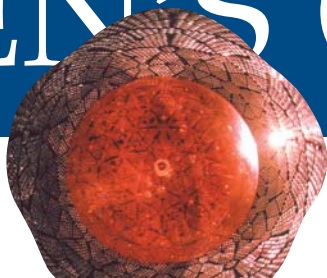


# QUEEN'S GAZETTE

Big bucks for Big Bang P10



A window on brain diagnosis P8



## Fortier appointed new NSERC president

Former Vice-Principal (Academic) Suzanne Fortier has been named the new president of the country's pre-eminent funding agency for natural sciences and engineering research.

David L. Emerson, Minister of Industry and Minister responsible for the Natural Sciences and

Engineering Research Council of Canada (NSERC), made the announcement last Wednesday in Ottawa.

"As colleagues and friends of Dr. Fortier, we are so pleased to learn of this important appointment," says Principal Karen Hitchcock. "It is recognition of

Dr. Fortier's consummate professionalism and leadership capabilities.

"We know that she will bring the same wonderful qualities and inspired leadership to her new role that she ably demonstrated while at Queen's. On behalf of the entire Queen's community

we celebrate Dr. Fortier's latest accomplishment and wish her well in advancing the goals of NSERC."

Dr. Fortier, a chemistry professor, succeeds outgoing NSERC president Tom Brzuszkowski. The appointment was reviewed by the Standing Committee on

Industry, Natural Resources, Science and Technology.

"With her leadership, experience and expertise, I am pleased to welcome Dr. Fortier as President of NSERC," said Minister Emerson in making the announcement. "I am confident

See NSERC: Page 4

### JINGLE BELL, JINGLE BELL, JINGLE BELL DOC



STEPHEN WILD

Queen's medical students join with about 30 "elf doctors" (children from various outpatient clinics), as well as a couple of real doctors, on their float, North Pole General Hospital at the Nov. 19 Greater Kingston Santa Claus Parade. Their float won the award for Most Holiday Spirit in the annual parade down Princess Street, which attracted an estimated crowd of 25,000. Several groups, including Queen's Department of Medicine, Kingston General and Hotel Dieu hospitals supported the float project.

## Level the recruitment playing field: athletics chair

SMALLER SCHOLARSHIPS TO MORE STUDENTS IS ONE WAY

By CELIA RUSSELL

It is increasingly harder to attract top student athletes to Queen's because the university can't offer academic scholarships, says John McFarlane, chair of Athletics and Recreation in the School of Physical and Health Education.

"We are now losing to other universities, where students are getting additional money," Mr. McFarlane told the Nov. 17 meeting of Senate, in presenting the division's annual report. "Money does talk - our staff work hard to recruit, but it's becoming more and more difficult for us to be serious competitors."

The university needs to review its scholarship system, Mr. McFarlane said in an interview.

"One of the solutions might be a grid system. If we going are

to be competitive in athletics, we need to be on a par in terms of our ability to recruit good student athletes to Queen's and offer them similar packages that other universities offer."

Currently about 10 Ontario universities operate their scholarship funds for all entering students on what is commonly referred to as a grid system, which varies from university to university. Many of them use the system to recruit student athletes, said Mr. McFarlane.

For example, an incoming student with an 87-per-cent average from high school is given x number of dollars in scholarship money, based on that academic average, he said. A student with 90 per cent would get incrementally more; one with less than 87 per cent would get less.

"What is in fact happening is that the universities who are recruiting student athletes are saying, for example, if you come to my institution and you have

87, we can give you \$2,500.

"At Queen's we don't have a grid system. Unless you have a very high academic average, you don't get any scholarship money. Our current method is to give out larger scholarships to fewer students."

The other schools are giving out more scholarships in smaller amounts. They aren't breaking the rules, because they are giving those scholarships to all students who have the required average, whether they are athletes or not, Mr. McFarlane explained.

University Registrar Jo-Anne Brady said she understands Mr. McFarlane's desire to get more athletes to consider Queen's.

"I certainly support John McFarlane's view," she said in an interview. "I would like to see more flexibility in recognizing athletes, but I don't think creating a grid that gives every student a scholarship is the right answer."

Currently, Queen's does not offer scholarship money to applicants with less than a 95 per cent

entering average, said Ms. Brady. Even if it doesn't come from Queen's, nearly all students with an 80 per cent or over enter with some kind of scholarship, she said.

The university, however, plans to review its scholarship program. The last review took place in 1996. Scholarships by definition, however, should be meaningful, she said.

"If every student gets a scholarship, then is it a scholarship - or is it just tuition discounting? We need to have a balance between needs-based assistance and scholarships that recognizes superior academic achievement and potential."

The Ontario University Association (OUA) has a policy of supporting student athletes, not athletic students, she said.

Universities in the Atlantic University Sport Conference and Canada West are allowed to offer athletic entrance scholarships. Ontario does have athletic scholarships, but they are only avail-

able to students in second, third and fourth years who play a sport full-time and maintain an overall average of 80 per cent or above. Last year, 193 Queen's student athletes were Academic All-Canadians or OUA All-Stars.

### Inside this issue

Read a McMaster Viewpoint on town-gown relations on page 6.

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For news updates visit us online @ [www.queensu.ca/newscentre](http://www.queensu.ca/newscentre)









## University library officially opens doors on open learning

By KAY LANGMUIR

The makeover of Stauffer Library's main floor – now a one-stop centre for everything from computer help and essay-writing support, to group study and café-style conversation booths – is a huge hit with students.

It's called the Queen's Learning Commons, and since it opened in September, it has quickly become a hub of campus. By October, the number of students using Stauffer had shot up by 25 per cent over the same period last year.

The university community is invited to the official opening of the Learning Commons on Friday, Dec. 2 from 5 to 6:30 pm.

"People love coming to Stauffer," says Associate University Librarian Martha Whitehead. "It's a social and academic crossroads. This is a really great time to be in a library."

There has been a quiet revolution of sorts in library usage, fuelled in large part by technology and a burgeoning variety of services that support learning in an increasingly complex age.

"We're bringing people together who provide learning support in a lot of different ways," says Ms. Whitehead.

The Learning Commons helps students with the entire learning process – from getting the most from lectures and readings to determining research focus, finding information, and writing and presenting work.

In addition to core library services and information technology services already at Stauffer, the Learning Strategies Development team and staff from the Writing Centre have moved from scattered locations on campus to the main-floor Learning Commons. Special Reader Services is scheduled to relocate to the area in the second phase of the project.

The result is dozens of workshops available at Stauffer for everyone from undergraduates in arts and applied sciences needing help in time management, writing essays or exam preparation, to graduates, teaching assistants, and faculty looking for research assistance and a better understanding of what resources the library offers.

Staff can also assist faculty in planning curriculum based on up-to-date knowledge of the scope of library resources, Ms.



BERNARD CLARK

Stauffer Library is located at the corner of Union Street and University Avenue.

Whitehead says.

University Librarian Paul Wiens sees initiatives like the Learning Commons as a necessary evolution toward broadening the library's role in student education.

"The information environment has become a very complex and bewildering arena for our students and we're trying to simplify that as best we can," he says.

And Stauffer is at the leading edge of this development, he says.

"What makes this initiative unique among our peer institutions is the degree of integration that characterizes our learning commons... It brings it all together in a holistic learning experience that I think is a little more advanced than other institutions."

To help students navigate all that the library has to offer, the first desk they encounter at the main entrance is home to the Student Assistant Program, where trained students from a

variety of disciplines offer an informed and approachable first point of contact for students with questions.

**"It's almost at the point that if it's not online, it doesn't exist."**

Paul Wiens

"We're kind of like triage for the library," says student assistant Jennifer Kopczinski. "From a student perspective, it's a great idea to have all these services in one place, instead of having to run all over campus."

But having a range of services under one roof is more than just convenient. Students are becoming more aware of the learning opportunities available to them. Staff at the Writing Centre for example, have found that students working on papers at the library will think to drop in for a quick bit

of advice, says Ms. Whitehead.

Phase One of the Learning Commons development increased the number of computers on the main floor from 50 to 150 as well as providing dozens of laptops. It added more areas for group work, and comfortable seating for social contact.

Although print material still comprises a substantial part of the library's collection, as its volume decreases, more space will be freed up for more computers, says Mr. Wiens.

The library already spends more on electronic information than on print information, he says.

"It's almost at the point that if it's not online, it doesn't exist," he says.

Phase Two of the project will further develop the main floor and also develop the library's lower level. An electronic classroom, more group-study rooms and further integration and consolidation of IT services form part of the next phase.

## IN BRIEF

### University increases travel allowances

Effective Nov. 1, reimbursement for mileage for travel on university business has increased to 40 cents per kilometre for the use of a private vehicle within a 500-km radius of Kingston.

Meal allowances have increased to \$50 per day: \$10 for breakfast, \$13 for lunch and \$27 for dinner. The changes to the allowances reflect increases in the cost of operating motor vehicles, as well as the price of restaurant meals. The last time the allowances changed was November 2000.

It is important to note that the policy is not changing, just the allowances, says Ken Low, director, Financial Systems and Operations.

University administration is conducting a review of the current University Travel Policy and will announce changes early in the New Year to improve the operation of the policy.

### The road from school to work

What role will Canada's universities and colleges play in bridging the national skills gap? This is the topic of the next forum presented by the Canadian Association of Career Educators and Employers (CACEE) to take place in Toronto on Tuesday, Dec. 6.

"Quite often it is being noted that we are not doing a good-enough job of telling each other about our successes," says Career Services Director Paul Smith, who is also CACEE president. He notes that is an emerging theme at Principal Karen Hitchcock's Engaging the World town-hall sessions on the future direction of Queen's.

Queen's Career Services will be participating in the dialogue at the forum, which will be covered by Report on Business (ROB) TV and moderated by ROB TV's Tony Martin.

"Last year, I challenged our organization to broaden our conversations to include subject matter experts from other spheres," says Mr. Smith. "Our organization has committed itself to facilitating discussions between diverse stakeholders on the topic of the transition from school to work."

For details, see [www.cacee.com](http://www.cacee.com)

## Get the latest news about Queen's via RSS

Queen's News and Media Services is making it easier for Web users to get the department's latest-breaking university news.

The Queen's News Centre website now serves up key content using technology that allows journalists and others interested in Queen's to learn immediately when new information has been posted.

The website's new Rich Site Summary or Really Simple Syndication (RSS) feeds provide four "channels" of information linking to the latest press releases, campus news stories, the popular Queen's-In-the-News listings and media alerts.

Popularized by online bloggers and their readers, RSS provides a simple, reliable way to publish and to use an index

of Web-delivered content. For readers, a variety of software applications are available to monitor RSS feeds and manage the information those feeds deliver.

RSS feeds, such as those of the Queen's News Centre, are more easily published on other websites using automation tools.

They are finding their way to non-PC devices, such as Internet-connected PDAs and cell phones.

The Queen's News Centre site offers RSS feeds that conform to the RSS 2.0 Specification.

For more on the Queen's News Centre RSS features, visit [www.qnc.queensu.ca/rss\\_channels.php](http://www.qnc.queensu.ca/rss_channels.php)

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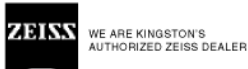
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## Students disagree on discipline system

By CELIA RUSSELL

Graduate and undergraduate students have completely opposite views about the university's student discipline system, it seems.

In separate reports to the Nov. 17 meeting of Senate, the university's graduate and undergraduate societies said they would work to ensure that its students uphold the Queen's Student Code of Conduct.

However, Nicole Stephenson, vice-president (professional), Society of Graduate and Professional Students (SGPS), said that the SGPS is not willing to take responsibility for non-academic

discipline cases that relate to off-campus behaviour.

The SGPS's position is that Queen's students should not be involved in cases that fall under the jurisdiction of another body beyond campus, namely Kingston Police.

Toby Moorsom said a member of the Kingston Police had explained to him that police are often reluctant to charge Queen's students who have committed crimes off-campus because they see the students as falling under the jurisdiction of the university.

Mr. Moorsom referred to the University of Waterloo's

approach. He read from an email from Queen's Education professor Geoff Roulet, which explained that in the late 1960's when the University of Waterloo was first established, the university was to deal with academic discipline issues and not non-academic issues.

Part of the reason was that students wanted to be treated as citizens of the larger community of Kitchener-Waterloo, and not as a separate group.

AMS President Ethan Rabidoux disagreed with the graduate students' position that promotion of the code of conduct implied unwarranted privi-

lege of its members over the broader Kingston community. Students who commit a crime off-campus are subject to the full weight of the law, he said.

