



QUEEN'S GAZETTE

To Pluto and beyond P9

Still teaching after 50 years P12



Leaders defend police bill decision

By CELIA RUSSELL
Queen's declined to pay an \$84,000 bill from Kingston Police for an unlawful street party last fall because it would have created a "troubling precedent," says Vice-Principal (Academic) Patrick Deane.

"If one turns one's mind to the principle of an individual's responsibility, to make extraordi-

nary payments for incidents in their area that are beyond their control, sets a troubling precedent," he told the Jan. 24 meeting of Senate. He was responding to comments from Senator John Holmes, who noted that a number of people in his neighbourhood were surprised and concerned about the university's decision not to reimburse the

City of Kingston for the extra costs of policing accrued over Homecoming Weekend, Sept. 23-25. Since then, the university has endured widespread criticism that it should have footed the bill. Dr. Holmes said the response has not endeared the university to the wider community and has raised many questions about who is responsible for the fallout.

Dr. Deane said that the university is committed to working closely with the Kingston Police. He explained that the university's position hinged on the fact that Queen's had no ability to control the event and therefore accepts no financial responsibility.

"There are points of principle and precedent that are involved,"

said Principal Karen Hitchcock. The situation would have been different if the university and the city had agreed in advance that the university would pay part of the policing bill. This has been done in the past, but this time no decision was made to offer resources ahead of time.

She questioned whether a

See POLICE BILL: Page 16

PLUNDERING TREASURE



STEPHEN WILD

First-grader Liam Ashdown of Archbishop O'Sullivan School successfully steals the magnetic treasure from "pirate" Terri Sundin, a primary-junior candidate in the Faculty of Education. Her exhibit was part of the popular annual Science Discovery Day held Jan. 28 at Duncan McArthur Hall.

Wanted: Creative ideas for a safe Homecoming

By CELIA RUSSELL
Patrick Deane wants students to bend the rules – in a positive way.

To ensure that future Homecoming weekends are safe and enjoyed by all, including students, alumni and Kingston citizens, the vice-principal (academic) has created a fund to support positive and constructive student initiatives aimed at enhancing a culture of civic responsibility and preventing a recurrence of events such as the unlawful street party on Aberdeen last Sept. 24.

"We want to make the process bound by as few rules as possible," Patrick Deane told the Gazette. "The intention here is to support as many good student initiatives as we possibly can."

In the interests of stimulating student creativity, he declined to give an absolute dollar figure for the fund, known as the Queen's University Student Community Relations and Civic Responsibil-

ity Fund. He'd like to see students consider the unconventional.

"If we get a large number of extremely good and creative proposals, I would be doing my best to support them all.

"The students at Queen's are acknowledged to be remarkably gifted people, and they do have good ideas in the interest of restoring the regard in which the student body is viewed by the community.

The only hope for a long-term and sound solution is to mobilize student creativity. Any proposal promising to have the greatest effect is something we're looking to support."

Once students have submitted proposals, he and/or Janice Deakin, acting associate vice-principal and dean of student affairs, will meet with them to review their proposals, which will include an accounting of funds. He will also be inviting

See CREATIVE IDEAS: Page 2

Does Queen's spirit impede diversity?

RESOURCES CRITICAL FOR CREATING CULTURE OF DIVERSITY, SAYS TOWN-HALL SPEAKERS

By CELIA RUSSELL
The university must do more to build a culture of diversity and

"decisions have to be made top down," says Joy Mighty, director of the Centre for Teaching and Learning and chair of the Senate Educational Equity Committee.

Speaking at the final Engaging the World town hall, Dr. Mighty recommended that Queen's create a vice-principal position responsible for equity with a mandate for building diversity into the life of the university – through its recruitment and

admissions practices as well as its pedagogy.

"It's not just about race and gender – a culture needs a body."

Dr. Mighty and others, staff and students, spoke of the isolation, "the N of one," that individual members of a minority group frequently feel.

She and other speakers disagreed with Vice-Principal (Academic) Patrick Deane's point that little can be done "top down" to

change the culture at the university. He took the view that university community members need to share ideas on how students and administrators can work together to promote diversity and advised participants to offer some concrete suggestions for achieving the goals.

About 80 people attended the seventh and final town hall on the theme of diversity Jan. 24 in room 202 of the Policy Studies

Building. Dr. Hitchcock, who shared the panel with Dr. Dean and Vice-Principal (Human Resources) Rod Morrison, added the session to the schedule after a previous town hall that was to focus on equity veered into other topics. Given its importance, another session was required, said Dr. Hitchcock.

Several people spoke, some passionately, during the

See DIVERSITY: Page 2

Interest in \$1 houses goes through the roof

Due to an unexpectedly high number of inquiries about its \$1 houses, Queen's will hold a public information session with moving and contractor experts to address questions from the public.

It will take place this Thursday, Feb. 16 at 7 pm in the Policy Studies building at 138 Union St. in room 202. An expert panel will include Queen's operations

officials, municipal government officials, CDS Movers and Cupdio Construction.

Since announcing its intention to basically give away 24 houses on Clergy and Earl streets to those willing to assume relocation costs, the university has been inundated with emails and phone calls from people seeking more information.

"We've been very pleased

with the high response as this bodes well for our wish to see the houses used elsewhere," says Associate Vice Principal (Operations and Facilities) Tom Morrow. "While some are interested in individual houses, others have expressed an interest in moving several of the houses to new locations."

The houses must be removed or demolished before the univer-

sity can proceed with the construction of Phase 1 of the Queen's Centre project. To meet the schedule for the clearing of the site and permit the necessary demolition to occur, a firm agreement to relocate the structures would need to be in place by the end of May with the buildings relocated by July 1, 2006.

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Community mourns family tragedy

On behalf of faculty, staff and students, Principal Karen Hitchcock has expressed the deep sorrow of the Queen's community at the news of the family tragedy faced by the Canvin family.

David Canvin, a professor emeritus in the Department of Biology, has been charged in the

fatal shooting of his daughter, Sarah Canvin.

Ms. Canvin died Jan. 27 at home in Snug Harbour on Desert Lake, where she lived with her mother and father. Dr. Canvin's hearing is scheduled for Feb. 22.

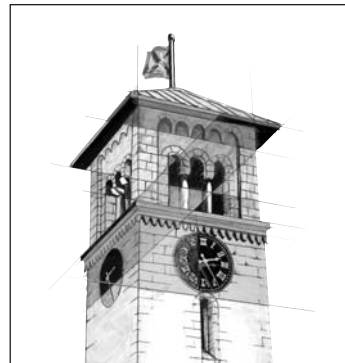
"We grieve the tragic loss of Sarah Canvin's life," Dr. Hitch-

cock said in a statement through the University Chaplain's office.

"We remember Dr. David Canvin's many years of teaching and leadership as a gift to Queen's University, and are saddened beyond words at the situation in which he now finds himself. We extend our most heartfelt and

continuing sympathy to his wife, Marie Canvin, for the tremendous loss she is enduring.

"The strength of a community is its care for one another. Members of the Queen's community will continue in their concern and care for members of the Canvin family, for a long time to come."



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Queen's Gazette Online:
qnc.queensu.ca/gaz_online.php

Queen's News Centre:
www.queensu.ca/newscentre
Subscriptions are \$30 per year.

Med school gets six new undergrad spaces

The School of Medicine will create six new first-year medical spaces in the fall of 2008, thanks to a provincial government program aimed at increasing undergraduate enrolment in medical schools.

Ernie Parsons, MPP for Prince Edward-Hastings on behalf of Chris Bentley, Minister of Training, Colleges and Universities, announced the funding on campus last Thursday.

"Physicians must be respon-

sive to the needs of patients and schools of medicine must be held accountable to the needs of society," said David Holland, associate dean, Undergraduate Medical Education. "Ontario needs more physicians. Queen's School of Medicine has been pleased to be a part of a previous 33-per-cent expansion in undergraduate enrolment, as well as a significant increase in postgraduate position. The School of Medicine is delighted to continue its par-

ticipation in the government's plans for ongoing expansion."

Community-based undergraduate campuses allow medical students to undertake a significant portion of their education in smaller urban centres. Studies have shown that medical students who come from and train in smaller urban settings are more likely to practice in those communities. Training for Queen's medical students will continue to include rural practice

sites in Perth, Smith's Falls and Brockville. The government will provide \$297,000 starting in 2008-09 to support the first year of the enrolment increase, growing to almost \$1.2 million at full implementation.

As well as the expanded enrolment at Queen's, the announcement includes new spaces over the next four years at: McMaster (38), University of Toronto (26), Ottawa University (20) and Western (14).

Creative ideas continued from page 1

advice from student leaders. Students are expected to manage their budget and follow up with a report.

The initiative is meant to be a stimulus for grassroots action and an opportunity for students

to be active partners in the university's efforts to enhance a culture of civic responsibility.

"In the wake of Aberdeen, the discussion of student behaviour has been overwhelmingly negative. We want to shift the focus

from negative and punitive to constructive," said Dr. Deane.

Both individual and group proposals are welcome and are due Wednesday, March 1 to the Office of Vice-Principal (Academic), Room 239, Richardson

Hall. Successful proposals will be announced shortly thereafter. Proposals should outline the objectives of the initiative, an action plan and a detailed budget.

