; and, they will invest their resources to advance our mission.

To be a valuable partner to our various constituencies we must, of course, demonstrate excellence across our entire mission of teaching and research in service to society. To be a partner of choice for our various constituencies we need further to be known as an institution deeply aware of and able to respond to their particular needs in keeping with our long-held values and mission. Be it in the area of health care and disease prevention, civic engagement, environmental policy, diversity and demographic shifts, new materials, energy alternatives, foreign policy, cultural enrichment, social services, ethical corporate governance, education, democratization, entrepreneurship or urban (or rural) development (and on and on), we have much to contribute. Such areas of inquiry are global in scope and those who share such interests will invest in joint ventures to advance new approaches and solutions. Such resources will allow us to advance our environment of learning and discovery and will allow us to make the investments necessary for continued excellence.

#### Looking Ahead

The issues we in higher education face are truly global in scope and therefore require that we view them in an international context. Such a global perspective defines today's economy and labour markets and must also define our student and faculty recruitment, and our engagement with the multiple constituencies that support and sustain us.

To realize such a vision for Queen's will require a comprehensive and in-depth examination of all that we do across our many programs of teaching and research. We must be willing to assume a global perspective in all areas of the university: our recruitment, our academic programs, our cross sector partnerships and our service to our communities. Strategies will need to be developed to strengthen the position of Queen's as a university committed to a global mission, and committed to engagement with Canada and the world. Indeed, we must, in every way, **engage the world.**

The traditions  
of academic  
excellence  
and service  
are rich and  
strong here at  
Queen's





## Engaging the World Discussion Questions

Fall, 2005

### **Undergraduate Recruitment**

How do we ensure that our recruitment strategies will attract the best undergraduate students from around Canada and the world? What kinds of distinctive academic programs will set us apart? How do we sustain and strengthen our long-standing excellence in undergraduate education? What kinds of incentives will ensure our competitive position within a global context? What barriers exist to expanding the international character of our student body?

### **Graduate Student Recruitment**

As we expand our programs of graduate education to meet the expressed needs of our province, country and world, what incentives will ensure our competitive position within a global context? How should particular areas of growth (disciplinary and/or interdisciplinary) be identified? What criteria should be developed to enable us to invest our resources strategically in such enrolment growth? What mix of master's and doctoral students best reflects our mission as a research intensive, international university?

### **Academic Programs**

Queen's has a long tradition of educating future leaders across all sectors of Canadian society. How should our curriculum be designed to prepare these exceptionally talented students for leadership in a global context? How do we ensure that all our students have study-abroad opportunities? Regardless of their major areas of study, how do we provide all our students with sufficient exposure to the various ways of knowing? How do we engage them in the process of discovery – a defining part of our university mission? How should we provide our students with opportunities to explore the application areas of their courses of study? How do we create a learning environment at Queen's which fosters a life long commitment to civic engagement? How do we retain and extend the individualized student/mentor relationship at the core of our educational process? How do we utilize new technologies to enrich our pedagogy? How do we prepare our students for the international context in which they will work and contribute?

### **Courses of Study**

Given Queen's mission, what is the optimal mix of our various degree programs – undergraduate, graduate, professional? What size student body is required to support our mission as a research intensive, global university? What is our role in terms of non-degree students? How can we address the multiple facets of life-long learning?

### **Faculty Recruitment**

What strategies will be required to attract the best scholars in the world to our university? What distinctive program strengths should be built upon to enhance the quality and global reputation of our University? What criteria (e.g. student demand, research program strengths, etc.) will be used to select such areas of targeted investment? What incentives will be necessary to ensure our international competitiveness in faculty recruitment?

### **Research Development**

Are there particular thematic areas of inquiry which would embrace the strengths of many of our disciplines and which would serve to define programmatic areas of particular strength at Queen's? What criteria would be utilized to identify such areas and to ensure that they continued to reflect distinctive areas of inquiry at Queen's?

### **Resources**

How do we acquire the resources to realize our vision? How does each of us contribute to creating the programs and initiatives which excite the imagination and inspire the support of our government(s), private sector partners and donors? What strategies are necessary to engage our students, parents, alumni and friends in the life of our institution? How do we effectively engage these groups in advocacy for the institution and for post-secondary education?

### **Communications**

What strategies should we utilize to enhance the visibility of Queen's across Canada, and beyond? How does each of us contribute to advancing the international reputation of our institution? What institutional strategies should be employed? How do we engage our many constituencies and friends in this process?

## Share your views

The discussion questions are intended as a vehicle for the Queen's community to provide input into this important strategic planning process. Your responses will form the basis of a preliminary strategic plan which will be circulated to the Queen's community for discussion and input.

### **We welcome your comments**

#### **on-line**

[www.queensu.ca/principal/lookingahead](http://www.queensu.ca/principal/lookingahead)  
(click on "Share your views")

#### **via e-mail**

[looking.ahead@queensu.ca](mailto:looking.ahead@queensu.ca)

#### **via mail**

Strategic Positioning Initiative  
Office of the Principal  
Queen's University  
Kingston, Ontario  
K7L 3N6



## Town Hall Meetings

**October 18** 10:30am - 12noon  
Policy Studies Rm. 202

**October 26** 1:00pm - 2:30pm  
Goodes Hall Atrium

**November 8** 2:30pm - 4:00pm  
Kingston Hall Rm. 201

**November 30** 11:00am - 12:30pm  
Policy Studies Rm. 202

## Undergraduate Student Forum hosted by the AMS

**November 7** 1:30pm - 2:30pm  
Common Ground

## Graduate and Professional Student Forum hosted by the SGPS

**November 21** 4:30pm - 5:30pm  
TBA