"It is not a substitute - it is meant to be a complement to the civil and criminal justice system that we have in Canada," said Mr. Rabidoux.

Ms. Stephenson said the SGPS would oppose Recommendation 4 of the Principal's Task Force on Community Relations report until the society's issues are addressed. They are that Senate: clearly defines the meaning of "off-campus;" outlines the boundaries of "off-campus"

jurisdiction; provides the SGPS with satisfactory reasons for extending the jurisdiction; considers whether an individual's access to public education should be jeopardized by private, off-campus indiscretions, and offers an explanation of how such an extension of jurisdiction is in the best interest of Queen's and the member of the SGPS.

The questions were referred to the Senate Committee on Non-Academic Discipline (SONAD) for response so the SGPS could bring to Senate their final response to Recommendation 4 at the March 2 meeting of Senate.

## New Smith lecture series spotlights Canadian art

Thanks to the generosity of curator emerita and long-time supporter Frances K. Smith, the Agnes Etherington Art Centre is pleased to announce the creation of the Frances K. Smith Lecture in Canadian Art, to be held annually.

The inaugural speaker is Charles Hill, Curator of Canadian Art at the National Gallery

of Canada. His distinguished career is marked by a number of landmark exhibitions, books and articles, including *The Group of Seven* (1995) and *Tom Thomson* (2002).

His current research on artist Emily Carr will culminate in a comprehensive exhibition and publication on the artist in 2006.

The leading specialist on

Canadian art will speak Wednesday, Jan. 18, 2006 at 7:30 pm in the art centre atrium.

Mr. Hill's lecture, *Daniel Fowler and the Founding of the Royal Canadian Academy (RCA)*, results from many years' study of the origins of the RCA and its role in the formation of a Canadian school of painting.

The subject is particularly

meaningful to Kingston audiences: Daniel Fowler (1810-1894), a charter member of the RCA, lived and worked on nearby Amherst Island. A retrospective exhibition organized by Frances K. Smith in 1978 toured the country. In autumn 2006, the art centre will present *An Artist After All: Daniel Fowler in Canada*, curated by

Dorothy Farr.

Mr. Hill has administrative responsibility for all historic Canadian paintings, sculpture and decorative arts in the national gallery's collection up to the 1970s and curatorial responsibility for Canadian paintings, sculptures, and decorative arts from the mid-nineteenth century to 1950.

## NSERC continued from page 1

that her contributions will enable Canada to remain at the forefront of growth and advancement in university research and researcher training."

Vice-Principal (Research) Kerry Rowe had announced at the Nov. 17 meeting of Senate

that Dr. Fortier had been selected as the next president of NSERC, pending government approval.

Having held research positions at the Medical Foundation of Buffalo and the National Research Council of Canada, Dr. Fortier joined Queen's faculty as

assistant professor in the Department of Chemistry. She went on to hold the positions of associate dean, School of Graduate Studies and Research, acting vice-principal (research) and dean, Graduate Studies and Research, vice-principal (research) and vice-

principal (academic).

She also served on the Board of Directors for the Ontario Centres of Excellence, Inc. and currently serves on the Board of Governors for the Royal Military College of Canada.

Dr. Fortier earned her Bachelor of Science and PhD degrees from McGill University. In 2005, she received a Distinguished Service Award from the Queen's University Council for her excep-

tional contributions to research and academics and her devotion to Queen's.

A key federal agency, NSERC invests in people, discovery and innovation. It supports basic university research through grants, and project research through partnerships among postsecondary institutions, government and the private sector, and the advanced training of highly qualified people.

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Suzanne Fortier



## Universities applaud increased support to post-secondary education and research

By CELIA RUSSELL

The Association of Universities and Colleges of Canada (AUCC) supports the recent federal economic update which commits \$6.5 billion in funding toward post-secondary institutions, student assistance and university-based research over the next five years.

It is important to keep these measures on the federal agenda, Principal Karen Hitchcock told Senate Nov. 17, three days after Finance Minister Ralph Goodale announced the update.

"It really was a positive update from Minister Ralph Goodale," she said.

Vice-Principal (Research) Kerry Rowe agreed, that it certainly was a "good-news statement. The question is, what happens after this?" he said, referring to the possibility of the minority Liberal government falling before it has a chance to act on its plan.

"The AUCC has been very thorough and very aggressive with regard to these types of federal government funding," said

Dr. Rowe.

In highlighting the work of the AUCC, Principal Hitchcock also noted it has also been promoting the importance of graduate students as partners in the research enterprise and the need to increase the number of international graduate students attending Canadian universities.

Mr. Rowe added that the plan to push funding of the indirect costs of research to 40 per cent is especially good news. At present, federal funding covers about 23 per cent of the indirect costs at Queen's.

The budget announcement included commitments of \$500 million for the Canada Foundation for Innovation, \$35 million for Canadian Institutes of Health Research and Natural Sciences and Engineering Research Council funding, \$15 million for Social Sciences and Humanities Research Council funding and increased funding for graduate scholarships.

Because of the current government's precarious position, it is essential to convince the opposi-

tion parties to support these commitments. Advocacy is the key to keeping these issues in the forefront, Principal Hitchcock said.

**"These investments will help ensure that universities can continue to provide a globally competitive research and learning environment."**

Claire Morris

Universities across the country welcome the statement's strong emphasis on the contributions of higher education and research – people and ideas – to the productivity and prosperity of Canada, said Bonnie Patterson, chair of AUCC's board of directors and president of Trent University.

"These investments will help in extremely important ways to provide universities and students with the resources needed to keep Canada competitive in today's global knowledge-economy," said Prof. Patterson.

AUCC welcomes the commitment to increased accessibility for traditionally underrepresented groups, including aboriginal Canadians, Canadians with

disabilities, and low-income Canadians, as well the recognition that universities require increased capacity to provide quality education to growing numbers of students. The economic statement also proposes significant investments in university-based research.

"AUCC is particularly gratified to see the government's promised investments in support of the direct and indirect costs of research, and additional funding for the Canada Foundation for Innovation.

"These investments will help ensure that universities can continue to provide a globally competitive research and learning environment," said AUCC president Claire Morris.

In addition, the commitment in the economic statement to increase international education opportunities will ensure that Canadian students will have the international knowledge and cross-cultural skills needed to thrive in today's global economy.

"Taken together, these commitments are extremely significant and recognize the central importance of investing in the skills and knowledge of Canadians and in the creation and transfer of new knowledge for the benefit of all Canadians," Ms. Morris said.

The Association of Universities and Colleges represents 90 Canadian public and private not-for-profit universities and university-degree level colleges.

## IN BRIEF

### Cross-faculty conversation

A cross-faculty forum on Thursday, Dec. 8 will address the issue of student engagement in local and global communities, and invite faculty to explore learning environments and opportunities beyond the university campus.

Participants will consider whether service to society is and should be at the heart of the Queen's mission, and will examine the very practical implications of offering community service-oriented curricula to students.

Facilitated by Cheryl Rose from the University of Guelph, the program will introduce the concept of community service learning, will showcase examples of good teaching and learning, and will offer practical information on how to design a course or program that incorporates a service experience. For further information and to register, visit [www.queensu.ca/ctl](http://www.queensu.ca/ctl) or call the Centre for Teaching and Learning at 533-6428.



To inform us of your latest research findings or upcoming journal publications, call Nancy Dorrance, 533-2869, Lorinda Peterson, 533-3234.

## SENATE IN BRIEF

**Notes from the Nov. 17 meeting Update on Aberdeen:** Vice-Principal (Academic) Patrick Deane reported that the fallout from events on Aberdeen Street on Sept. 24 of Homecoming Weekend continue to be complex and are unraveling at a slow pace. Some names have come forward from Campus Security in cooperation with the Kingston Police and will be investigated by the AMS student justice system. The Kingston Police are still engaged in their investigation. With regard to preventative measures, constructive rather than punitive measures are being considered, he said, stressing that students are active partners in rectifying the situation and preventing similar events from happening in the future.

Queen's Canadian colleagues from the G10 (research-intensive) universities are concerned about the underlining social and behavioral issues associated with the events on Aberdeen Street as they recognize that their institutions struggle with similar problems, Principal Karen Hitchcock said.

It is the university's responsibility to develop students both intellectually and as good citizens of the world, said Senator Malcolm Stott. He wondered if the university acts in "loco parentis" and suggested that students may not fully appreciate

this as they start their undergraduate years.

**Final report on admissions and enrolment:** Overall enrolment had exceeded the Senate approved target but was still within the 1-per-cent range, said University Registrar Jo-Anne Brady. As of Nov. 4, total enrolment is 20,552, with a full-time enrolment of 16,611 – an increase of 455 full-time students over 2004. For complete details, see the report online at [www.queensu.ca/secretariat/senate](http://www.queensu.ca/secretariat/senate)

**Senate approved:** the change from the current two-year term served from Sept. 1 to Aug. 31 to a two-year term served from Jan. 1 to Dec. 31 for the Nursing Science Society Student Senator to accommodate the current nursing curriculum; that the Centre for the Study of Democracy be authorized to continue for an additional five years and that the that Senate approve the proposed changes to the Queen's Research Chair (QRC) Program. Vice-Principal (Research) explained the amendments were related to the renewal of chairs, to encourage incumbents who were up for renewal to consider retaining the title of Queen's Research Chair, but to relinquish the funding of \$20,000 so that it could be awarded to a new researcher.

For Senate agendas and minutes, visit the website at [www.queensu.ca/secretariat/senate](http://www.queensu.ca/secretariat/senate)

## Is Queen's a special place?

A Queen's panel will present a retrospective on our alma mater this Tuesday, Nov. 29 at 7 pm in Wallace Hall, John Deutsch University Centre.

All Queen's community members are invited to attend to hear and share their perspectives on our alma mater.

The panel features distinguished Queen's alumni and faculty including Principal Emeritus Ronald Watts, Hugh Christie, Arts '78, Law '81, former AMS president and vice-chair of the Board of Trustees, Peter Taylor, head of Mathematics and Statistics, Chris Lee, Arts '03, former AMS academic affairs commissioner and

Helen Cooper, Arts '68, former Kingston mayor and former member of the Board of Trustees.

The forum is presented by the Office of the Principal, Dean of Arts and Science, Faculty of Applied Science, School of Business and the Associate Vice-Principal and Dean of Student Affairs. Promotional support was provided by the AMS Yearbook and Convocation Services and CFRC 101.9FM.

It will be recorded for broadcast on CFRC 101.9FM ([cfrc.ca](http://cfrc.ca)) for Friday, Dec. 2 at 5 pm.

Details: visit [www.queensu.ca](http://www.queensu.ca) or contact Grant Bishop at [rector@post.queensu.ca](mailto:rector@post.queensu.ca).

## 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 Meeting

November 30

11:00am – 12:30pm

Policy Studies Rm. 202



Everyone is welcome!

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



## VIEWPOINT

ROGER TRULL

McMaster University



## Partnerships key to good relations

*As the dialogue continues on how to foster positive relationships between the Queen's and Kingston communities, the Gazette contacted McMaster University in Hamilton – a similar-sized university facing similar community relations issues. Roger Trull, vice-president, University Advancement at McMaster University shares some of their recent initiatives that are making a difference.*

Like Queen's and others, McMaster University is a campus surrounded by residential and business communities. The members of this collective area strive to establish partnerships and programs to address common issues, challenges and opportunities typical of a university community.

In the spirit of collaboration, we are pleased to share some of our experiences and recent initiatives that have proven helpful.

In recent years, McMaster has grown to more than 21,000 full-time students. This growth has greatly impacted the local community. Along with more student houses, noise and traffic by-law infractions and community disruptions increased. Absentee landlords have led to a decline in property standards and safety issues for student tenants. Many angry residents informed the university that there was no longer a healthy balance in the community and immediate action was required.

Although the issues most often stemmed from student behaviour off-campus, finding solutions required input from the campus community, permanent residents, business owners and the City of Hamilton.

McMaster has partnered with the City of Hamilton, Hamilton Police Service, the Ainslie Wood/Westdale Community Association of Resident Homeowners Inc. (AWWCA), the Westdale Village Business Improvement Association (BIA), the McMaster Students Union (MSU) and other student organizations. Through ongoing, co-operative efforts of these groups, several new programs are now in place to help address community issues around McMaster, and are making a positive impact.