Diversity continued from page 1

90-minute session on themes such as creating an environment conducive to freedom of inquiry; rethinking university planning that inadvertently creates barriers for people with special needs; offering a compulsory course on diversity; focusing on the world view and not just the euro-centric perspective in courses and creating a sense of belonging to aid in the retention of minority faculty, staff and students.

Offering scholarships and bursaries to students or other incentives to prospective employees is not enough to convince them to come to Queen's, let alone keep them on campus, said Wayne Myles, International Centre director. Queen's can offer all the scholarships it wants, but it has to give students a reason for coming, he said.

The International Centre plays a community-building role at the university, and there is much to celebrate. However, Queen's very existence, created by Scottish charter, works against a more inclusive view of the university. He noted that it is the tendency of the dominant culture to remain as it is.

"We are trained from the moment we come to Queen's to reinforce the dominant culture," he said. Queen's can attract people of colour or other diversities, but without the support of peer groups, they are going to continue to leave, "because we keep saying, 'this is who we are.' You can offer all the scholarships in the world - but we've got to stand tough and make resources available to change this."

Dr. Deane also spoke on the issue of cultural perspective. He

questioned whether the university was offering the "experience to become like one of us. You can set up bursaries, you can evaluate them in a certain way, but you really won't get anywhere as an institution unless you undertake a transformation of yourself."

Queen's "traditional spirit" can work against inclusiveness, one graduate student said. Previously, as a Waterloo student, he traveled to Queen's to make a presentation. When he told the class where he was from, 160 students booed him.

"I knew it was in fun, but it hit me. It made me feel like I didn't belong here."

Dr. Deane said his story was helpful to hear.

"There is excellence here, but there is excellence elsewhere too," he said.

Drs. Hitchcock and Deane questioned the feasibility of a compulsory course in diversity. It would be better to extend an awareness through the entire curriculum, and not just in isolated courses, Dr. Hitchcock said.

Jeanette Holden, a professor in the psychiatry and physiology departments, offered the example of a university that routinely sets aside time outside of classes for various clubs to interact and learn about people of other backgrounds.

Queen's also needs to do a better job of getting the word out about existing programs and initiatives that do support diversity.

Many students stay away from Queen's not only because of its elite reputation, but also because of a fear of isolation, one student said. As a Jewish person, he said he was thankful to have discovered Hillel House on campus, a community that supports his culture and his faith.

"Knowing that someone will be here that shares your religion or culture or sexual orientation makes the transition that much easier,"

he said. "It's important to get the word out through admissions that these groups exist on campus."

Mr. Morrison remarked on the goodwill of those who spoke and the emergence of a positive theme. A central entity is needed, he said. Positive things are happening on campus - but each operates in isolation.

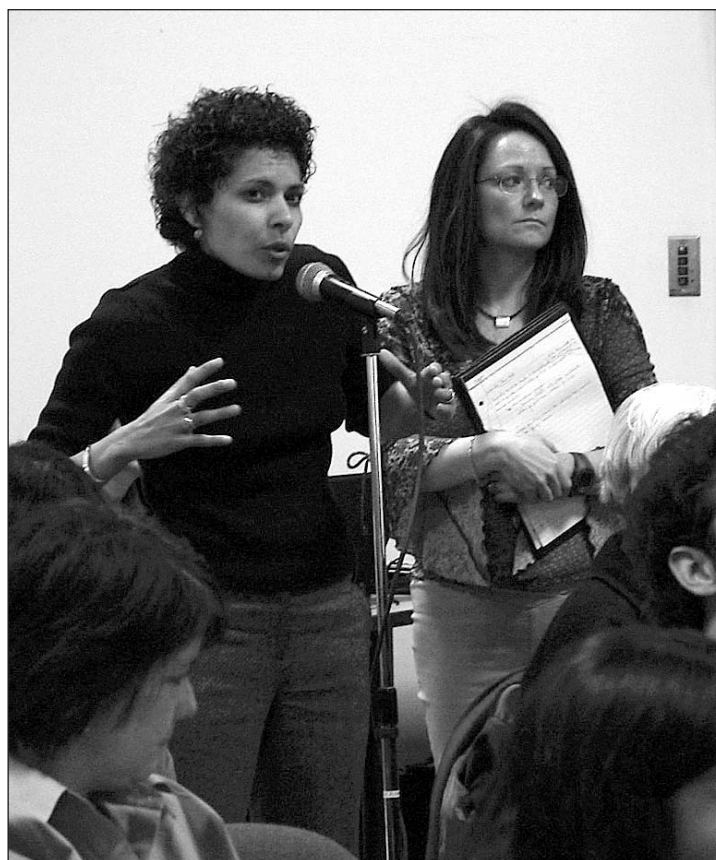
"It's a matter of packaging it all together and making it work."

Dr. Hitchcock expects to be able to share a draft document of her strategic initiative for comment by the Queen's community

by the end of March. The ultimate outcome will provide a framework for guiding decision-making and establishing priorities in key areas of the university - from research, academic program planning and enrolment management to development activities, facilities planning and alumni relations.

www.queensu.ca/principal/lookingahead

For a perspective on diversity at Queen's, see page 7.



CELIA RUSSELL

Arig Girgrah of the Advancement office speaks at a recent town hall on diversity, part of the principal's strategic initiative, Engaging the World while Jeanette Parsons of the Equity office waits to comment. A draft document based on input from written submissions, town-hall and other meetings is planned for completion by the end of March.

Correction

In the Jan. 23 Gazette (Grad student wins CIHR award, page 9) PhD candidate Jie Zheng was incorrectly identified as Mr. rather than Ms. The Gazette apologizes for the error.

The Queen's Gazette is published on the second and fourth Monday of each month (Tuesday if Monday is a holiday), and normally monthly in the summer and December by the Department of Marketing and Communications, 307 Fleming Hall, Queen's University, Kingston, ON K7L 3N6.

Submissions are welcome, but the Gazette reserves the right to edit and print contributions as space and time permit.

SCHEDULE

Issue Date: Feb. 27
Ad booking deadline: **Feb. 13**
Ad artwork deadline: **Feb. 17**
Noon editorial deadline: **Feb. 17**

Issue Date: March 13
Ad booking deadline: **Feb. 27**
Ad artwork deadline: **March 3**
Noon editorial deadline: **March 6**

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CELIA RUSSELL

Student Shawna Phillips takes Minister of Training, Colleges and Universities Chris Bentley on a tour of the Queen's Learning Commons in Stauffer Library as IT Services Director Sean Reynolds and Principal Karen Hitchcock look on. The minister was on campus to announce \$7.6 million in new provincial funding to improve quality at Queen's and St. Lawrence College. Queen's will receive \$5.1 million and St. Lawrence will receive \$2.5 million, earmarked to hire new full-time faculty and support staff.

Province announces \$5.1 million for Queen's

FUNDS TO GO TOWARD HIRING NEW FULL-TIME FACULTY AND SUPPORT STAFF

By SARAH WITHROW

Queen's students can look forward to smaller classes, improved academic support, and greater access to services such as career counseling and financial assistance guidance, thanks to \$5.1 million in new provincial funding.

Chris Bentley, Minister of Training, Colleges and Universities, made the announcement, which also included \$2.5 million for St. Lawrence College, Jan. 25 at Stauffer Library.

"We know there is a direct

relationship between investment and the types of opportunities students have in the future," said Mr. Bentley.

The funds have already resulted in the university hiring four new full-time faculty members and additional support staff – and will fund the hiring of 21 more faculty now being recruited. The university will also invest in developing "smart" learning environments.

The new funding will improve the quality of education at the university, says Principal Karen Hitchcock.

"We are always looking for ways of improving the educational experience for our students," said Dr. Hitchcock. "This new money allows us to begin new programs, recruit new faculty and support staff and obtain

new technology that improves the instructional environment in classrooms and laboratories.

"We are very grateful to the McGuinty government for their new investments and for their continued commitment to advancing quality in higher education."

After the announcement, Mr. Bentley toured the Queen's Learning Commons housed in the library and the Integrated Learning Centre in Beamish-Munro Hall.

According to the Ontario Undergraduate Student Alliance, per capita funding for Ontario universities has decreased by approximately 13 percent over the past 10 years.

This investment comes from the McGuinty government's \$211 million Quality Improvement

Fund part of the Reaching Higher plan, which will invest a total of \$6.2 billion in post-secondary education over the next five years.

"These funds come at an important time," said Principal Hitchcock. "The hiring of faculty will make such a difference as they define this institution."

The 24 new faculty positions were approved by the Board of Trustees last September – an acknowledgement that hiring faculty to improve student-faculty ratios is Queen's first institutional priority.

In making the announcement, Mr. Bentley noted that 70 percent of jobs now require post-secondary education and that, in 15 years, half of all jobs will incorporate technology that has yet to be invented.

IN BRIEF

February is Black History Month

Black History Month Kingston! presents a guide which lists and promotes all local Black History Month events, on and off-campus.

This Thursday, Feb. 16, from 12:15 to 1 pm, listen to Philosophy professor Jon Miller discuss philosophical aspects of African art in *The Dancer Transformed: Masks of West Africa* at the Agnes Etherington Art Centre, Bader Lane at University Avenue. Admission is free on Thursdays.

The 2006 guides can be picked up at various points across campus, including Stauffer Library. Up-to-date information can be found at www.myams.org/acsa or www.web.net/~opirgin/BHMK.html

No excuses, get some tulips

Forget Groundhog Day – the seventh-annual Spring Excuse Tulip Sale is a sure-fire way to hasten the arrival of spring.