In January 2005, McMaster launched a pilot program for extra off-campus security patrols. The university and the MSU paid for two off-duty Hamilton Police officers to patrol local neighbourhoods on Friday and Saturday nights during the school year. The police donated the use of two vehicles. These resources were in addition to regular patrols in this area. During the pilot, the West Hamilton community saw quicker response times and fewer noise and disturbance calls compared to previous years. Local residents were pleased to see the proactive efforts to improve the quality of life for permanent residents and students living around the campus. The MSU was pleased to participate so students could be a part of the solution. Based on this success, the program is now continuing through the 2005/06 school year and continues to make a positive difference.

Since 1997, McMaster has hosted the President's Advisory Committee on Community Relations (PACCR). It brings together partners from the AWWCA, the MSU, city, police, BIA, local residents and other stakeholders to address common issues related to the university and the West Hamilton community. The committee publishes a Community Report (<http://www.mcmaster.ca/ua/opr/community/report/>) three times a year which is sent to 8,500 local residents and contributes to McMaster's community relations website ([www.mcmaster.ca/ua/opr/community/](http://www.mcmaster.ca/ua/opr/community/))

This year, PACCR supported the development of an off-campus housing review program, parking and security initiatives, the city's secondary plan update, the Town & Gown Association of Ontario ([www.tgao.ca](http://www.tgao.ca)), and numerous other activities. PACCR runs annual community forums where McMaster representatives share information about the university with community members, and answer questions.

Early in 2005, Hamilton Police Service developed a business plan identifying four goals for local community partners to work on co-operatively. The goals include a reduction in graffiti and property crimes, a reduction of disorderly person incidents, and enhancements in road safety. Progress reports are provided at public meetings every six months so local residents, business owners, students and university employees are aware of the efforts, successes to date, and the next steps. The business plan will be updated and new goals established in the New Year.

Campus Town Association (CTA), a partnership between McMaster, the AWWCA, and the Westdale Village BIA, aims to create a vibrant university community through the co-operative efforts of the stakeholders. CTA is currently in the research phase, with the first progress report expected in June 2006.

This year, the university produced 500 official welcome bags that were delivered by students, city and university representatives to student houses. They included the McMaster "Good Neighbour Guide," information on garbage schedules and recycling, a map outlining local businesses of interest to students, a coupon book from the local BIA and contact information for the Off-Campus Resource Centre (OCRC) and the Student Community Support Network (SCSN) run by the MSU. Volunteers also asked students and neighbours to register their email addresses for bi-weekly e-newsletters, which publicize upcoming on- and off-campus events and volunteer activities. They also allow students and permanent residents more opportunities to become involved in the community and the university.

Although there is still much to be done, these initiatives appear to be a step in the right direction. We look forward to continuing these efforts and working together with our colleagues at other institutions, including Queen's, to help all of us make progress on being effective university communities.

Roger Trull is vice-president, University Advancement at McMaster University.

### QUEEN'S FLASHBACK: NOVEMBER 1991



ALEC ROSS

Queen's benefactors Isabel and Alfred Bader pose in front of a work of art during a visit to the university. Those with more details about this photo are encouraged to email [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca)

### QUEEN'S FLASHBACK: FEBRUARY 1993



LAURA ESFORD

Daphne Franks, art rental gallery director, and Gayle Johnstone, in charge of promotions, display one of the Agnes Etherington Art Centre works for rent. Those with more details about this photo are encouraged to email [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca)

### 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.



# Learning extends beyond the castle walls

STUDENT SERVICES HELPS STUDENTS INTEGRATE KNOWLEDGE, EXPERIENCE INTO THEIR WORLD VIEW



MELISSA GUNTON

## Notes From Herstmonceux

How hard could it be to transition from Canadian culture to British culture?

We speak the same the language, right? Not true! Did you just tell a co-worker about the great pants you got on sale? Here, pants refer to underwear. Who would make such a foolish mistake...repeatedly? Perhaps you want some potato chips... better learn to ask for crisps. Has it gotten a bit chilly? Go get your jumper. Or, as we Canucks say, your sweater. Are you feeling knackered just thinking about all this?

The castle environment throws learning opportunities at students ceaselessly, from local language lessons as demonstrated above, to regularly scheduled field studies trips to London's premier museums and historical sites. In mid-November, the community was treated to a smashing performance by one of our Musicians in Residence, Shelley Katz, and three of his famous friends. In particular, Jochen Kowalski, a world-renowned counter-tenor, enchanted the ballroom audience with his unforgettable voice. At the end of October, the entire school packed up and headed for a trip to Edinburgh

and Liverpool where students had the opportunity to visit several famous art galleries, Edinburgh Castle, a war memorial in honour of Canadian soldiers and Hadrian's Wall. You can't take two steps in this country without tripping over history and accidentally learning something truly fascinating!

Coming from Queen's University Residences where up to 3,800 students are housed, it is something of a shock to have a population of fewer than 200 here. Creating a positive and engaged community is always a hard-won victory in Kingston where residence staff must compete with convenient, accessible distractions and a large population. Our luxury at the castle is that much of this work is done for us because of our small size and rural location.

Having established the basics of community living easily and early, it's time for the Student Services Department here to start integrating some forward-thinking concepts from Kingston. Queen's Residences have been breaking new ground in the past

few years in creating a curriculum for learning outside the classroom. There is a growing body of research that shows much of the education and development that students undergo at university doesn't take place in classrooms, but outside of them. Living in a residence community can play an integral role in providing a complete education for students. In this safe and supportive environment, students can develop life skills, determine their values and beliefs, reflect on their experiences and expand their knowledge and understanding of social issues.

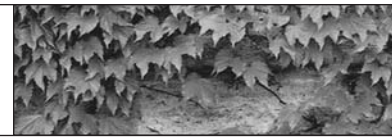
Once our castle students discover the history on our doorstep through the experiential learning planned through our Field Studies department, it is Student Services' goal is to help them integrate that knowledge and experience into their ever-expanding world view.

As Karen Hitchcock has reminded us, in our increasingly globalized economy, it is essential that students are prepared to become responsible and informed citizens of the world.

The Baders exhibited brilliant foresight 10 years ago when they presented Queen's with the gift of an International Study Centre. I can think of no better place for students to begin to engage the global community than here at the gateway to Europe.

Melissa Gunton is the student services manager at Herstmonceux Castle, and as a committed coffee drinker, is struggling to adapt to a tea-obsessed nation. She tries very hard to refer to her pants as trousers.

## UNIVERSITY ROUNDUP



### Klein shares wealth with needy students

In an attempt to prove that Alberta isn't hoarding its exploding resource wealth, Premier Ralph Klein has announced a \$20-million scholarship program for needy students across the country. "These scholarships are a small way of expressing Albertans' thanks to Canada for 100 years of being part of the best country in the world," the country's longest-serving premier said during a speech in Ottawa, where the endowment fund was unveiled. The Alberta government plans to annually give each province and territory 25 scholarships to distribute. Each one is worth about \$2,000 and can be used by students at any post-secondary institution or trades school in the country. Mr. Klein is promoting his oil-and-gas-rich province, which is expected to bank an \$8.7-billion surplus this year, as a "sharing and caring" place whose wealth shouldn't be envied by the rest of the country.

*The Globe and Mail, Nov. 22*

### A digital explosion in Calgary

The University of Calgary will break ground on the \$113-million Campus Calgary Digital Library on April 1, 2006, the date of the university's 40th anniversary. The groundbreaking will mark the first stage of a \$710-million five-year capital growth strategy to allow the Alberta university to enroll 7,000 more students by 2010. The library, which will be built next to the existing MacKimmie Library complex, is a partnership with all public-post-secondary institutions in Calgary – a first in Canada. It will create an information network that will see the university's vast electronic library holdings made available to the public electronically for use in business, education and non-profit applications.

*On Campus, Oct. 14*

### A dean's primer in management skills

Paul Bates, dean of McMaster University's DeGroote School of Business, has loads of leadership and management experience, but notes that what he learned as a top Bay Street executive is not always applicable to the university setting. In the corporate office, "one seeks input from the various stakeholders, one makes decisions and effectively issues instructions," he says. However, in academia, "it is not about issuing instructions." Rather, the dean provides "logic and incentive," and through collaborative discussion, moves the organization forward. Deans of professional faculties say their jobs are likely not much different than those of other deans. What does differ is that they also interact with a major constituency outside the university, such as the legal community, the business community or the health-care community. A faculty depends on validation from its academic peers for its legitimacy, notes Prof. Bates, but a professional school also must receive validation from this external community. "In other words, if at the end of the day the business school doesn't improve business, [the school] is not sought after by business community."

*University Affairs, December*

### From Harry to Homer

Harry Potter has crept his way into the hallowed halls of Memorial University in Newfoundland, inspiring at least one professor to include the popular film and book character into a new course she's teaching this semester. Religious Studies 2812: Religion and Popular Culture is the brainchild of Jennifer Porter, a self-confessed Harry Potter aficionado and pop-culture junkie. "Harry Potter sparked a lot of controversy in the Christian religious community, because there were some fears it was fostering a test for the occult in children because the books are marketed to children," says Dr. Porter. "What I want my students to see is that religion is present in pop culture. A lot of people, at a superficial glance, don't see the permeation of religion throughout pop culture, but once you start pointing it out to them then they become really aware of it." Harry Potter isn't the only pop culture icon being discussed; Bart and Homer Simpson, Luke Skywalker and Darth Vader and even Captain Kirk are on the list.

*Memorial University of Newfoundland Gazette, Nov. 3*

### UK fears bioscience slump

Biotechnology is booming in the UK, but threats are emerging to future success, says Sir Tom Blundell, professor of biochemistry at Cambridge University, and president of the UK's Biosciences Federation. UK research in the biological sciences is second only to that of the US and its biotechnology sector is the strongest in Europe. This apparently rosy picture hides the fact that the flow of talented young people into science is faltering, and that the pharmaceutical industry is beginning to cut back research and development investment in the UK as conditions become less favourable. The university situation is undoubtedly compounded by relatively poor salaries in comparison with some other professions into which graduates with good analytical and problem-solving skills can move, and insecure career prospects. Job satisfaction has been eroded by a heavy teaching workload caused by increasing student numbers without a concomitant increase in teaching staff, and by an increase in unproductive paperwork to satisfy the government's demand for accountability.

*education.guardian.co.uk, Nov. 16*

Compiled by Celia Russell

# The numerous advantages of slow learning

By this time of year – often much sooner – I have given out "Revised Schedules" in all my classes, because it has become apparent that we will not get through all the wonderful readings I dreamed of in the summer.

I have been trying to quell my exasperation as another student sheepishly admits, "I haven't finished it yet" of the latest great work (which usually means that he or she hasn't gone beyond the introduction).

As I strike yet another Landmark of Literature or Watershed in Theory from the schedule, I always feel terribly guilty (there must be a Norton Anthology in my super-ego!). But does it really matter? I've been reading Carl Honoré's *In Praise of Slow*, and he would certainly applaud. His challenge to the cult of speed extends the principles of the Slow Food Movement – against the standardized fare of fast food – to living generally. The Slow Movement is gaining momentum (sorry!) worldwide, and while Honoré promotes the benefits of slow medicine, slow sex, slow work, and slow child raising, he only touches upon the implications for pedagogy.

I have always believed in "Slow Learning," but didn't have a name for it. It has always seemed to me that, with respect to assigned readings, less is more.

We understand Shakespeare's sonnets better by savouring one or two than by swallowing them all whole. Does it matter if a stu-



MAGGIE BERG

## Teaching and Learning Issues

dent has read several of Browning's dramatic monologues if she promptly forgets them? What sticks in our minds is usually a certain phrase, a vivid image, a wonderful metaphor, and unless we attend closely we miss these subtleties. The same is true of theoretical texts. I would rather read very carefully one essay by Marx or Freud than give students a sweeping but indefinite impression of Marxism or psychoanalysis. So much more is learned by examining the way an essay is put together: its strategies of argumentation, its technique, style and imagery.

We need time to perceive the layers of texts, time for critical thinking to take place. Time allows us to make mistakes, to change our opinions, to be heard. We need to be able to relax in a classroom, to "make a mess and then clean it up" (Joan Bolker) to allow ideas to flow and postpone editing 'til later.

If we are focused on getting through a curriculum, we have to resort to what is known as the "banking method" of education, in which "knowledge" is deposited in the empty safe boxes of students' minds.

To promote critical thinking and active participation – to teach in ways which will, as Principal Hitchcock puts it in her vision paper (Queen's Gazette, Oct. 11, 2005), "enrich our global community." We want to avoid making students the passive consumers of culture. If we give them our answers, our interpretations, so that we can move on to the next important item in our precious schedules, we are not noticing important disagreement.

## We understand Shakespeare's sonnets better by savouring one or two than by swallowing them all whole.

It takes time, especially with a diverse population, to build communities of interpreters. So go ahead, slash those schedules!

Maggie Berg is 2005 winner of the Chancellor A. Charles Baillie Teaching Award and a professor in the Department of English.



# Simple test may treat fetal alcohol syndrome

TOOL IDENTIFIES  
CHILDREN AFFECTED  
BY PRE-NATAL  
ALCOHOL EXPOSURE

By NANCY DORRANCE

A simple test that measures eye movement may help to identify children with Fetal Alcohol Spectrum Disorder (FASD) and ultimately lead to improved treatment for the condition, say Queen's researchers.

At present there are no objective diagnostic tools that can be used to distinguish between children with FASD – which affects approximately one per cent of children in Canada – and those with other developmental disorders such as Attention-Deficit Hyperactivity Disorder (ADHD).

**“By measuring eye movement we can cut across cultural barriers.”**

*Courtney Green*

Researcher James Reynolds (Pharmacology and Toxicology /Centre for Neuroscience Studies) presented these findings with graduate student Courtney Green recently at the annual meeting of the international Society for Neuroscience in Washington, D.C.

Earlier, Ms Green received the Society for Neuroscience Graduate Student Travel Award and the Neuroscience Research Day



STEPHEN WILD

Lead investigator James Reynolds (Pharmacology and Toxicology) checks as graduate student Courtney Green adjusts the eye-tracking device on control subject, Taylor Reynolds, in a new study that is helping to diagnose fetal alcohol syndrome in children.

Graduate Student Award in recognition of this study.

“Having a set of tests that can be used as diagnostic tools for fetal alcohol syndrome and all of the other behavioural disorders classified under the broader term

fetal alcohol spectrum disorder is tremendously valuable,” says Dr. Reynolds, who is part of a \$1.25-million Queen's-led team focusing on fetal alcohol syndrome, funded by the Canadian Institutes of Health Research. “Now

we can begin to identify specific deficits in these children.”

Many of the behavioural tests used to assess children with FASD are geared to white, middle-class English-speaking people, notes Ms. Green. “The

biggest problem [in current tests] is cultural insensitivity,” she says. “By measuring eye movement we can cut across cultural barriers and provide objectivity in identifying the disorder.”

In a pilot study involving 25 girls and boys aged eight to 12, the Queen's team found that children with FASD have specific brain abnormalities that can be measured with eye movement testing. Defined as “birth defects resulting from a mother's consumption of alcohol during pregnancy”, fetal alcohol syndrome is associated with hyperactivity, difficulty in learning and deficits in memory, understanding and reasoning, as well as problems dealing with stressful situations.

The next stage of the Queen's research will be to make the eye movement test mobile and transport it to targeted areas, such as northern and rural parts of Ontario, where FASD is believed to be more prevalent. The researchers envision this as a multi-centre project, in which other participants will work from the same set of pooled data.

“There is a clear need to develop new tools that can be used to reliably and objectively measure the brain injury of FASD,” says Dr. Reynolds. “Ideally, these tools need to be mobile, inexpensive, and easy to use, for both diagnosis and the long-term evaluation of therapeutic interventions. Eye movements are ideally suited for this purpose.”

Using the new functional MRI facility at Queen's, the team will then be able to measure differences in brain activity between children with fetal alcohol syndrome and those with other developmental disorders such as ADHD.

“Having access to this facility will have a huge impact on our research program,” Dr. Reynolds says. “It allows us to create an integrated research strategy for carrying out studies to provide functional brain imaging data that can be directly related to neuro-behavioural deficits in individual children with FASD.”

## IN BRIEF

### Law prof Anand new Fulbright Scholar

Anita Anand (Law) is Queen's newest Canada-U.S. Fulbright Scholar, widely regarded as the world's premier academic exchange program. She recently took up the position of Visiting Olin Scholar in Law and Economics at Yale Law School.

A specialist in the corporate/securities law area, Dr. Anand received a Scholarly Paper Award from the Canadian Association of Law Teachers in 2003. At Yale, she will analyze the costs and benefits of voluntary corporate governance regimes for capital markets stakeholders and the motivations that lead managers to adopt corporate governance practices voluntarily.

“Dr. Anand is an extraordinary young scholar who is destined to play a key role in our understanding of corporate governance,” said Michael Hawes, executive-director of the Canada-US Fulbright Program and Queen's political studies professor (currently on leave).

“She is representative of everything that Fulbright hopes to achieve.”

Supported by the Canadian Department of Foreign Affairs and the U.S. Department of State, the Canada-US Fulbright Program has attracted more than 800 scholars from 150 countries in high-level academic exchanges since 1990.

### TEAM SPIRIT



WAYNE HIEBERT

Members of an award-winning multidisciplinary Queen's research team celebrate receiving the 2004 Ergonomics in Design Article Award, presented recently in Florida at the annual meeting of the American Human Factors and Ergonomics Society. Their paper, entitled *Optimizing Load Carriage Systems: Can it be done?* was based on development and evaluation of the new Canadian Load Carriage System (worn by the military mannequin in the picture). Members are, front row: Evelyn Morin (Electrical and Computing Engineering), Joan Stevenson (Physical and Health Education); back row: Susan Reid (Ergonomics Research Group), Major Linda Bossi (Defense Research and Development Canada), and Tim Bryant (Mechanical and Materials Engineering).



# Mildly depressed? Don't despair

YOU MAY ALSO BE  
VERY PERCEPTIVE,  
NEW STUDY SHOWS

By NANCY DORRANCE

Surprisingly, people with mild depression are actually more tuned into the feelings of others than those who aren't depressed, a team of Queen's psychologists has discovered.

"This was quite unexpected because we tend to think that the opposite is true," says lead researcher Kate Harkness. "For example, people with depression are more likely to have problems in a number of social areas."

The researchers were so taken aback by the findings, they decided to replicate the study with another group of participants. The second study produced the same results: People with mild symptoms of depression pay more attention to details of their social environment than those who are not depressed.

Their report on what is known as "mental state decoding" – or identifying other people's emotional states from social cues such as eye expressions – is published in the international journal, *Cognition and Emotion*.

Also on the research team from the Queen's Psychology Department are professors Mark Sabbagh and Jill Jacobson, and students Neeta Chowdrey and Tina Chen. Drs. Roumen Milev and Michela David at Providence Continuing Care Centre, Mental Health Services, also collaborated on the study.

Previous related research by the Queen's investigators has been conducted on people diagnosed with clinical depression. In this case, the clinically depressed participants performed much worse on tests of mental state decoding than people who weren't depressed.

To explain the apparent discrepancy between those with mild and clinical depression, the researchers suggest that becoming mildly depressed (dysphoric) can heighten concern about one's surroundings.

"People with mild levels of depression may initially experi-



Psychologist Kate Harkness (far right) and graduate student Lisa Lee monitor lab coordinator Kelly Anthony-Brown in a "mental state decoding" exercise.

ence feelings of helplessness, and a desire to regain control of their social world," says Dr. Harkness. "They might be specially motivated to scan their environment in a very detailed way, to find subtle social cues indicating what others are thinking and feeling."

The idea that mild depression differs from clinical depression is a controversial one, the psychologist adds. Although it is often

viewed as a continuum, she believes that depression may also contain thresholds such as the one identified in this study.

"Once you pass the threshold, you're into something very different," she says.

Funding for this study comes from a New Opportunities Grant from the Canada Foundation for Innovation.

[psyc.queensu.ca/~harkness](http://psyc.queensu.ca/~harkness)

## IN BRIEF

### Reid receives national honour

Infertility expert Robert Reid (Obstetrics and Gynecology) is this year's recipient of a prestigious national award in reproductive medicine.



Robert Reid

The Award of Excellence in Reproductive Medicine is presented annually by the Canadian Fertility and Andrology Society to a senior investigator who has played important leadership, mentorship and teaching roles, and has made significant contributions to reproductive medicine in Canada.

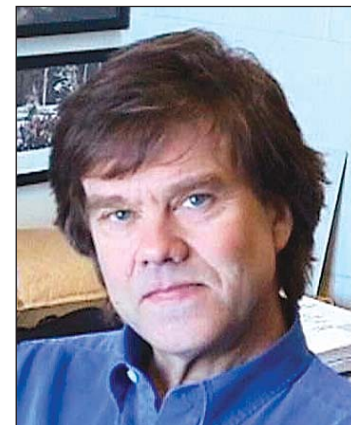
A member of CFAS since 1979, Dr. Reid has served in numerous capacities on its board. In 1987 as vice-president he chaired a working group that wrote the first Canadian report on ethical considerations regarding assisted reproductive technologies. In 1988 he was the president of the Society, and in 2004 he chaired a working group that developed a national initiative to highlight the impact of "Aging and Reproduction".

### Snieckus named Novartis lecturer

Victor Snieckus, Bader Chair in Organic Chemistry, has been selected as the 2005-06 Novartis Chemistry Lecturer.

Determined by a committee of scientists from their international research sites, the award focuses on enhancing the exposure of the chemical community

to cutting edge chemistry. Dr. Snieckus will present lectures in Switzerland, the U.S., Austria, Britain, and Japan.



Victor Snieckus

Dr. Snieckus is recognized worldwide for his contributions to the development of new synthetic organic chemistry methods. Discoveries from his lab have been turned into technologies by major pharmaceutical companies for the production of drugs and agrochemicals. He has trained more than 100 graduate students and 60 postdoctoral fellows, and has enhanced the field of organic chemistry through his industrial courses, consultancies, and editorships for scientific journals.

### Research librarian seeks feedback

Queen's Library has a 30-day trial subscription to the international newspaper, *The Scientist*, and is looking for feedback on its usefulness from faculty, students and staff. The trial period ends this Wednesday, Nov. 30.

Focusing on life science and biotechnology research, *The Scientist* provides daily updates and in-depth articles on developments in research, careers, funding, intellectual property, regulations, technology, and business. The on-line edition includes access to a 17-year archive, plus the annual "Best Places to Work" surveys for post-docs, academia and industry. Additional resources include blogs, open forums and job postings.

Visit the web site at [library.queensu.ca](http://library.queensu.ca) and send feedback to [engsci@post.queensu.ca](mailto:engsci@post.queensu.ca)

# Immigrant youth fare well if they embrace ethnic culture

LARGEST-EVER  
INTERNATIONAL STUDY  
OF ITS KIND  
LED BY QUEEN'S  
PSYCHOLOGIST

By SARAH WITHROW

Immigrant youth are better able to handle discrimination, have fewer emotional problems, and get along better in school and in the community when they remain strongly attached to their own ethnic culture rather than try to melt into a national culture, a Queen's-based international psychological study has found. They do even better when they have a double attachment to both the national society and to their heritage culture.

Encompassing more than 5,000 interviews with immigrant youth in 13 countries, the study is the world's most exhaustive

examination of how the children of first-generation immigrants adapt in a new culture. "Immigrant Youth In Cultural Transition: Acculturation, Identity and Adaptation Across National Contexts" will be published early next year by Lawrence Erlbaum Associates.



Berry

Amongst its comprehensive findings, the study concludes that a strong ethnic identity may have a "buffering effect" against discrimination. "Adolescents who are confident in their own ethnicity and proud of their ethnic group may be better able to deal constructively with discrimination, for example, by regarding it as the problem of the perpetrator or by taking proactive steps to combat it."

An unexpected finding is that immigrant youth who try to blend in actually have more problems.

"The big surprise here is that youth don't do as well either psychologically or socially if they try to assimilate," says Psychology professor emeritus John Berry, lead author of the 10-year study. This research looks at the psychological, social and academic success of participants while considering a plethora of variables including: perceived discrimination, length of residence, religion, gender, age, language proficiency, neighbourhood composition, actual diversity in the country of settlement, and diversity policy in that country.

The result is the broadest view to date of how immigrant youth adapt to and succeed in the home countries chosen by their parents. The study also revealed:

- Immigrant youth are as well

adapted as the resident youth of each country.

- The largest group of immigrant youth eventually adapt by becoming bi-cultural, rather than assimilated – 36 per cent of immigrant youth were comfortable and involved in both their ethnic and national cultures.

- 23 per cent are primarily oriented toward their ethnic culture. While adolescents with this profile adapt well psychologically, they view themselves as separate from the national culture and are less involved in the larger society.