Orders will be accepted by phone at 533-2060 from now until March 27 and deliveries will be made to local Kingston area addresses.

Business deliveries will be made on Friday, March 31 and home deliveries on Saturday, April 1. The cost is \$15 for a bunch of 10 fresh-cut tulip stems. Proceeds from this event will help support Kingston Branch's Student Bursary, which aids a deserving local area student attending Queen's.

This event, which is presented by the Kingston Branch of the Queen's University Alumni Association, is entirely volunteer driven.



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Washington Cherry Blossoms	Apr. 06-09	\$749

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Queen's team helps Salvadorans to get mobile

By KAY LANGMUIR

Disabled people in El Salvador and their local medical technologists are benefiting from the expertise of Queen's faculty who helped develop a \$10 artificial foot and who are now helping deliver it to those in need.

The Niagara artificial foot is an odd-looking "snaky piece" of white plastic that has made a huge difference in the lives of amputees in the Central American country.

"Farmers were the first to get it," says John Paterson, project manager with Queen's Social Program Evaluation Group, which is not quite half way through Project Acceso, a two-year program (\$500,000) financed by the Canadian International Development Agency, and conducted under the auspices of El Salvador's Technology Transfer Fund.

"They loved it. It doesn't fall off. It can get muddy and wet and they can carry heavy objects with it...The beauty of the Niagara foot is it's cheap, it's very simple technology, and it's durable."

But because of its curious appearance, its users wanted a shoe on it. So a shoe-like cover is now being developed, Mr. Paterson says.

Queen's involvement in the project began when Niagara Prosthetic and Orthotics, a company based in Niagara Falls, partnered with Tim Bryant in the Mechanical Engineering department to develop and bench-test the foot and with Will Boyce, Project Acceso director, regarding implementation in a developing country.

Although the plastic limb does its job well, the real work for the Project Acceso coordinators has been getting the foot to those who need it. By working with the country's Ministry of Health they developed a system of community-based rehabilitation, and educate local people and community-health workers about the services available. Two pilot areas have been chosen to receive regular visits from a mobile unit equipped to serve prosthetic and orthotic patients.

The other challenge is ensuring that there are skilled professionals nearby who can adjust, fit, and develop the limbs. To this end, Queen's faculty and teachers from George Brown College in Toronto are working with their peers from the University of Don Bosco in El Salvador to improve the development and research capabilities of local prosthetics and orthotics labs.

An academic delegation from the University of Don Bosco visited Canada last fall to further their skills, and some Queen's faculty will make a reciprocal trip this month.

"They don't want to be dependent on Western universities to do this for them. They want to do it themselves," says Mr. Paterson.

But the project is a win-win example of knowledge moving full circle, he added.

"Niagara sends the foot to Queen's and then Queen's and UDB get a chance to try the foot in a developing-world context."

Queen's and University of Don Bosco have also been float-



Jesús Martínez, national director of the Landmines Survivors Network (on right), speaks on the rights of people with disabilities at a Queen's Community Based Rehabilitation (CBR) workshop in Ilopango Norte in El Salvador.

ing ideas for further ways to link up, such as student exchanges and joint graduate programs, "and we're really excited about it," says Mr. Paterson.

Currently, only one in four disabled Salvadorans receive any physical therapy, and only one in 100 have access to prosthetic-orthotic care. Such services are also largely confined to major urban centres. The two pilot locations chosen by Project Acceso

are in rural and peri-urban areas.

Eighty per cent of prosthetic-orthotic needs in El Salvador involve lower limbs, not usually from land mines, but more often as a result of diabetic complications due to lack of treatment.

The Queen's group is confident that, by the end of the project in March 2007, they will have demonstrated, in a number of communities, a workable, affordable system of mobile clinics and

community awareness, backed up by technical support from the University of Don Bosco, that the Salvadoran Ministry of Health can then apply across the country, says Mr. Paterson.

"The objectives are realistic and they're working," he says. "This country is on the verge of making it. The technology is there, the people are there."

www.niagarafoot.com

COLD BEVERAGE EXCLUSIVITY FUND FOR 2005-2006



The Cold Beverage Exclusivity Fund provides \$100,000 annually to a variety of campus organizations for projects benefiting members of the Queen's community. Each year in the late fall, applications are available and are considered by a committee comprised of both students and administration. For more information on the fund please contact Residence & Hospitality Services at 533-6000 ext. 74553.

Project	Group/Department
Art Conservation Clinic October 2005	Art Conservation
Queen's Oscars	Campus Activities Commission, AMS
Queen's Concrete Toboggan 2006	Civil Engineering Dept.
Bachelor of Fine Arts Graduating Art Exhibition	Bachelor of Fine Arts Class of 2006
Equipment Improvement	ASUS Movie Theatre
An Initiative for Computers	Queen's Autonomous Robotics Team
Seven Projects	Queen's Libraries
International Outreach Projects	Queen's Medical Outreach
QPHRA Educational Programming Initiative Fund	Queen's Palestinian Human Rights Assoc. (QPHRA)
Queen's Engineering Competition	Queen's Engineering Competition
Guest Speaker - Dr. James Orbinski	AMS Speaker's Committee
Queen's Model Parliament	AMS Campus Activities Commission
Cirque 2006	Engineering Society
"Pop" Culture: Post-Secondary Institutions and Soft Drink Corporations	Queen's University Against Killer Coke
Out of Site: Art Negotiating Neglected Spaces	Union Gallery
Out Write! A Queer Review	Social Issues Commission of the AMS
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Mental Health Awareness Committee	Social Issues Commission of the AMS
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OUA to review athletic awards system

By CELIA RUSSELL

Ontario University Athletics (OUA) is taking a hard look at how universities reward their student athletes.

The OUA Board of Directors, representing 18 Ontario schools, has created a special task force of athletics directors to examine the existing league policy on financial awards.

Queen's and other Ontario universities are at a competitive disadvantage when it comes to attracting top athletes because they can't offer academic scholarships to entering students, says Athletics and Recreation director John McFarlane. He made the motion to appoint the task force at its semi-annual meeting in Hamilton recently. The group will review and assess the strengths of the current OUA regulations governing athletic awards and report back to the board at its May meeting.

Currently, three of the four regional associations under Canadian Interuniversity Sport (CIS) abide by CIS rules and regulations. Ontario University Athletics (OUA) abides by some of the rules that Atlantic University Sport, Canada West Universities Athletic Association and the Quebec Student Sports Federation do, but the OUA rules are more stringent.

"The question is, shouldn't everyone playing for the same championship be playing by the same rules?" he asks.

The task force will examine several areas, the first being how scholarships are distributed.

"The climate has changed over the last five years," says Mr. McFarlane. He has long maintained that it's getting harder to attract top student athletes to Queen's because unlike universities outside Ontario, it can't offer first-party, entrance-based scholarships. Currently,

athletic scholarships are only available to students in upper years.

The task force will also look at scholarship values. Currently, Ontario university scholarships are capped at \$3,500 annually (recently increased from \$2,500). The other three conferences offer scholarships covering tuition plus compulsory student fees.

Currently, upper-year students in Ontario must have a minimum average of 70 per cent to qualify for a scholarship, whereas the minimum is 65 per cent in the other conferences.

Mr. McFarlane would also like to see the CIS – and the other conferences – adopt the OUA's equity component. In Ontario, universities are restricted to giving out equity envelopes. For example, if a school gives out \$10,000 to its male athletes, it must also give its female athletes the same amount, and vice-versa. "I would like to see that main-

tained – it makes sense," says Mr. McFarlane.

If nothing else, the group will learn what other schools think about the subject, he says.

The task force's position paper will go to the universities' administrators for review before being tabled in May, he says.

"We have to look at the whole area of awards and bursaries to ensure that any changes are well-thought out and manageable," says Mr. McFarlane. "Our University Registrar's office has been very cooperative. We've been working on this together, to attract the best student athletes to Queen's."

Several universities have long maintained that athletic awards are somehow un-Canadian, placed too much emphasis on athletics and impinged on the academic image of universities or were simply too costly.

www.oua.ca

IN BRIEF

Ukraine one year later

One year ago, Ukraine's Orange Revolution overturned a manipulated presidential election and swept a new political elite into power. On Friday, March 3 in room 202 Policy Studies at noon, the School of Policy Studies will present a panel discussion about the issue by Queen's community members who have had active roles in the process of democratic reform in Ukraine. Panelists include undergraduate Uliana Kojoliano, David Elder (Policy Studies) and MPA student Lyubov Margolina. George Perlin, director of the Building Democracy project, will chair.

New research fellowship

PricewaterhouseCoopers (PwC) and Tom O'Neill, former CEO of PwC, has established the PwC/Tom O'Neill Faculty Research Fellowship in Accounting in the School of Business. Accounting professor Steve Salterio CA is the inaugural recipient.

The award will enable Dr. Salterio to focus on research and publication of issues of importance to the accounting field. Mr. O'Neill has served Queen's in several capacities including as vice-chair of the Board of Trustees and chair of the Queen's Centre Campaign. His dedication was recognized in 2005 when he was granted an honorary degree.

GIS expert to visit Geography department

An internationally recognized researcher in the field of geographic information systems (GIS) is a visiting scholar this week in the Department of Geography.

Mei Po Kwan of Ohio State University will be at Queen's from Feb. 14 to 17. As part of her visit, she will present a seminar entitled Politics and Practice of Geospatial Technologies on Friday, Feb. 17 at 3:30 pm. in Macintosh-Corry D214. All are welcome to attend.