- Participants who try to assimilate have poorer self-esteem, do not do as well in school and exhibit more anti-social behaviour than those who integrate. Nineteen per cent of the youth fit this profile, indicating that immigrant adolescents generally reject total assimilation as a strategy for adapting.

- Immigrant youth fare better in

countries that have a strategy of promoting diversity than they do in countries that do not specifically support diversity.

The study urges governments to abandon public policies that stress assimilation and adopt those which actively promote diversity and an acceptance of ethnic cultures.

"Countries can help their new immigrants adapt by actively supporting diversity in health care, broadcasting, education – in all facets of society," says Dr. Berry, who notes that Canada is a world leader in promoting diversity.

Participants came from the three kinds of countries that receive immigrants: settler countries (Australia, Canada, Israel, New Zealand, and the U.S.), formerly colonizing countries (France, Germany, Netherlands and the U.K.), and countries that have more recently been receiving immigrants (Norway, Sweden, Finland and Portugal).



# New Canada Research Chairs search for "dark matter" and vision's role in survival

UNIVERSITY

NOW HAS 48 OF 57

EXPECTED CRCS

By NANCY DORRANCE

A subatomic physicist with a mission to solve one of the world's darkest mysteries and a biologist who studies visual aspects of animal behaviour are the university's newest Canada Research Chairs.

Mark Boulay, who comes to Queen's from Los Alamos National Laboratory in New Mexico, will be Canada Research Chair in Particle Astrophysics, while Craig Hawryshyn, from the University of Victoria, is Canada Research Chair in Visual Neurobiology and Behaviour.

"We are delighted to welcome our newest Canada Research Chairs," says Vice-Principal (Research) Kerry Rowe. "Their work in particle astrophysics and visual neurobiology will contribute significantly to the

strengthening of Queen's strategic research clusters. The objectives of the CRC program continue to be met and surpassed, as we attract outstanding researchers from across Canada and internationally."



Boulay

Dr. Boulay's research combines two of the most pressing topics in particle astrophysics: the origin of dark matter in our universe, and the study of low-

energy solar neutrinos. His work analyzing neutrino data will bring to a conclusion experiments conducted through the Queen's-led Sudbury Neutrino Observatory (SNO) project.

In his new project, called DEAP (Dark matter Experiment using Argon Pulse shapes), Dr. Boulay will develop the technology to search for another particle even more difficult to detect than neutrinos: the "dark matter" particle. Although no one has actually seen it yet, dark matter is believed to comprise 25 per cent of the universe, and scientists have been attempting to explain its existence for decades.

"We will use techniques similar to those from the SNO project, where a particle comes in, interacts in the underground detector, and then releases light. SNO was designed for sensitivity to solar neutrinos, while we will develop a new experiment that is uniquely sensitive to dark matter particles," says Dr. Boulay. "The biggest technical challenge

is to ensure that background events which could mimic the dark matter signal are removed. That's why we go deep underground to filter out cosmic rays."



Hawryshyn

Dr. Hawryshyn's research examines the role of vision in guiding behaviour such as foraging, predator avoidance, navigation, and mate choice. "Visual aspects of these behaviours represent key domains in biological

research," he says. "The visual world of animals is quite different from that of humans, presenting the ultimate challenge for biologists to describe how, and for what purpose, visual information is acquired."

At Queen's, Dr. Hawryshyn will use a multidisciplinary approach to understanding how vision, specifically the retina, develops, functions, and provides critical information concerning the visual environment. His research will contribute to the understanding of how animal vision guides behaviour critical to an individual's survival.

Established in 2000, the Canada Research Chairs Program is a \$900-million initiative to strengthen research excellence in Canada, and to increase capacity by attracting and retaining excellent researchers in Canadian universities. Chairs are created in the natural sciences, engineering, health sciences, social sciences and humanities.

## IN BRIEF

### Respirologists win acclaim

The Queen's Respiratory Group received a number of research honours recently at the annual meeting of the American College of Chest Physicians.

Denis O'Donnell (Respiratory and Critical Care) delivered the prestigious Distinguished Scientist Honour Lecture, which recognizes an outstanding researcher's accomplishments.

Respirology and Critical Care Resident Chris Parker won the case presentation competition in his category.

Dr. Parker's mentors for the presentation were Diane Loughheed (Respiratory and Critical Care) and Bob Nolan (Radiology).

As well, MSc student (Physiology) Colleen Lynch won first prize in the cardiovascular category for her research poster explaining some of the potential effects associated with sleep-related disorders of breathing, such as obstructive sleep apnea. Ms. Lynch's research is co-supervised by Steve Iscoe and Jeremy Simpson (both of Physiology). Earlier this fall, Dr. O'Donnell spoke at the European Respiratory Society congress to specialist respiratory physicians and scientists on Impacting patient-centred outcomes on COPD: breathlessness and exercise tolerance.

These Discovery@Queen's pages highlighting Queen's research news and developments are electronically distributed to our major research funding agencies and others upon request.

**NEWS**  
and **MEDIA**  
SERVICES

To inform us of your latest research findings or upcoming journal publications, call Nancy Dorrance, 533-2869, or Lorinda Peterson, 533-3234.

# Expanded research facility will help solve universal mysteries

By NANCY DORRANCE

A \$10-million expansion to the Sudbury Neutrino Observatory (SNO) research facilities involving Queen's and five other Canadian universities officially opens for business today.

The SNOLAB Surface Research Centre will provide a state-of-the-art working environment for researchers, setting the stage for innovative experiments to answer fundamental questions behind the origin of the universe and the nature of matter. Administered by Carleton University, the SNOLAB collaboration includes Queen's, Laurentian, UBC, the University of Guelph, the Université de Montréal, and a number of international partners.

"We are very pleased to build on the successful measurements by the SNO experiment through future experiments in SNOLAB that will probe further fundamental properties of our universe," says Physics Professor Art McDonald, founding director of the SNO Institute and 2003 winner of Canada's top scientist award, the Herzberg Gold Medal.

**"We have the best location in the world for these measurements."**

Art McDonald

"Queen's students and staff are preparing a new generation of experiments to look for the dark matter known to make up 25 per cent of our universe, and to study further properties of neutrinos, including measurements that can help us understand the formation of matter shortly after the Big Bang," Dr. McDonald continues. "With SNOLAB, we have the best location in the world for these measurements and can provide wonderful opportunities for our students at the frontiers of physics and astrophysics."

The discovery by the Queen's-led SNO team in 2001 that solar

neutrinos – tiny subatomic particles produced in the core of the Sun and considered the basic building blocks of the universe – change into other neutrino types en route to Earth was ranked the second most important scientific breakthrough in the world by the international journal *Science*. Today, SNOLAB researchers continue to search for previously undetected components of the dark matter thought to make up about one-quarter of the universe, as well as new properties of neutrinos.

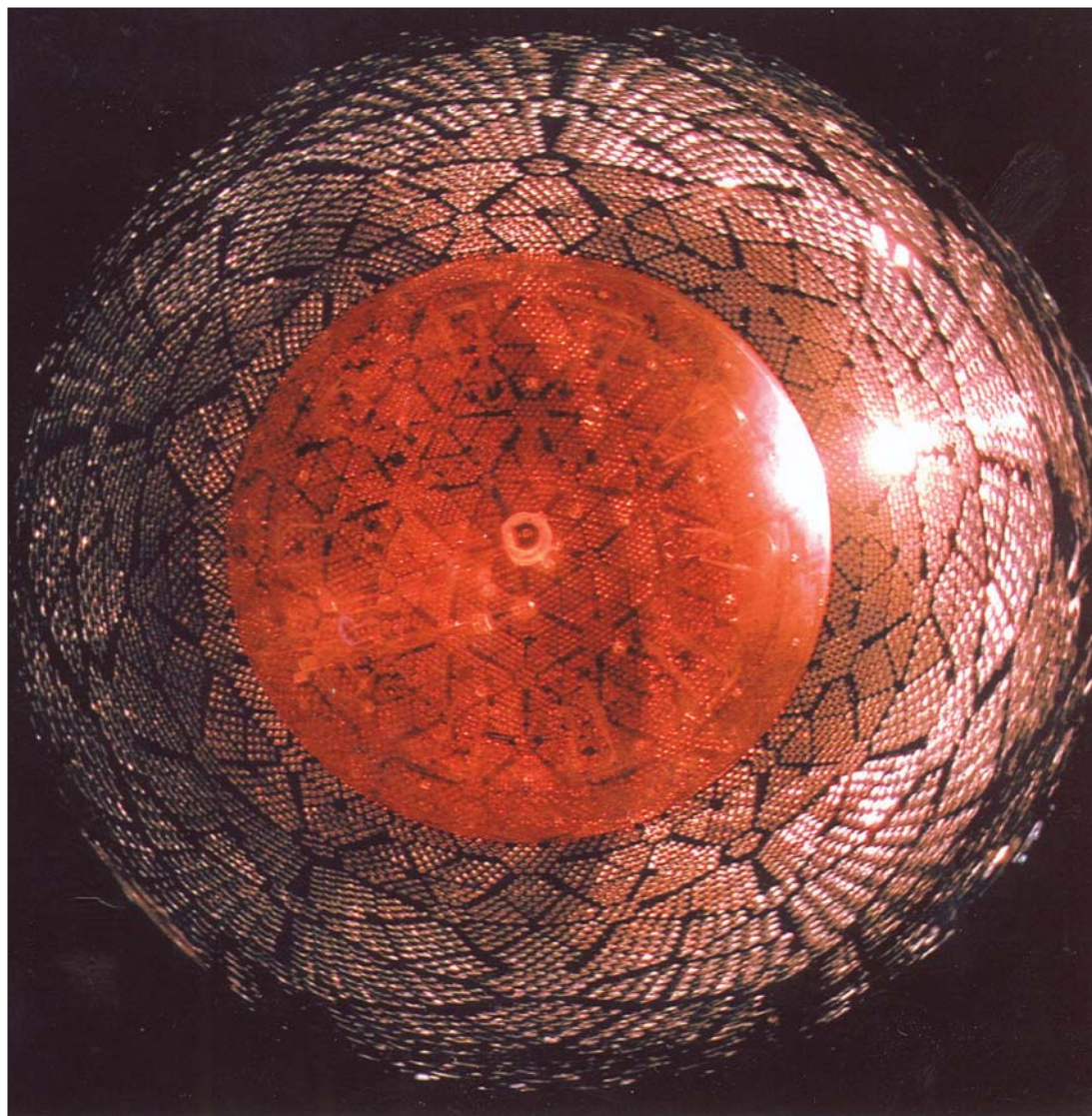
Other Queen's researchers involved with SNOLAB include Tony Noble and Mark Boulay, both Canada Research Chairs in particle Astrophysics and Physics Professor Aksel Hallin, who is responsible for calibration of the observatory's detector.

Funding for the SNOLAB expansion comes from the Ontario Innovation Trust (\$4,821,118), Northern Ontario Heritage Fund (\$4,500,000) and the Canada Foundation for Innovation (\$605,171) that also con-

tributed close to \$39M for a new underground facility. FedNor, INCO, and the Greater City of Sudbury have also provided support for the project.

The next phase of the project, scheduled for 2007, is a lab to be constructed two kilometres underground in INCO's Creighton Mine. It will feature the largest laboratory in the world located that far beneath the earth's surface.

sno.phy.queensu.ca



View from the bottom of the SNO acrylic vessel.

SUDBURY NEUTRINO OBSERVATORY



# Are we losing the global race for talent?

Other industrialized countries recognize the importance of human capital for economic growth, and they have ratcheted up recruitment of the world's mobile talent. Meanwhile, the U.S., the undisputed leader in attracting global talent, has erected barriers for skilled migrants and watches passively as they stay home or go elsewhere.

America has seen the number of legal migrants, who tend to be more educated, fall by nearly a third over the past few years – much more sharply than less educated illegal immigrants, according to the Pew Hispanic Research Center. Enrollment of foreign students in U.S. higher education declined for the first time since the 1950s. And when Congress failed to extend legislation that tripled the quota for highly skilled workers under the H-1B program, the number allowed in under this program has fallen as well. This ambivalence towards foreign talent risks depriving U.S. universities and businesses of the high-octane fuel that helps drive the American innovation machine.

The U.S. economy relies on this fuel. In science and engineering, almost a quarter of the college-educated workers were foreign-born; among workers with engineering doctorates, a staggering 51 per cent were foreign-born, according to the 2000 census.

Now is not the time to scale back foreign recruitment. The explosive growth of higher education in many developing countries, particularly in Asia, has caused a perceptible, if gradual, shift in the global talent pool. China and India are producing

more engineers than all industrial countries combined.

Meanwhile, larger developing countries have new opportunities to attract jobs for skilled workers and keep them at home. Today's skilled jobs are increasingly service jobs, and, unlike manufacturing jobs, service work is skill-intensive rather than capital-intensive.

With the rising educational attainment in many developing countries, and the low capital costs of outsourcing service labor, developing countries have an emerging competitive advantage.

Voters in industrialized countries can either allow more immigration or watch white-collar jobs go abroad. For example, in the U.S., H-1B visa issuance declined sharply after 2001 (from 195,000 to 65,000 today). Less access to skilled workers from India – where the most H-1B beneficiaries came from – has been followed by the growth of outsourcing to that country. In 1978, IBM had to close its operations in India; this year IBM's India operations will employ more than any other non-U.S. country.

In decades past, R&D was one activity that multinational corporations kept firmly within the "home" country. This, too, is changing. The number of multinational R&D outfits in China has grown by an order of magnitude over the past decade, even though China is not renowned for its enforcement of intellectual-property rights. More firms will be driven to contract overseas as services become more tradable, contracts become more feasible and cost pressures from emerging-market firms mount.



JOHN MCHALE  
AND DEVESH KAPUR

## Expert Outlook

U.S. firms will increasingly have to compete against other industrial nations to attract skilled migrants. American success in attracting global talent is being emulated by other countries. Canada, Australia and the U.K. have all reformed immigration policy to better target and increase their share of skilled immigrants. Security concerns are valid; but the U.S. has made progress in reducing security-screening-related backlogs.

Do all these highly skilled immigrants increase global insecurity? Since the most sought-after immigrants are also the ones most capable of driving institutional development at home, "creaming" the most talented, especially from small, poor countries, risks undermining their political and economic development and, in the worst case, leading them to become failed states.

Against this view, some argue that remittances compensate for the brain drain. But while the increasing amounts of money sent home do help, the argument is mistaken on three counts:

First, remittances come mostly from low-skilled workers. Physicians and managers are far more likely to come from the institution-building middle-class whose families back home need money much less. Second, money alone is not enough. Just as foreign aid has not guaranteed development, countries that receive the most remittances relative to the size of their economy – from Haiti to Somalia – have not developed as a result. Finally, remittances mainly augment consumption, though there is evidence that they fund education, and micro-businesses. The lack of broader investment is no surprise given weak institutions, a consequence (and cause) of human capital flight.

## Pressuring rich countries to stop admitting people, however, is no way to raise living standards of those born in developing countries.

Pressuring rich countries to stop admitting people, however, is no way to raise living standards of those born in developing countries. Through policy we can, however, make it easier for migrants to stay connected and act as a positive force for political and economic development in their home countries. Both sending and receiving countries benefit most when migration is temporary.

Critics point out that tempo-

rary migration is often anything but. However, skilled workers are much less likely than the unskilled to remain in a country illegally. But many are stymied by policy barriers to circulatory migration, such as the need to apply for a new visa after a short visit home.

Temporary visas with limits on renewal, and limited-duration Social Security numbers, could be coupled with incentives for skilled migrants to return home. Pension benefits could be made portable, with part vested in the country of origin if the migrant did not return. The Bush administration has proposed a large temporary-visa program that includes a carrot (access to funds in individual pension accounts upon return) and a stick (time-limited visas). Both are steps in the right direction.

Foreign talent has helped make the U.S. economy the world's most productive and innovative.

Time spent in the U.S. by foreign citizens has also been a crucial means by which American values and institutions have been transferred around the world. Raising barriers to talented foreign students and workers might yield short-term political gains, but the long-term economic consequences will be much less salubrious.

This article was featured in The Wall Street Journal on Nov. 21. John McHale is a professor in the Queen's School of Business specializing in economics. Devesh Kapur is a government and Asian studies professor at the University of Texas-Austin. They co-authored the book, *Give Us Your Best and Brightest* (Center for Global Development, 2005).

## Post-doctoral fellows form association

Queen's post-doctoral fellows have a new avenue to network, thanks to the formation of the Queen's University Post-Doctoral Fellows Association.

Organizers say the association's main goal can be summed up in a single word: communication. Post-docs are spread out in different laboratories, on different floors, in different departments, and in different buildings, many with common fields of research.

As a result, many post-docs working in similar fields do not even know each other, a situation the association wants to address. Post-docs also share many common experiences, such as moving to a new country.

The group has the university's full support, says Associate Vice-Principal (Research) Sandra Crocker.

"The new association aids in the university's goal to make Queen's a positive and supportive venue for our existing and new post docs," she says.

Other objectives of the association include creating a support

network for new and current post-docs; providing information relevant to post-docs and training and development to aid in the transition from student to faculty member.

The executive consists of Brian Coe, director of communications (Medicine, [coe@post.queensu.ca](mailto:coe@post.queensu.ca)), Charles Diarra, director of finance (Mechanical and Materials Engineering, [diarra@me.queensu.ca](mailto:diarra@me.queensu.ca)), Claire Meehan, director of social welfare and development (Physiology, [meehanc@post.queensu.ca](mailto:meehanc@post.queensu.ca)) and Vinay Singh, director of operations (Biochemistry, [singhv@post.queensu.ca](mailto:singhv@post.queensu.ca)).

Plans are in the works to put together a welcome package and organize social activities.

Membership is voluntary and free of charge. To join, send your name, department, email, and phone number to [qpfa@post.queensu.ca](mailto:qpfa@post.queensu.ca).

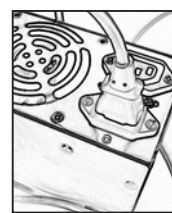
For more information, visit the association website at [www.queensu.ca/qpfa](http://www.queensu.ca/qpfa) or email [qpfa@post.queensu.ca](mailto:qpfa@post.queensu.ca)

## Tools that make collaboration easier

Users must drive the development of technology, David Goldstein told attendees at the recent advanced networking day, Intelligent Infrastructure: Supporting next-generation research and education. Sponsored by Orion and CANARIE, and hosted by Information Technology Services in conjunction with Royal Military College and St. Lawrence College, the advanced networking day featured presentations from researchers and educators showing how they have incorporated next-generation collaboration tools and resources into their work and research.

Dr. Goldstein, who is an associate professor of Anesthesiology and Surgery at Queen's and medical director, Anesthesia Informatics Laboratory and Acute Pain Management at Kingston General Hospital, spoke of the need to leverage technology to provide a health information management system, pointing out that his office was wherever he stood.

Tablets, scribblers, and hand-held devices are changing not only the way patient data is collected, but also could ultimately allow for such things as the latest lab results available at point of care. Seamless wireless connectivity is a significant challenge in the development of such systems. Queen's Computing profes-



BY ITS SERVICES STAFF

### Plugged In

sor David Skillicorn spoke on Teraflow Testbed use and the multinational undertaking designed to create useful platforms for the moving of data heavy files. The United States, Netherlands, Switzerland, Japan, Canada and the United Kingdom are participating.

### Seamless wireless connectivity is a significant challenge in the development of such systems.

Marg Alden, managing director, Human Mobility Lab, discussed the lab's use of computer-assisted surgery, specifically for orthopedic surgeries requiring precision and accuracy. More than 350 surgeries have been performed using this technology, many of

which were "world firsts."

Kevin Smith, principal scientist at SINDEX Inc., explained tele-haptics, which can be used in such diverse areas as 3D seismic data interpretation for geoscientific data to surgical procedures and remote mentoring. Tele-haptics allows demonstration over distances in guiding instruments while "feeling" the resistance of objects and assisting in training in correct movement patterns.

Orion (Ontario Research and Innovation Optical Network) connects Ontario educators, researchers and learners to one another, and to colleagues and resources across Canada and around the world over a high speed, high bandwidth network. Orion also provides the connection to the CANARIE network. CANARIE's website states that it is "dedicated to the research and implementation of advanced networks and applications that will stimulate economic growth and increase Canada's international competitiveness. CANARIE has already succeeded in enhancing Canadian R&D Internet speeds by a factor of almost one million since its inception in 1993."

[www.orion.on.ca/events/kingstonorionday.html](http://www.orion.on.ca/events/kingstonorionday.html)

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

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## Experts address Fetal Alcohol Syndrome, immigrant youth and the Paris riots

### QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Nov. 9 - Nov. 22



Axworthy



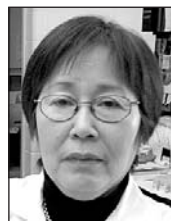
Berry



Burge



Craig



Forkert



Maclean



Walker

**James Reynolds's** (Pharmacology and Toxicology) new test to identify Fetal Alcohol Syndrome receives extensive coverage including the Globe and Mail, globeandmail.ca, Toronto Star, Ottawa Citizen, London Free Press, Montreal Gazette, Edmonton Journal, Winnipeg Sun, Winnipeg Free Press, Hamilton Spectator, Calgary Herald, Vancouver Sun, Kingston Whig-Standard and on CBC Radio One in Whitehorse, Yellowknife and Regina. **Jim Brien** (Pharmacology and Toxicology) is interviewed about Dr. Reynolds's research on CTV NewsNet.

Professor Emeritus **John Berry's** (Psychology) study of international immigrant youth is highlighted in the Globe and Mail, globeandmail.ca, Ottawa Citizen, Kingston Whig-Standard, Vancouver Province, Hamilton Spectator, Windsor Star, Truro Daily Star, Whitehorse Daily Times, and on CBC radio.

Professor **Ned Franks** (Political Studies) comments about a pos-

sible NDP motion that would call for Paul Martin's government to resign in the Globe and Mail, National Post, Ottawa Citizen, Vancouver Province, Calgary Sun, Edmonton Journal, Winnipeg Free Press, Winnipeg Sun, Hamilton Spectator, the front page of the Kingston Whig-Standard and on CBC Newsworld's Canada Now and cbc.ca.

**Douglas Reid** (Business) comments in the Globe and Mail, Ottawa Citizen, Montreal Gazette, Regina Leader-Post and Windsor Star, about a new Canada/U.S. agreement to open the skies for each other's airlines.

**Timothy Smith** (History) discusses the riots in Paris and French immigration in the Globe and Mail and on CBC syndicated radio including Saint John, Montreal, Yellowknife, Windsor, Victoria, Ottawa and Edmonton.

**Virginia Walker** (Biology) discusses her recent breakthrough in birth defect research in the Globe and Mail.

**John Smol** (Biology) comments about climate change and dwindling northern water resources in the National Post, Ottawa Citizen, Montreal Gazette, Edmonton Journal, Regina Leader-Post, Winnipeg Free Post, Vancouver Sun, Windsor Star and Kingston Whig-Standard.

**Poh-Gek Forkert** (Anatomy) is quoted in a Toronto Star story about the potential dangers of exposure to PFOA, a chemical used to make everything from Teflon-coated frying pans to stain-repellent clothing.

**Sherif El-Defrawy** (Ophthalmology) comments in the Toronto Star about treatment for presbyopia.

**Alistair MacLean** (Psychology) comments in the Hamilton Spectator about sleep disturbances.

**Philip Burge** (Psychiatry) discusses adoption disclosure legislation, Bill 183 in the Kingston Whig-Standard.

**Jay Handelman** (Business) comments on the front page of the Kingston Whig-Standard about the wristband-marketing craze.

**Tom Axworthy** (Policy Studies) appears on CBC TV's Newsworld discussing the grounds for calling a federal election.

**Malcolm Cunningham** (Education) talks about study skills on CBC's Ontario Morning.

**Wendy Craig** (Psychology) is interviewed about bullying in schools on CBC Radio's regional news reports and her research is highlighted in the Winnipeg Free Press.

**Doug Babington** (Writing Centre) discusses university students' writing skills on CBC radio.

**Tom Kent's** (Policy Studies) opinion piece about Prince Edward Island's proposed electoral reform appears in The Charlotte-town Guardian.

Studies by **Peter de Groot, Brenda Saunders, Candace Scott** and **Peter Boag** (Biology) on the mating systems of polar bears and rhinoceros are featured on this month's cover story in Canadian Geographic.

**Don Klinger** (Education) comments in University Affairs about university admissions standards.

The Toronto Sun and Kingston Whig-Standard report that **Susan Cole** and **Roger Deeley** (Pathology and Molecular Medicine) have received the Robert L. Noble Prize, one of Canada's most prestigious cancer research awards.