Kwan

Dr. Kwan is a professor of geography and women's studies, affiliated with the departments of Planning and Policy Studies at Ohio State. She is internationally recognized as a leading scholar in the field of geographic

information systems (GIS) and especially for her unique application of GIS to social issues, including gender inequalities, racism and health care.

She focuses mainly on the geographical and temporal characteristics of people's daily activities, and the impact of recent social, economic and political changes on their everyday lives as manifested through changes in the geographies of their daily activi-

ties. She is also interested in the development of new analytical methods for geographical research - especially GIS-based 3D geovisualization and geocomputation.

During her visit, she will meet informally with students and others. Those wishing details should contact the department at 533-6030.

Her visit is supported by the Principal's Development Fund (Category A2).



Premier University. Premier Environment.

Established in 1841, Queen's University is among the most respected universities in Canada. Queen's is a research-intensive university which offers a wide variety of post-secondary programs in the Faculties of Applied Science, Arts and Science, Education, Health Sciences, and Law, and in the Schools of Business and Graduate Studies and Research, providing an outstanding educational environment for its approximately 1,000 faculty members, 2,200 staff and 17,000 full-time students. Situated on the shore of Lake Ontario, in Kingston, the University offers stimulating intellectual, cultural, and professional opportunities in a truly spectacular setting.

ASSOCIATE VICE-PRINCIPAL (Faculty Relations)

The Associate Vice-Principal (Faculty Relations) assumes primary responsibility for effective academic labour relations. Acting as the key liaison between the Vice-Principal (Academic) and the Queen's University Faculty Association, the Associate Vice-Principal will manage all aspects of contract administration, collective bargaining and dispute resolution. The position reports to the Vice-Principal (Academic) with a strong functional relationship with the Vice-Principal (Human Resources).

Essential skills are those critical to effective labour relationships – negotiation, dispute resolution, listening, and the capacity to understand, assimilate and reconcile disparate and complex situations and perspectives. University experience would be ideal, but demonstrated success in an equally complex environment would be well suited. A university degree in Law, Policy or Business Studies, or Labour Relations is required to be successful in this role.

Interested candidates should e-mail VPACAD@post.queensu.ca or send a resume to: **Office of the Vice-Principal (Academic), Queen's University, 74 University Avenue, Room 239, Richardson Hall, Kingston, ON K7L 3N6.**

The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



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VIEWPOINT

PAUL SMITH
Career Services



The soft-skills shortage

POST-SECONDARY INSTITUTIONS MUST ADDRESS
A NEW KIND OF SKILLS GAP

Canada is facing an expanding gap between the skills possessed by those entering the workforce and the skills required by employers. This "skills gap" has now emerged as our nation's most pressing human-resource issue, according to an expert panel at a recent town-hall meeting examining the role of Ontario's colleges and universities in preparing graduates for the world of work.

Hosted by the Canadian Association of Career Educators and Employers (CACEE), the Ontario Forum featured panelists Shirley Seward of the Canadian Labour and Business Council, Ted Mallett of the Canadian Federation of Independent Business and Peter Landry from the Toronto Board of Trade. In the audience of 200 were career educators, employers, college and university faculty and members of the public.

A skills gap differs from a labour shortage in that it is not a lack of available labour, but a shortfall in the skills possessed by those available for recruitment. Skills gaps are not new; for example, we have long heard in Canada that we don't produce enough graduates with technical skills.

This panel defined a different shortage, however, and decried a lack of "soft skills," which is causing a significant negative effect on the productivity of their member organizations. Soft skills, described as essential or fundamental skills, are the personal element in work. They range from the simplest of concepts (punctuality) to characteristics as complex as human nature itself (optimism). They include the ability to communicate effectively, or to work well as a member of a team. Entrepreneurship arises from soft skills. So does leadership. According to the Ontario Forum panelists, the sum of graduates entering the workforce lacks these skills and that is proving costly to our economy and to those finding their way into their careers.

Panelists identified areas they felt needed attention from the province's post-secondary institutions, and they provided examples where they saw success. They cited programs that included elements of experiential learning as successful in preparing graduates to move into the workplace. Experiential learning is a term applied to a range of instructional and co-curricular activities linked by a common element: the learner engages with the phenomenon being studied, in addition to thinking about it. The dominant university models are internships and co-operative education. The practice is founded in the work of David Kolb, Professor of Organizational Behavior in the Weatherhead School of Management at Case Western Reserve University. His model evidences the movement of a learner through concrete experience, observation and experience, forming abstract concepts and testing in new situations. The strength of the model is not only in the concrete learning, but also in the reflection upon that which has been learned, and the growth in the learner that the reflection enables. This change has been described as transformative for the individual, the academy and for the sponsor.

Ontario has many successful programs with experiential learning components including the Queen's Undergraduate Internship Program (QUIP).

Despite this, the skills gap remains. If we are to take up the challenge issued to colleges and universities at the Ontario Forum, we will need to be innovative and efficient. Increasing the number of experiential learning programs may narrow that gap, but it will not close it. Not all programs are well suited to the method, nor are all students.

Another route would be to encourage and provoke the acquisition of the fundamental skills through the learning that happens on campus. We may do well by helping students to understand that there are elements of curriculum that provide them with fundamental skills; group projects lend the ability to work in teams, for example. It is quite likely that our graduates are better prepared than they realize, or can communicate.

Our remaining work may then be in breadth, purposefulness and communication. Regardless of this current issue, it has long been a challenge to equip our graduates with the vocabulary to understand and describe the skills they have learned, along with the knowledge they have acquired. If we are deliberate in capturing the story of purposeful integrated learning, we may then communicate that success story to students, to employers and amongst ourselves. These are all steps that might be taken to help to narrow the gap, and make the leap from school to work a little less daunting for our graduates.

Paul D. Smith is director of Career Services at Queen's. He is also president of the Canadian Association of Career Educators and Employers, a national organization leading the discussion on the transition from school to work.

QUEEN'S FLASHBACK ??



QUEEN'S UNIVERSITY ARCHIVES

This reprint of an original photo comes without any identifying information. Given the uniforms, it could be of a sports team. Those who might be able to shed some light are encouraged to email gazette@post.queensu.ca.

Letters

Mystery photo mystery solved

Thanks to several readers who came forward, we now have positive identification of all the Queen's National Scholars that appeared in the Jan. 9 Flashback

photo of 1988.

Christine Overall (Philosophy, also a Queens National Scholar), Bob Malcolmson (History), Stuart Fyfe and Barb Murphy (Political Studies), Lyle Merriam, Arts '90 identified Catherine Conaghan (Political Studies) as the woman next to the flagpole.

Joan Charbonneau (Geological Sciences and Geological Engineering) identified the man on the far right as Colin Thomson.

Celia Russell, Gazette editor



QUEEN'S GAZETTE

From left: Cheryl King-VanVlack, John Wallace, Fred Lock, Catherine Conaghan, Mary MacKinnon and Colin Thomson.

Letters Policy

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

Viewpoint Policy

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

Increasing racial diversity

One does not need to spend too much time on Queen's campus to realize that our student diversity is...very homogenous. I still remember my first day of classes at the Faculty of Education at West Campus. I looked around the classroom of 14 to 15 graduate students and saw at the most, three visible-minority students.

The limited number of visible minority faculty mirrored the same reality. Conversations with other visible minority graduate students in programs such as Law, Math, English, Science, and Physiotherapy revealed a similar phenomenon. It seemed that students from all departments were asking the same question: Why are there so few visible minority students and professors in our program and at this university? Research in diversity and higher education clearly documents that many minority students, including myself, a female South Asian graduate student, still find the campus climate and resources unresponsive to our needs, past experiences, and educational expectations.

One of the main challenges for Canadian universities is to increase the number of visible minority faculty and graduate students. Historically, university structures and procedures in areas such as recruiting, admissions, and funding/ tuition have maintained and reinforced systemic barriers that racial and ethnic minority students face as they assert their right to a post-secondary education. According to the 2003 equity census conducted by the University Advisor on Equity at Queen's, women, Aboriginal people, visible minorities, and persons with a disability continue to be underrepresented faculty members. Visible minority faculty constitute 9.4 per cent of all faculty, up from 6.8 per cent in 1994. Similar findings of



EKTA SINGH

Diversity

a national study by the Canadian Association of University Teachers (CAUT, 2004) also shows that women, First Nations groups, and visible minorities continue to be severely under-represented amongst academic staff in Canadian universities, particularly in high-rank, administrative positions. As a South Asian graduate student hoping to pursue a career in academia, these statistics are not very promising.

Access and retention of visible minority students, including graduate students at Queen's, is a serious concern. Principal Karen Hitchcock has held three town halls on diversity to address such issues and strategies for change in her new strategic plan. Significant changes in funding opportunities is one possible way to address some of the discrepancies. The School of Graduate Studies and Research (SGSR) has a limited number of bursaries available specifically to visible minority graduate students. The school has allocated two awards: the Graduate Dean's Awards for Canadian Visible Minorities, available to new, incoming graduate students, and the Inuit Bursary, valued at \$200. While the SGSR does offer other minimum funding packages, most current bursaries and scholarships available to graduate students are merit based and automatically discriminate against communities of students who may have talents, experi-

ence, and expertise in other areas, or may not be able afford a graduate student education. How can we begin to speak to issues of student and faculty diversity, retention, and campus climate when we have not addressed the fundamental problem of access and opportunity?