Queen's newest Canada Research Chairs, **Mark Boulay** (Physics) and **Craig Hawryshun** (Biology) are profiled in the Kingston Whig-Standard.



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\$0\*

LG 3300

The LG 3300 phone offers customizable colour faceplates so you can add a sense of individuality to your mobile phone. The clamshell style phone has a stub antenna design and changeable display controls. The phone allows for recordable voice ringers and up to 4 minutes available for digital voice recording during calls.



\$29\*

LG 6200 (camera-phone)

The LG 6200 is a clamshell style phone with a stub antenna design. The phone allows for recordable voice ringers and up to 3 minutes available for digital voice recording during calls. The integrated camera and camcorder allow you to share your memories with your friends and family. Download games, ringtones and more with your mobile browser.

For more information, please contact **CBCI Telecom**  
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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

### Appointments

#### Bruce Hutchinson appointed acting principal, Queen's Theological College

Bruce Hutchinson will assume the post of acting principal of Queen's Theological College from Jan. 1, 2006 to May 31, 2006 during current principal Jean Stairs' academic leave. Dr. Hutchinson brings forth a wealth of experience garnered at Queen's University, where he was Associate Vice-Principal (Research) until his retirement, May 2004. Dr. Hutchinson also brings strong familiarity with The United Church of Canada as an active layperson and through his service as a past Chair of Kingston Presbytery, current President of Bay of Quinte Conference, delegate to General Councils in 2003 and 2006, and Bay of Quinte Conference lay representative to General Council Executive 2006 to 2012. During the past year he also served as a member of the Theological College's Strategic Planning Committee and its Recruitment and Development Committee. In announcing the appointment, Anne MacDermid, chair of the Board of Management expressed appreciation to Dr. Hutchinson for

his willingness to serve the college in this way.

### Committees

#### Principal's Advisory Committee, Dean of Graduate Studies and Research

Principal Karen Hitchcock announces the membership of the committee, which she has asked to advise on the appointment of the Dean of the School of Graduate Studies and Research.

Members are: Rosa Bruno Jofré, dean, Education; Irène Bujara, director, Human Rights Office and Interim University Advisor on Equity; Monica Corbett, Graduate Studies and Research; Sandra Crocker, Associate Vice-Principal (Research); Ana da Silva, Civil Engineering; Patrick Deane, Vice-Principal (Academic) – Chair; Sandra den Otter, History; David Hanes, Physics, Engineering Physics and Astronomy; Hok-Lin Leung, director, Urban and Regional Planning; Merrilee Muir, executive assistant to the Vice-Principal (Academic) – Secretary; Kim Philipps, Graduate Studies and Research; Stephen Scott, Anatomy and Cell Biology; Dave Thomas, president, SGPS. Members of the university community are invited to submit their comments regarding the selection of a dean of the School of Graduate Studies and Research in writing to the Office of the Vice-Principal (Academic). Respondents should indicate whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

University community members

are reminded that a process to review the governance structure of the school has been initiated through the Senate Committee on Academic Development (SCAD).

#### Senate Committee on Academic Development (SCAD)

Patrick Deane, Chair of the Senate Committee on Academic Development (SCAD) announces the establishment of a sub-committee for the Review of the Governance Structure of the School of Graduate Studies and Research. It will engage in broad consultation with students, staff and faculty members across the university, and specifically with faculties, schools and departments. A comprehensive analysis of the existing governance structure as set out in the constitution of the school will be undertaken. The sub-committee is specifically charged with the task of assessing whether the current structure promotes efficiencies and locates responsibilities in the appropriate units and bodies. It will review alternative structures and report on the advantages and disadvantages of each model. In considering alternative structures, the sub-committee will examine the resource implications, including any reallocation of tasks and responsibilities, connected with each option. As part of the overall review, the sub-committee will also examine additional organizational and administrative aspects of the school, in particular whether the school should have administrative responsibility for postdoctoral fellows, as well as the implications for the schools and graduate programs that currently report directly to the School of Graduate Studies and Research. The sub-committee will make recommendations to the Senate Committee on Academic Development (SCAD) regarding the governance structure of the school including any changes that would be necessary to incorporate efficiencies while accurately reflecting the functions and responsibilities of the school within the broader university organizational structure.

#### Sub-committee members are:

Patrick Deane, Vice-Principal (Academic) – Chair; Monica Corbett, Graduate Studies and Research; Robert Lawson, graduate student-at-large; Kim McAuley, representative of division chairs; Karilene Montgomery, secretary; Bob Silverman, dean, Arts and Science; Eleanor MacDonald, Sandra Olney and David Wardlaw, faculty members-at-large.

Members of the university community who wish to comment on the issues being addressed by the SCAD Sub-Committee for the Review of the Governance Structure of the School of Graduate Studies and Research are invited to do so in writing to the chair of the sub-committee.

### Human Resources

#### Milestones

Compiled by Faye Baudoux

If you have a milestone of 5, 10, 15, 20, 25, 30, 35, 40 years or more of continuous service coming up and you do NOT wish your name to be included in the listing, please contact Faye at ext. 77791. Congratulations to those who reached the following milestones in November 2005.

**35 years:** Janie Haig, Education Library; Bonnie Lawrie, International Centre.

**30 years:** Lee Boudreau, Pathology

and Molecular Medicine; Candy Randall, Arts and Science.

**25 years:** Elaine Bevins Caird, Apartment and Housing; Angelo D'Alessandro, PPS; Roger Healey, Institutional Research and Planning; Reginald Manuel, Biochemistry. Onno Oosten, Mechanical and Materials Engineering.

**20 years:** Terry Burns, PPS; Gordon Crawley, PPS; Leonel De Matos, PPS; Stephen Graham, PPS; Wayne McMachen, PPS; Ronald Oomen, PPS; Barbara Saunders, Pathology and Molecular Medicine.

**15 years:** Mary Lou Chapman, Industrial Relations Centre; Kathie Granger, Office of the University Registrar; David Lynch, PPS; Janet MacDonald, Biochemistry; Lisa Rodrigues, Business; David White, PPS.

**10 years:** Bogumil Mekarski, PPS. **Five years:** Robert Cavanagh, Business; Beth Lake, Pharmacology and Toxicology; Karen Logan, Applied Science; Jim Petrunka, Campus Telecommunications and Networks.

#### Employee Assistance Program

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

#### December holiday closing

This year, normal university operations for most (but not all) departments will close on Friday, Dec. 23 at 4:30 pm. Regular university operations resume on Tuesday, Jan. 3, 2006. December pay date (bank deposits): The cut-off date for changes to the December 2005 monthly payroll (including salary requisitions for monthly paid employees) is Thursday, Dec. 1. The December pay date for monthly paid employees will be on Friday, Dec. 30. Salaries deposited to bank accounts will be available at the banks by Dec. 30 at 10 am. Salary advice statements for monthly paid employees will be mailed to the departments on Dec. 15.

For details on job opportunities, employee development, human resources policies see the Human Resources website at [www.hr.queensu.ca](http://www.hr.queensu.ca)

### Nominations

#### Chancellor A. Charles Baillie Teaching Award

Nominations are invited for the Chancellor A. Charles Baillie Teaching Award to be awarded in October 2006. This award recognizes undergraduate or graduate teaching that has had an outstanding influence on the quality of student learning at Queen's. Nominations should provide evidence of an improvement in student learning and/or a demonstrated impact on the quality of the student learning experience, especially through the promotion of active learning. Selection will be based on 'excellence in instruction' and on contributions in 'at least one of four additional areas of excellence': innovation, leadership, collaboration, linking teaching with research. All full-time and part-time faculty are eligible to be nominated by a peer (a colleague at Queen's) for this award. The original and two copies of the nomination package addressing the selection criteria should be submitted to: The selection committee,

The Chancellor A. Charles Baillie Teaching Award, c/o The Centre for Teaching and Learning, Faculty and Staff Learning Facilities, B176 Mackintosh-Corry. Deadline: March 1, 2006. Details: [www.queensu.ca/ctl/scholarship/awards/internal.php](http://www.queensu.ca/ctl/scholarship/awards/internal.php)

### PhD Examinations

Members of the regular staff at the university may attend PhD oral thesis examinations.

#### Tuesday, Nov. 29

Kejian Bian, Chemistry. Nitroxide-mediated radical polymerization of functional monomers and the design of novel polymeric microspheres. Supervisor: M.F. Cunningham, 517 Chernoff, 1:30 pm.

#### Monday, Dec. 5

Fenglin Wang, Mechanical and Materials Engineering. Dynamic modeling of MRI scanners. Supervisor: C. Mechefske, 312 McLaughlin, 9 am.

#### Wednesday, Dec. 7

Kathleen Kenny Rybczynski, Economics. Gender differences in self-employment: the contribution of credit constraints and risk aversion to self-employment entry, duration, and earnings in Canada. Supervisor: C. Ferrall, B503 Mackintosh-Corry, 2:30 pm.

## Calendar

### Art

#### Agnes Etherington Art Centre

University Avenue at Bader Lane

Current exhibitions: Record Keeping, Sarindar Dhaliwal, The imitation of the artist, both to Dec. 18. [www.queensu.ca/ageth](http://www.queensu.ca/ageth)

### Union Gallery

Stauffer Library Main Gallery – Construct, Lisa Visser. An investigation into the modern and contemporary art world. To Nov. 29. [uniongallery.queensu.ca](http://uniongallery.queensu.ca)

### Music

#### Sunday, Nov. 27

Queen's Choral Ensemble, The Kingston Choral Society, Kingston Symphony and four outstanding soloists, Christiane Riel, Anita Krause, Nils Brown and Bruce Kelly perform Verdi's Requiem. Kingston Gospel Temple, 2295 Princess St, 2:30 pm. Tickets: Grand Theatre Box Office, 185 Sydenham St. or at the door, one hour before the concert.

#### Friday, Dec. 2

**School of Music** Messiah Sing-a-long, an informal gathering of voice and orchestra pays tribute to the glorious music of Handel. Main Foyer, Harrison-LeCaine, 1:30 pm.

### 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)

## A Footnote on Health

### Balance work-life challenges

Want an online assessment of your investment style?  
Need tips to keep your stress levels in check?  
Surfing for the latest word on parenting?



#### Check out your ws empowernet online wellness library.

ws empowernet is an online resource library and information service designed to help you balance work-life challenges and stay current on the latest health and wellness trends. You can connect to practical solutions on today's most pressing issues including:

- Parenting
- Elder care
- Relationships
- Addictions and recovery

- Financial and legal issues
- Work-life balance and stress
- Many other health and lifestyle issues

With a click of your mouse, you'll find in-depth resources and helpful links that give you the knowledge you're looking for. Click to find:

- Original articles, fact and tip sheets
- Topic-specific Web links
- Child and elder care locators
- Financial calculators
- Health and wellness self-assessment tools
- Streaming audio clips
- Book recommendations

Spend less time surfing and more time exploring quality information and tools that get to the heart of the issue and empower you to take action on your goals.

To log onto ws empowernet go to: <http://www.queensu.ca/eap/main.html> or [www.warrenshepell.com](http://www.warrenshepell.com).

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.



### Biology

biology.queensu.ca/seminars/dss.html

### Business

business.queensu.ca/research/conferences/index.php

### Cancer Research Institute

meds.queensu.ca/qcri/calendar/index.php

### Centre for Neuroscience Studies

queensu.ca/neurosci/seminar.html

### Chemistry

chem.queensu.ca/newsandevents/seminars/seminar02w.pdf

### Computing

cs.queensu.ca/seminars/

### Economics

qed.econ.queensu.ca/pub/calendar/week.html

### GeoEngineering Centre at Queen's - RMC

www.geoeng.ca

### Geography

geog.queensu.ca/seminars.html

### Human Mobility Research Centre

www.hmrc.ca

### Law

law.queensu.ca/Visitors/index.php

### Pharmacology/Toxicology

meds.queensu.ca/medicine/pharm/

### Physiology

meds.queensu.ca/medicine/physiol/physiol.sem.html

### Policy Studies

www.queensu.ca/sps/calendar/week.htm

### Physics, Astronomy, and Engineering Physics

physics.queensu.ca

## Public Lectures

### Monday, Nov. 28

#### Policy Studies

Maude Barlow, The Council of Canadians. Too close for comfort: Canada's future within fortress North America. Biosciences Complex, 116 Barrie St., 7:30 pm. Free. Book-signing to follow.

### Tuesday, Nov. 29

#### Policy Studies

Michael Baker, Toronto. Universal childcare, maternal labour supply and family well-being. 334 Policy Studies, 4 pm. A Westcoast research lecture.