One successful example of how a university can proactively address issues of access and funding of visible minority graduate students is the University of California Berkeley's Graduate Diversity Program Office. (See www.grad.berkeley.edu/diversity/index.shtml) This full-time staffed office offers resources for financial assistance, retention issues, information networking and outreach designed to communicate the range of services available to students, including underrepresented, educationally and financially disadvantaged students. It also provides multi-year graduate, diversity and departmental grant fellowships for historically marginalized student groups. It offers services for prospective graduate students, including GRE test preparation, outreach conferences and events in various cultural communities when prospective students visit the Berkeley campus.

Queen's could benefit from implementing a similar program office to make a concerted effort to attract and recruit strong minority candidates for graduate studies.

If universities such as Queen's want to achieve a racially diverse student body, one step toward this would be increasing financial incentives and social support specifically for historically under-represented student groups.

Ekta Singh is a master's student in Education, SGPS equity commissioner for the Society of Graduate and Professional Students (SGPS) and is SGPS student representative on the Senate Educational Equity Committee.

UNIVERSITY ROUNDUP



Academics strike gold

A growing cadre of super-rich academics is joining the ranks of the wealthy in the UK after reaping the rewards of commercializing their ideas and inventions. Twelve academics identified as the biggest earners in the list have founded companies worth hundreds of millions of pounds. The list is dominated by academics at Oxbridge and Russell Group institutions but also includes lecturers at Bradford, Dundee and Ulster universities. It includes John King, formerly of Queen's University, Belfast, who has been valued at 160-million pounds and Brian Bellhouse, and Oxford engineering professor, whose personal wealth has been estimated at 40-million pounds. Says Oxford chemist Graham Richards, "My young colleagues can see that I have made a lot and yet I do normal work and haven't sold my soul." Entrepreneurs have benefited from the Alternative Investment Market, which opened in 1995 mainly to meet the needs of smaller new businesses. In the past two years, UK universities have spun off 20 companies with a combined share value of more than one billion pounds.

The Times Higher Education Supplement, Jan. 20

First chair in Islamic Studies

The University of Alberta is establishing Canada's first endowed chair in Islamic Studies, with the help of \$1 million pledged by the Edmonton Council of Muslim Communities, matching funding from the government of Alberta and \$1 million from the Faculty of Arts. It is fitting that the first such chair be established in Edmonton, says Dean of Arts Daniel Woolf. "Edmonton is absolutely the place for this to have happened - in 1938, the first mosque in Canada opened in Edmonton." So far, the position has garnered international attention, but it won't be filled until the right candidate is found, he says.

University of Alberta folio, Jan. 20

Working class still lags on campus

Despite efforts by the British government and institutions to widen participation in higher education, the proportion of applicants for entry in 2005 who were from families in "routine" (formerly "unskilled") occupations and in lower supervisory and technical jobs fell slightly compared with the previous year. There was only a small rise in the proportion from families in "semi-routine" (formerly "semi-skilled") jobs. "These figures seem to show no movement in the proportion from less well-off backgrounds applying," says Boris Johnson, shadow minister for higher education. "Although this indicates that we must try harder to attract such applications, the government must resist the temptation to go down the route of more hectoring and coercion of institutions."

The Times Higher Education Supplement, Jan. 20

Court throws book at photocopier

The Federal Court handed down a harsh decision against a Concordia neighbourhood photocopier recently for copyright infringement. Riaz Lari faces a six-month suspended sentence and must complete 400 hours community service. Access Copyright, a Canadian copyright licensing agency has repeatedly accused Mr. Lari's U Compute shop of providing photocopies of complete textbooks to students for a fraction of their retail price. Since 2000, the courts have ordered him to desist the practice. Yet, a January 2004 raid yielded more than 2,000 titles on site available for copy. With some textbooks costing \$150, professors should consider expense when developing courses, says Alex Guindon, Webster (Concordia) reference librarian. Current Canadian legislation modifies copyright through "fair dealing." Copying portions of a book for individual study purposes is an exception. If professors limit the number of chapters they assign from any single text, students can freely copy the material for their own use.

Concordia Journal, Jan. 12

He came, he lectured, he conquered

Ryerson University history professor Arne Kislenko has taken top honours in TVOntario's Best Lecturer Competition. Viewers voting by phone and over the Internet chose him over nine other finalists. TVO launched the competition in the fall 2004, when students nominated 359 university and college professors across Ontario. Last August, Queen's professors Tony Dimnik (Business) and Edward Lobb (English) made it to the 30-person semifinalist stage. The list was narrowed to 10 last September and the network aired pre-taped lectures by the finalists last fall. Dr. Kislenko says he didn't take the thing too seriously until he made the top 10. "My first reaction was, I hope there's not a swimsuit competition." To any who might grumble that the competition was a bit flashy or undignified, he retorts, "Since when is it so horrendous to try to be entertaining and informative, to have a little fun, and to showcase a noble profession like teaching?"

University Affairs, January

Compiled by Celia Russell

Maps bring history alive

A noteworthy collection of maps spanning over four centuries of exploration and discovery was donated to Queen's University Libraries in 2003 by Albert H. Ruddell. The collection includes examples of very early woodcut maps by the 16th century mapmakers Ramusio and Magini through famous 17th-century mapmakers of the Low Countries such as Hondius and Jansson to "modern" mapping of the 19th century by John Cary and J. Colton. A small selection of these maps is on display in the Jordan Special Collections and Music Library on the second floor of the Douglas Library building until the end of March 2006.

Some of the early 17th-century material shows the first uses of the Mercator projection, a technical innovation of the period that permitted ocean navigators to maintain a line of constant bearing accurate in every part of the map. The clear and scholarly maps of the 18th-century French mapmakers Delisle and d'Anville demonstrate a growing familiarity with astronomy and other positional sciences of the day. Contrast the decorative but highly imaginative maps of the 18th-century Venetian, Antonio Zatta, a cartographer loathe to acknowledge all that he did not know about the geography of the world.

Ornamental features - fantastic animals believed to roam the different areas of the world, car-



MARY MASON
SUSAN GREAVES

Books and Bytes

touches incorporating local scenery, portrayals of indigenous populations - are also worthy of investigation on these early maps.

Maps can bring history alive. They illustrate the limits of geographic knowledge at the time they were produced. For example, some of the Ruddell collection address the question of California - was it an island or not? What about the long-sought North-West Passage to the Orient? Exploration in the new Americas solved many burning cartographic questions in the 17th and 18th centuries. In this collection, the earliest maps of the 1500s and very early 1600s show California as a peninsula on the west coast of America, although further north than the present day California. But by the 1620s, the peninsula is shown clearly as an island on

these maps, due to misleading information in the writings of Juan de Fuca, the Spanish explorer. The mistake is reproduced time and time again in the maps of many famous Dutch and French mapmakers - Hondius, Blaeu, Sanson to name a few.

One of the earliest mapmakers to clarify the situation was Delisle by early 1700, and later maps of the Americas by these same mapmakers have a far more accurate representation of the Pacific coast. However, detailed information about that coastline and its interior waited until Captain Vancouver completed surveying in the 1790s. Until then, the careful French mapmakers just left a large blank beyond the Great Lakes on their maps. In a similar fashion, a close examination of the Ruddell collection traces the hopes and scientific rumors surrounding the quest for a Northwest Passage - a quest that was solved much later.

To a layperson, it is hard to imagine how these mapmakers of early centuries managed to portray the world as accurately as they did, using all of the scientific and technological advancements of their day but without the benefit of today's Global Positioning Systems or satellite imagery.

Mary Mason is former associate university librarian and Susan Greaves is GIS/Map librarian at Stauffer Library.

IN BRIEF

Medical theory paper is tops

Researchers Jacalyn Duffin (History of Medicine) and Lola Cuddy (Psychology) have been awarded the 2005 David Horrobin Prize for their study of an 84-year-old woman with severe Alzheimer's disease who showed surprising "musical memory."

The study used three tests of music perception and memory, looking at response to familiar tunes, distorted tunes and famous melodies. In each case, the subject's test responses were in the normal or near normal range compared to an elderly control group of similar musical background and experience.

Drs. Duffin and Cuddy concluded that musical abilities seem to be located in brain regions unaffected by Alzheimer's disease and that demented patients might enjoy living in a more musical environment. Now they are seeking further information from people who have noticed musical appreciation in their demented relatives or friends.

The Horrobin Prize was established in 2004 as a memorial to the journal's founder, David Horrobin, an internationally renowned biotechnology researcher and philosophical thinker. Valued at 1,000 pounds, it is awarded annually to the paper published in *Medical Hypotheses* that best exemplifies bold, interesting and potentially fruitful ideas.

Educator award to surgery prof

Lindsay Davidson (Orthopedic Surgery) is the first Queen's recipient of a prestigious national educational award.

An expert in pediatric orthopedics and knee arthroscopy, Dr. Davidson has been named the 2005 winner of the John Provan Outstanding Surgical Educator Award, presented every two years to a single surgical educator in Canada.

This award was created in 1993 by CUSEC (Canadian Undergraduate Surgical Education Committee) with the support of the Canadian Surgical Chairs. It honours outstanding contributions in undergraduate surgical education and is named after the first recipient.

As well as her recognized excellence in undergraduate surgical education, Dr. Davidson has played a strong role in facilitating curricular renewal for the Faculty of Health Sciences. She is a Fellow of the Royal College of Physicians and Surgeons.

PARTEQ creates development program

A new alliance between PARTEQ, the university's technology transfer office, and Communications and Information Technology Ontario (CITO) will help advance university-generated technology discoveries into commercial development.

Under the joint initiative, researchers will be eligible for funding and expertise to advance the development of their research.

A key component is the establishment of a joint CITO-PARTEQ seed fund to finance these opportunities. Eligible researchers will also be provided with market assessment and technology evaluation expertise, and, where applicable, assistance with creating spinoff companies.

Device may help pregnant workers

By NANCY DORRANCE

It's common knowledge that sitting at a computer all day can be bad for your back – and that the problem intensifies during pregnancy. Until now, however, there has been little scientific evidence to support this widespread occupational health complaint.

A new Queen's-led study to be launched this winter will monitor the effects of computer work on pregnant women's backs, arms and shoulders. It will also test a potential solution to the

problem: adding a curved, removable board to the standard office desk.

Mechanical and Materials Engineering professor Geneviève Dumas heads the study, which is funded by the Workers' Safety Insurance Board of Ontario (WSIB). She will be working with researchers from the Institut de Recherche Robert-Sauvé en Santé et en Sécurité du Travail in Montréal.

Also on the Queen's team are professors Andrew Leger (Reha-

bilitation Therapy) and Michael McGrath (Obstetrics and Gynecology), PhD student Tegan Upjohn (Physical and Health Education) and research assistants Karine Charpentier (Mechanical and Materials Engineering) and Andrea Weeks (Mechanical and Materials Engineering).

"We expect the results of this study will help us understand how pregnant women modify their posture to accommodate the constraints due to their

changing bodies," says Dr. Dumas. "The results will also tell us whether the desk boards tested, or similar ones, can improve posture and decrease muscular fatigue during computer work for pregnant and non-pregnant women."

In an earlier study, also funded by the WSIB, the Queen's team surveyed 72 pregnant women in the workforce. The task identified most often as being a problem was "sitting for long periods of time." And since sitting at a computer is a major part of many women's jobs (in 2001 more than 35 per cent of employed Canadian women worked in clerical or administrative positions), the researchers decided to focus on this activity for their new study.

Other research has shown that when sitting at a desk, pregnant women tend to lean forward to reach the keyboard and mouse due to the increased volume of the abdomen, notes Dr. Dumas. This posture may cause pressure on the abdomen and greater muscle activity in the back, shoulder and arm muscles, which could lead to musculoskeletal problems.

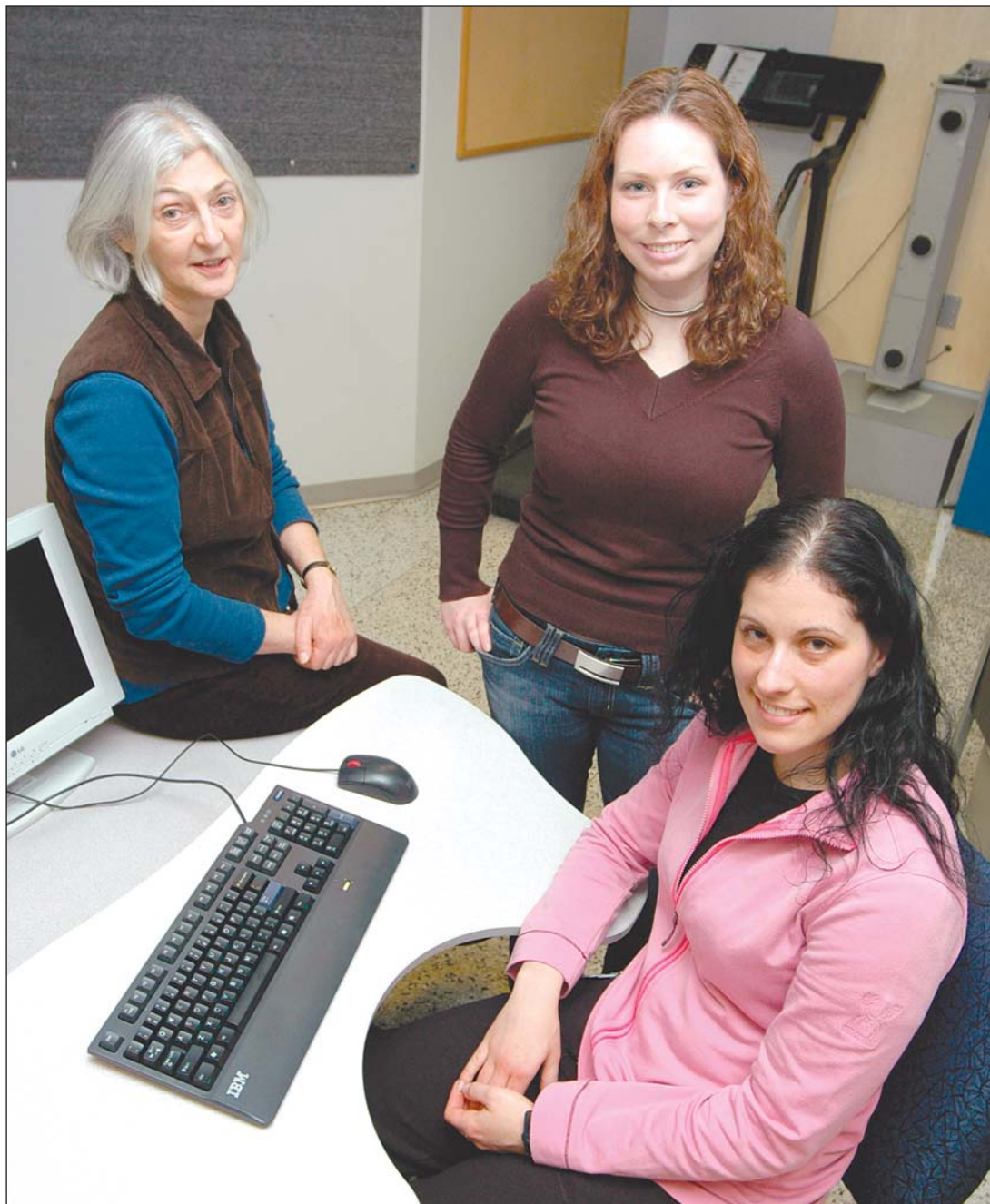
"We felt that a better-designed workstation might help prevent these problems from developing," she says.

The device chosen by the Queen's team for this study is a commercial product called a Butterfly Board. Designed to provide support for the arms, it is a rounded, removable board that can be fitted to a standard desk.

In the study, 20 pregnant women in their third trimester and 20 non-pregnant women matched for age and body type will be asked to perform a standardized typing task at two desks: one a typical office model and the other equipped with the Butterfly Board. Back posture, wrist, elbow and shoulder angles and muscle activity will be monitored during the task. The women will then use the board at their own workstations for two weeks, and return to the lab to repeat the tests.

Dr. Dumas and her team are now seeking participants for the study. Pregnant women who would be able to test the desk board at their workplace are asked to call 533-3060 for more information.

me.queens.ca/people/dumas



STEPHEN WILD

Research assistant Karine Charpentier sits at the Butterfly Board desk, while professor Geneviève Dumas (Mechanical and Materials Engineering) and PhD student Tegan Upjohn (Physical and Health Education) observe.

Changing tax, benefit laws can improve women's incomes: new study

By LORINDA PETERSON

During most of their working lives, women's average incomes are only 60 per cent to 70 per cent of men's average incomes, says a new study by Law professor Kathleen Lahey.

At the same time, women bear disproportionately larger shares of unpaid or poorly paid, part-time and irregular work.

The study, commissioned by Status of Women Canada, also analyzes how Canada's current fiscal policy reinforces the poverty of women and the social, economic, and legal barriers to equal opportunity in the full-time labour force. It concludes that the current system ignores the impact of income and sales taxes on women's low incomes and does not consider the realities of their childcare and other economic responsibilities.

The result is a tax and benefit

system that leaves low-income women vulnerable to having to claim social assistance, while placing pressure on women whose spouses or partners can afford to support them to turn toward unpaid work in the home, says Dr. Lahey.

She suggests the following changes to Canada's income tax laws:

- Reduce the income tax rates imposed on low incomes
- Permit secondary earners to deduct all work-related expenses
- Ensure that women employees either receive fringe benefits they can actually use or, if they are covered by their spouse/partner's benefits, give them their monetary equivalent
- Improve low-income access to employment insurance, Canada Pension Plan, regis-

tered pension plan, and registered retirement savings plans benefits



Kathleen Lahey

- Replace the more than 100 tax provisions that tie tax bills to marital status with provisions that treat all women as individuals in their own right
- Provide an earned income credit to the "working poor"

If it cannot implement all of her recommendations, Dr. Lahey says the government should offer an earned income credit that can be claimed by all secondary earners. This should include women with partners, single parents, those on or leaving welfare, and those with incomes below the average market-basket measure, she says.

Only such a credit system could counterbalance the unrelenting pressure on women to substitute unpaid work for paid work, Dr. Lahey argues.

"This measure," she concludes, "is urgent in light of the fact that women and men inhabit two different economies, and if the new Conservative tax changes come into effect, things will get even worse for women than they already are."

www.swc-cfc.gc.ca/pubs/pubspr/0662416759/index_e.html

The infinity chronicles



New Horizons spacecraft roars off its launch pad at Cape Canaveral, Fla.