### Thursday, Dec. 1

#### Philosophy

Mark Migotti, Calgary. The key to Peirce's view of the role of belief in scientific inquiry. 517 Watson, 4:30 pm.

### Thursday, Dec. 8

#### Philosophy

Mick Smith, Queen's. Environmental risk and ethical responsibility: Arendt, Beck and the politics of acting into nature. 517 Watson, 4:30 pm.

## Special Events

### Nov. 29 - Dec. 1

#### Craft fair

Featuring works by local artisans. Biosciences Atrium, 116 Barrie St. 10 am - 6 pm daily. Presented by the Masters in Art Conservation Program.

### Thursday, Dec. 1

#### Principal's Holiday Reception

Grant Hall, 11:30 am - 1:30 pm. Presentation of Special Recognition for Staff Awards takes place at 12:30 pm.

### Saturday, Dec. 3

#### Queen's Athletics Community Hockey Day

Jock Harty Arena. Queen's women vs. Windsor, 2 pm; Queen's men vs. Concordia, 7 pm. All local minor hockey players are invited to attend the game as guests of Queen's Hockey and PrimeTime Marketing. Wear your hockey jersey to get in the door. Free clinic and other door prizes. Details: Queen's Athletics Sport Events Office, ext. 77834 or email homevent@post.queensu.ca

## Volunteers

### Menopause study

Are you a physically active pre- or postmenopausal woman, aged 42-

54 and not taking oral contraceptives or hormone replacement therapy? You could take part in a study examining the effects of menopause on breathing, blood acidity, and bone health. This Physical and Health Education study involves 2 laboratory visits over approximately one month. For more information contact Megan Preston at 533-6284 or email menopause\_study@hotmail.com.

## 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**

**The next Gazette deadline is Monday, Dec. 5 at noon.**

## WOMEN AND KNOWLEDGE



STEPHEN WILD

Drama professor Daniel David Moses reads from his play, *The Witch of Niagara*, in room 202 Policy Studies earlier this month at the seventh-Annual Symposium on Aboriginal Studies: Women and Knowledge. Assisting him was a group of drama students, directed by Craig Walker, also a professor in the Drama department.

## STRATHYLINGUA Semantic shift

*ae = ē ph = f qu = kw -age = -ij  
ory = oi dg = j -age = -ij  
x = ks ew, ew = ū  
-ery = ī -sm = -zm*

We need words. When Alzheimer's, stroke or hearing impairment puts words beyond our reach, we suffer grievously. Unspeakably. But do words need us? They seem not to. They have their own home, in the dictionary, and their own relationships, their synonyms, their antonyms, their derivatives. Words appear to be quite stable and self-sufficient. They are, however, just as dependent on us as we on them. When we stop using a word, it perishes. And, if we change the meaning of a word, inadvertently or by design, it cannot resist its new role. Humpty Dumpty may have stretched the point, but there is definitely some truth to his willful assertion that a word means "just what I choose it to mean—neither more nor less."

Two words are changing in meaning as you read this column: *reticent* and *laconic*. In the dictionary, *reticent* is defined as "reluctant to speak" and *laconic* as "terse." More and more frequently, however, people are using these terms to mean, respectively, "hesitant" and "indolent." Thus, words that previously referred only to speech behaviour are now being applied to behaviour generally. This very common type of semantic shift is called generalization. The process of generalization is complete for the word *holiday*. Canadians use the word for any type of work break, vacation time or civic holiday; originally it referred only to Christmas, Easter, and other "holy days." Words can narrow in meaning as well as broadening: *hound* once meant "dog"; *meat* meant "food"; and *girl*, "girl or boy." Words can gain respectability (in an *ameliorative* shift) or lose it (in a *pejorative* shift). *Shrewd* has positive connotations today, though it once meant "wicked." *Hussy* took a turn for the worse, when its link to "housewife" became obscure. Very often, people use a word metaphorically until the metaphor becomes a literal meaning. Occasionally, the earlier literal meaning of the word disappears from collective memory. *Flagrant* now means "egregious"; it once meant "flaming" (cf. *conflagration*). *Lucid*, now means "clear" and often describes prose; it once meant "luminous" and described the firmament. Semantic shifts occur gradually but continually, and they occur through us. Although we like to think of language as existing outside ourselves, it lives in us, collectively.

This week's puzzle is a crossword with a time twist. Many clues are regular. A few are old-fashioned or obsolete expressions. Ten clues are quite unusual in that they offer phrases or sentences illustrating an *obsolete meaning* of a word that we still use today. What the puzzle requires, in these cases, is a *synonym of the obsolete meaning* of the clue word. Good luck!

### Across

1. **New World continent** (abbrev.)
3. **spill** "Caring no more in their fury to spill a man, than ... a dogge" (1612)
5. **pupil** "The chancellor...was the guardian of all such minors and pupils." (1754)
8. **vocative interjection**
9. **information highway destination**
10. **lump**
12. **film most likely to offend**
13. **regal beast**
14. **conscious**
15. **Lent** "The even of the day and the night is once in the Lent and [again] in harvest." (1387)
16. **sports shirt**
17. **variable**
18. **bodhisattva's nonentity**
19. **shampoo** "A traveller ...is always given a mat to lie on, and his weary limbs are shampooed whilst food is prepared for him." (1898)

25. **meadow**
  27. **meticulous** "Thow be..meticulos, and dar nocht se blude drawin." (1535)
  28. **arrive** "The schype arryvyth at the haven...." (1538) [*Old Fr. arriver* (*à + rive*) to + shore]
  29. **infinitive marker**
- Down
1. **pneuma**
  2. **caption** "The caption of some of the most violent appeased the riot." (1837)
  3. **witten** (past participle of *wit*)
  4. **science** "The auncient women were more esteemed for their sciences, then for their beauty." (1557)
  6. **drop like a drip**
  7. **with** One of two interpretations of "fight with" preserves the Old English meaning of *with*.
  11. **belly** The Old English expression *wine-belly* means "wineskin"; Old English *bean-belly* means "bean pod"; Old English *meat-belly* means "meat pouch."
  18. **invalid**
  19. **staff**
  20. **eh homophone**
  21. **preside**
  22. **Ont. municipalities' org.**
  23. **serviceman** (Am.)
  24. **schooling** (abbrev.)
  26. **teacher's helper**

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28					29		

*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.*



## WISE GUY ON CAMPUS



LARS REHMANN

A barred owl peers from its perch in a tree on the west side of Fleming Hall, Stewart-Pollock Wing on a sunny afternoon earlier this month. Dale Kristensen (Biology) says these owls are common in the mature forests north of Kingston and are beginning to move southward through our area. They prey on mice and squirrels, but will take snakes and other small mammals – not cats or dogs though! Owls begin courting in late winter when it is common to hear their “Who Cooks for You” call, usually early morning and evening. They will also call in the fall as they begin establishing territories. They nest in tree cavities, typically left by pileated woodpeckers in mature deciduous and mixed forests, laying between two and four eggs.

## 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.

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## Starbucks Coffee is now open in your neighbourhood.

Beverages, beans and baristas.  
All the things you like.  
And a few surprises too.  
Come check us out at our newest location.

Johnson & Division  
121 Division St.

Mon through Fri: 6 am to 11 pm  
Sat: 7 am to 11 pm • Sun: 7 am to 10 pm

## Starbucks is Brewing at Johnson & Division

It's been months in the making: Carrie Barnette-Boka and her team of baristas are delighted to have recently opened the doors of Kingston's newest Starbucks coffeehouse at Johnson & Division.

"We are really excited about our new Starbucks, so we're inviting everyone to stop by for a coffee to say hello," says Barnette-Boka. "I think that as soon as our customers come in, they'll notice that this coffeehouse is truly something special."

The building that houses the new Starbucks has a place in Kingston's history. Built in 1842, the structure was designed by local architect William Coverdale. The building first opened as Johnson Street School, and by 1963 it was home to the Children's Aid Society. The building has now gone through a major restoration which has brought back many of its original elements. Starbucks has renovated the interior space, exposing the original walls of Kingston limestone that have been covered for many years.

"The coffeehouse has a real warmth and character and I think part of that comes from the restoration of the original limestone walls," notes Barnette-Boka. "It's going to be a great spot to meet with family and friends."

Barnette-Boka leads a team of more than 20 locally hired baristas who are called *Starbucks partners*. "I am so proud of my team who will staff this new store," says Barnette-Boka. "They are an exceptional group of people with a real passion for community service as well as exceeding customer expectations."

Though Starbucks prides itself on legendary customer service, Barnette-Boka is quick to note that, for Starbucks, community service is every bit as important. Starbucks believes in playing a key role in the community by encouraging partners to regularly support local organizations through coffee and pastry donations, volunteer hours and grants.

Starbucks recently held a "Friends & Family" event to celebrate the opening of the new location. During the event, beverages and pastries were sold by donation and all funds raised are being donated to H'Art Studio. H'Art Studio is a not-for-profit organization that incorporates fine arts in an innovative literacy, computer literacy and life skills program for adults with intellectual and developmental disabilities.

Kingston's newest Starbucks has also partnered with JR Henderson Public School. Across the country, Starbucks has made a commitment to fostering literacy through programs such as Adopt-A-School. The Johnson & Division Starbucks is set to launch a lunchtime book club with JR Henderson, where Starbucks partners will volunteer their time to help run the book club.

This holiday season, Starbucks coffeehouses will help spread the joy of reading by collecting new, unwrapped books for children in their communities. All the books collected by the Johnson & Division Starbucks will be donated to JR Henderson.

"We want to collect a sleighful of books for JR Henderson!" says Barnette-Boka. "It's such a great way to make a difference in a child's life- you can share the magic of books by donating a book that was memorable to you in your childhood."

While community outreach is a big part of the *Starbucks Experience*, so is serving the world's finest coffee. The company's coffee buyers personally travel to the coffee-growing regions of Latin America, Africa and Asia-Pacific in order to select the finest *arabica* beans. But there's more to coffee than the taste.

"It's true that our customers come to us for a great cup of coffee, but they also want to know that the coffee they drink is purchased in an ethical manner," notes Barnette-Boka. "And as a Starbucks partner, it's important to me, too."

Starbucks strongly believes in the importance of building mutually-beneficial relationships with the coffee farmers and coffee communities with which they work. That's why the company has developed an integrated approach to purchasing coffee, which includes commitment to paying premium prices for all the coffee it purchases to help coffee farmers make profits and support their families. Starbucks has also developed C.A.F.E. Practices (Coffee and Farmer Equity Practices), a set of socially responsible coffee buying guidelines.

Another key to Starbucks approach to coffee buying is the company's investment in social development projects in coffee producing countries. In 2004, Starbucks contributed nearly \$1.8 million for 35 social projects, including improving housing in Colombia and building a health clinic and kindergarten in Guatemala. Starbucks also collaborates with farmers through the Farmer Support Center, located in Costa Rica, to provide technical support and training that promotes high-quality, sustainable coffee for the future.

Starbucks works with organizations such as Conservation International and Oxfam on programs and projects that benefit coffee farmers and their communities around the world

Another element of Starbucks larger effort to be socially responsible in their relationships with coffee farmers and communities is to purchase conservation (shade grown), certified organic, and Fair Trade Certified™ coffees.

"Starbucks and the Fair Trade movement share common goals – to ensure coffee farmers receive a fair price for their coffee and that they can sustain their farms into the future." Which is why, Barnette-Boka points out, Starbucks is one of the largest purchasers of Fair Trade Certified™ coffee in North America and the only company certified to sell Fair Trade Certified™ coffee in 23 countries.

This Fall Starbucks was very pleased to launch Café Estima, their new Fair Trade Certified™ Coffee. Customers will find Café Estima featured as part of Starbucks "Coffee of the Week" program in North America and also available in whole bean and ground form by the bag.

Barnette-Boka encourages customers not to hesitate to ask if they want to try Café Estima anytime. "We're happy to brew you a French press of Café Estima whenever you'd like it. The coffee has such a velvety-smooth and balanced texture with a roasty-sweet flavour- I'd recommend that everyone try it," enthuses Barnette-Boka.

When asked what the one thing is that she wants coffee-lovers in Kingston to know, Carrie Barnette-Boka is emphatic – "Starbucks at Johnson & Division is a great place to spend some time with a cup of the world's finest coffee." So come in and visit Carrie and her team of dedicated partners at Kingston's newest Starbucks coffeehouse, and you'll see their passion for their community and for great coffee in action.