BEN COOPER

QUEEN'S ASTRONOMER REPORTS ON DRAMATIC PLUTO MISSION LAUNCH

When NASA successfully launched the New Horizons mission to Pluto last month from Cape Canaveral, Fla., Queen's astronomer and associate dean (Faculty of Arts and Science) Martin Duncan had a front row seat – albeit from several miles away.

An expert in the origin of planets and comets, he was invited to attend the launch by his former research collaborator Alan Stern, the principal scientist of the mission, who is from the Southwest Research Institute in Boulder, Colo. Some of Dr. Duncan's first-hand impressions of the launch appear below.

The size of a grand piano and weighing about 1,000 pounds, the New Horizons spacecraft is traveling more than 75,000 kilometres per hour on a mission to fly by the planet Pluto and its three moons. It passed by the orbit of the Moon only nine hours after launch and is on track to reach Jupiter in early 2007. In 2015, it will fly by Pluto – the only remaining planet not yet visited by a spacecraft or photographed up close – and continue into the Kuiper belt beyond. Several instruments on board will map out and study the geology and structure of the surfaces of Pluto and its moons and the composition of their atmospheres.

To follow New Horizons' path and see its current position along the planned trajectory, visit: pluto.jhuapl.edu/mission/whereis_nh.php

Tuesday Jan. 17

This mission has a real "wow" factor: the first one to the last planet, using the fastest space-

craft ever launched, going on the farthest journey.

Unfortunately, so far, the launch has been delayed twice. We took buses from the visitors' center to the viewing bleachers around noon. Located in the middle of a marshy wetlands area, the Kennedy Space Center abounds with wildlife. Today we passed an eagle's nest, a couple of alligators by the water's edge and numerous birds, including egrets and herons.

Since the bleachers are about four miles from the launch pad, you can see the rocket in the distance, but it's definitely not a CNN close-up! We have to be especially distant because of the radioactive plutonium on board (even though it's very unlikely that plutonium would be released except in a rare and catastrophic accident). Loudspeakers announce the official updates, broadcast in real time.

It's a wonderful atmosphere although rather like being in the back bleacher seats at an extremely large stadium. The day was beautiful, but with a gusty wind. After several "holds" at four minutes before launch, they decided to go for it. The excitement built as the count was resumed and all of the various engineers (each with responsibility for some subsystem) responded positively.

Unfortunately a gust of wind came up at about 2.5 minutes before launch and it was scrubbed. We all headed back to a reception where the mood was still light, since nothing serious had happened. Apparently, it's fairly rare for a launch to actually go at the first opportunity.

Wednesday Jan. 18

Today we arrived at the space center to discover that there were severe winds and storms in the northeast and the mission control center at Johns Hopkins University was on backup battery

power. Without further power backup, they elected to postpone the next launch attempt until Thursday. At the moment (Wednesday night) the weather forecast here at the Cape looks good, and we'll head out again for another try tomorrow.

Thursday Jan. 19

The third try was indeed the charm – although it was on hold at four minutes for almost an hour beyond the first launch opportunity. This time we were further away since a wind change meant the bleachers were downwind, and they had extreme precautions in case of a disaster releasing plutonium.

We were taken to a park on the grounds of the Kennedy Space Center where we watched from a

dock extending into the water. There were sufficient clouds that the Air Force spotters (who had to be able to see it from the ground in case it strayed off course and had to be blown up!) kept saying "no go" even though everyone else was ready for launch.

Finally, at about 1:45 pm, the loudspeakers announced clearance from the cloud-cover people for a 2-pm launch. We all waited nervously as the countdown proceeded. Then there was huge cheering at sight of the bright red light from the rockets as it lifted off a few seconds past T-zero.

The spacecraft went in and out behind clouds and was already well up in the sky before we even heard the roar of ignition. The smoke trail persisted for many minutes, and we all lis-

tened as they discussed the successful sequence of events on the loudspeakers. Forty-five minutes later we heard that the final burn (on the other side of the Earth!) had launched the now unenshrouded probe on a perfect trajectory toward Jupiter for the gravity boost in 13 months toward Pluto.

At the party that followed, my colleague Alan Stern, the principal investigator of the mission, ceremonially burned the contingency plans – including a text he'd prepared in case it had failed. Alan noted that after the launch the team drops from a small city of people to about 100 who will watch over it for the next 10 to 15 years. So far as I know, all continues to go without a hitch.



COURTESY OF MARTIN DUNCAN

Physics professor Martin Duncan (right) celebrates a successful launch with principal scientist Alan Stern.

Experts address federal election issues, proposed tax cuts, obesity and polygamy

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Jan. 18 – Feb. 6

Ken Wong (Business) comments in the *Globe and Mail* about selling naming rights for movie complexes and RBC's image; and in the *National Post* about the value of being an Olympic sponsor and Sirius satellite radio's marketing strategy.

Tom Axworthy's (Policy Studies) predictions for the outcome of the federal election appear in the *Globe and Mail*. His opinion pieces on the election results and public health in the 21st century appear in the *Toronto Star*, and about what he sees as two fundamentally flawed recommendations in the final Gomery report in the *Winnipeg Free Press*.

Kathleen Lahey (Law) comments on the front page of the *Globe and Mail* about the possibility of Harper calling an open vote on same-sex marriage, and her new *Status of Women Canada* study on fiscal barriers to women's employment is highlighted on the front page of the *Kingston Whig-Standard*.



Aiken



Arnold



Brock



Conway



Day



Gilbert



Lahey



Lazarus



McGarry



Pegley



Power



Taylor

Tamara Small (Political Studies) comments in a *Canadian Press* story that is covered in the *Globe and Mail* and *Kingston Whig-Standard* about political candidates using Internet blogs.

Nick Bala's (Law) opinion piece opposing the decriminalization of polygamy appears in the *Globe and Mail* and his recent study on polygamy in Canada is highlighted in a *Vancouver Sun* editorial.

Sean Conway (Policy Studies) comments in the *Globe and Mail* about the relationship between provincial and federal politics and in the *Toronto Star* about the experience of the Davis government.

Jonathan Rose (Political Studies) comments in the *Globe and Mail* about Liberal attack ads and in *Marketing Magazine* about campaign advertising.

John McGarry (Political Studies) points out the Parti Québécois's preference for a first-past-the-post electoral system in the *Globe and Mail*, and he discusses the Bloc Québécois and separatism in Quebec on *CKRW Radio Windsor*.

The *Tory Syndrome* by **George Perlin** (Political Studies) is quoted extensively in a *Globe and Mail* story offering advice to the Liberal party.

David Skillicorn's (Computing) program that claims to identify the "spin" in political speeches is highlighted in the *National Post*, *Ottawa Citizen*, *Kingston Whig-Standard*, *Calgary Herald*, *Sydney Morning Herald* and *Melbourne Age* (Australia), and on *Discovery Channel's Daily Planet*, *CBC Radio National News*, *Minnesota Public Radio*, globeandmail.com and newscientist.com.

Professor emeritus **Hugh Thorburn** (Political Studies) discusses Paul Martin's lack of commitment to change in the *National Post*.

Obesity research conducted by **Peter Katzmyrzyk** and **Caitlin Mason** (Physical and Health Education) continues to receive coverage, most recently in the *Toronto Star*, *Vancouver Sun*, *Calgary Sun* and on cbc.ca, *CTV NewsNet* and *CKWS TV*.

Art Cockfield's (Law) opinion pieces about national unity under a Conservative government and

Canada's future under Tory rule appear in the *Toronto Star*.

An opinion piece by **Elaine Power** (Physical and Health Education) and **Jamie Swift** (Business) about proposed tax cuts appears in the *Toronto Star*.

Peter Taylor (Mathematics & Statistics) discusses the value of high school calculus to post-secondary studies in the *Toronto Star*.

Lew Johnson (Business) comments in the *Toronto Star* about the corporate trend in focusing on longer-term strategy rather than short-term market expectations.

Professor emeritus **Ned Franks** (Political Studies) comments in the *Ottawa Citizen* about changes to the public service if Conservatives form the new government, and in a *Canadian Press* story that is covered in 27 papers across the country, including the *Charlottetown Guardian*, *Sudbury Star*, *St. Catharines-Niagara Standard*,

See QUEEN'S IN THE NEWS: Page 11

Union Street Improvement Project

Third Public Meeting

02 March 2006
7-9 pm
Policy Studies Room 202
138 Union Street, Queen's University

In 2005 the University began the Union Street Project to develop a streetscape plan for the section of the street between Albert and Barrie Streets. The plan will guide future campus projects along this thoroughfare to create a cohesive, accessible, safe, vibrant and beautiful civic space. Previous public meetings were held on March 30, 2005 and May 5, 2005 to develop project goals and to discuss alternative design concepts. Many ideas came forward concerning the use and appearance of the street.

You are invited to attend a third public meeting at Queen's. The design team will present a preferred design concept for review and comment. Members of the Queen's and Kingston communities are welcome.

To assist us with ensuring this meeting is accessible for everyone, please contact

Janet Lambert, Campus Planning & Development
533-6827 or by email lambertj@post.queensu.ca,
by February 22

to request any special accommodations you will require to attend and participate (e.g., ASL/English interpretation, alternative-to-print formats, etc.).



For project information, contact:
Jeanne Ma, Project Director
533-6191

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Remember the environmental imbalance

Dear Mr. Harper:

We are writing out of concern about your reported pre-election statement that a Conservative government may abandon the Kyoto Protocol.

We agree with you that Canada's record on reducing greenhouse gases has been poor, and that it is unlikely that Canada could meet its commitments at this late date. However, a disappointing record is no reason to abandon an important problem.

Cutting emissions of greenhouse gases is a matter of great urgency to Canada. Kyoto is only the first small step in addressing this problem, but at least it is a step in the right direction. If Kyoto is to be abandoned, it must be replaced with a more comprehensive plan to reduce greenhouse-gas emissions.

It has just been announced that 2005 was the warmest year on record for our planet. It was not an El Niño year, which makes that fact even more remarkable. January 2006 is almost certain to be the warmest on record in Canada, with records exceeded by several degrees in the Western prairies. Snowpacks are at record lows in your home province of Alberta, and predictions for spring flows and filling of reservoirs are dismal.

Mr. Harper, you have spent much of the campaign talking about the "fiscal imbalance." In this regard, there are some who believe that reducing greenhouse gases will cripple the Canadian economy.

But there are many reasons to think that this is a short-sighted view. For example, the Canadian Forest Service predicts that in many regions, the area burned by forest fires will increase

twofold and more. We have already seen the devastation to forests in the west, where outbreaks following a succession of warm winters have devastated an area of forest the size of Ireland. Environment Canada estimates that water shortages resulting from climate warming may cause measurable losses to the Canadian economy in excess of \$20 billion a year.

Expected losses include the ability to generate hydro power, lost shipping on the Great Lakes, less water for agricultural irrigation, shortages to municipal water supplies and reduced opportunities for recreational activities. Problems for agriculture will be particularly acute in the dry western prairies, where

dwindling snowpacks and glaciers are important to summer water supplies.

To this must be added the costs of maintaining Canadian

sovereignty in the north when the decline in sea ice allows foreign vessels to use the Northwest Passage.

In short, protecting the services provided by our environment is an important part of the fiscal balance, especially when the long-term needs of Canadians are considered.

Some Conservative politicians have claimed they want a "made-in-Canada" solution. If this is to be the case, let it be a strong plan that makes Canada a world leader on this critical problem.

Our own Royal Society of Canada, Academy of Sciences has concluded "... the scientific evidence demands effective steps now to avert damaging changes to the Earth's climate." This is

also the stand taken by the national academies and royal scientific societies of the United States, Britain, Sweden and Germany. The recently released Millennium Ecosystem Assessment reinforced the position that human releases of greenhouse gases are influencing our climate.

Politicians might also consider the consequences of the wrong decision. If we rapidly reduce consumption of fossil fuels — as the vast majority of the science community believes must happen — and we eventually find out that this decision was unwarranted, we still end up with better air quality, some extra fossil fuels for our grandchildren to use, and perhaps with a little less money in our pockets.

But if we follow the climate-change skeptics and they are wrong, our grandchildren will have to contend with heat, water shortages, poor air quality, loss of biodiversity, scarcity of fossil fuels, and other consequences of climate warming that we cannot even begin to comprehend today.

The time for obfuscation is over. Clearly, both the weight of scientific opinion and a precautionary approach indicate that we should reduce our emissions of greenhouse gases as quickly as possible. We urge the incoming Conservative government to revisit its position on this matter of critical importance to Canada. The whole world is watching.

John Smol is a professor of biology at Queen's and the Canada Research Chair in Environmental Change. Co-author David Schindler is the Killam professor of ecology at the University of Alberta. Both are members of the Royal Society of Canada, Academy of Sciences. This piece first appeared Monday, Feb. 6 in the Ottawa Citizen.



**JOHN SMOL
DAVID SCHINDLER**
Expert Outlook



Rock Basin Lake, Baird Inlet (east-central Ellesmere Island, Nunavut). As climatic change is predicted to be more pronounced in arctic regions, lakes in northern locations are especially sensitive.

\$1 houses continued from page 1

Queen's has worked closely with the Frontenac Heritage Foundation, which conducted a thorough inventory of items in the buildings such as staircases, mouldings and windows. This has ensured a permanent record of the contents and dimensions of the houses as well as a list of items that might be of value to someone restoring a home or acquiring one of the houses.

The Queen's Centre is a \$230 million facility for student life, athletics, academics and recreation, as well as a new home for the School of Physical and Health Education. It is to be built in phases over the next 10 years

is the largest construction project ever undertaken by the university. Phase 1 construction is set to begin in the fall of 2006. The schedule calls for demolition to begin in the summer.

"We have and will continue to work hard to keeping the community informed of all activities related to the project and will attempt to minimize disruption to surrounding neighbourhoods as much as possible," Mr. Morrow says.

Details on the homes are available at www.queensu.ca/pops. For information about the Queen's Centre, see qnc.queensu.ca/queenscentre.



A view down Clergy Street of some of the houses Queen's is selling for a dollar apiece.

Queen's in the news continued from page 10

Winnipeg Free Press and Kamloops Daily News about how the second volume of the Gomery Report may affect how Harper structures his government.

An opinion piece co-authored by **John Smol** (Biology) addressing the Conservative threat to abandon the Kyoto Protocol appears in the Ottawa Citizen and his research about birds spreading pollutants to pristine Arctic regions through their droppings continues to receive coverage, most recently on CBC French Radio.

Kathy Brock (Policy Studies) comments, on ctv.ca and in the Kingston Whig-Standard; about why there are so few women

candidates in local politics, and strategies used by candidates in the final week of the election campaign on ctv.ca and in the Kingston Whig-Standard; the campaign, the election and the chances of Peter Milliken remaining speaker on CKWS TV, CKLC and FLY FM Radio; and the election debate on CBC Syndicated radio across the country.

Professor emeritus **Stephen Arnold** (Business) comments about Wal-Mart's corporate strategy in the Hamilton Spectator and the Guelph Mercury.

Geoffrey Hodgetts (Family Medicine) discusses renewed funding and the Queen's-led medical training

project in Bosnia in the Kingston Whig-Standard and on CKWS TV.

Arthur Sweetman (Policy Studies) comments on party loyalty at the municipal level on the front page of the Kingston Whig-Standard.

Richard Day (Sociology) and student **Toby Moorsom** comment in the Kingston Whig-Standard about welfare recipients' applications for special dietary allowances.

Professor emeritus **Duncan Sinclair** (Policy Studies) comments about Peter Milliken's chances of being re-elected Speaker on the front page of the Kingston Whig-Standard.

John Lazarus (Drama) comments on his play, *Rough Magic*, in the Kingston Whig-Standard.

Rodney Wilson (Fitness & Lifestyle) and **Karen Pegley** (Music) comment on the use of music in exercise in the Kingston Whig-Standard.

Sharryn Aiken (Law) comments on the front page of the Kingston Whig-Standard about the possibility of terrorists held on security certificates at Millhaven maximum-security institution.

Robert Gilbert (Geography) is interviewed on CKWS TV about the impact of global warming on weather patterns, agriculture and

changes in sea levels.

Les Casson (Writing Centre) comments on the deep dedication of adjunct and sessional professors on CBC Radio's Ontario Morning.

Malcolm Welch (Education) discusses the proposed new legislation that would raise the school leaving age to 18 years and tie school attendance to students' driver's licenses on CBC Radio's The Current.

Jean Côté (Physical and Health Education) discusses a recent study about body checking in youth hockey on CBC French Radio.

Still teaching and loving it after 50 years

WELL PAST RETIREMENT AGE, AL GORMAN CONTINUES TO PURSUE HIS TWO PASSIONS: TEACHING AND HOCKEY

By KAY LANGMUIR

It comes as no surprise to those who know Al Gorman that his office in Miller Hall has that lived-in look – because the 80-year-old professor and defenceman on the faculty hockey team still puts in 60 hours a week.

Canned pasta, juice drinks, and empty yogurt containers are stacked neatly in a back corner by the fridge and microwave, and a clutch of battered hockey sticks lean against the book shelves.

"I'm so old, I have a straight blade on my hockey stick," says Professor Gorman, who has taught at Queen's for 50 years. "No one sells them anymore. I found six in Aurora a few years ago, and I bought all six."

This term, Professor Gorman is teaching a half-course, Geology 333, to 35 students. He sometimes wonders where he ever found the time to teach a full course load, plus carry administrative duties as well.

"I'm never completely finished getting ready for a lecture."

After teaching more than 10,000 students over five decades, he knows his strengths and accepts his weaknesses.

"I'm a flop as a professor. I didn't publish enough...but I'm an effective teacher. I've won four teaching awards."

He won the coveted Alumni Teaching Award after he reached official retirement in 1991.

But he continued teaching almost a full course load at reduced pay. He gradually started cutting back, and a few years ago stopped drawing a salary.

Now he occasionally teaches a course for free, like his current engineering geology course in

terrain evaluation, where students learn to expertly interpret aerial photos.

"I work them hard, but I figure they don't mind because they're learning something valuable."

A native of the Montreal area, Professor Gorman has a daughter who's close to retiring from her teaching job, and she thinks he's nuts to do this.

"But it gives me an office and I've got my computer and I'm an emeritus defenceman on the hockey team, so I can play hockey with the students, he says."

Although technology has made aspects of his job easier – he doesn't miss hand cranking a Gestetner machine – he says his approach to teaching hasn't changed.

"I work them hard, but I figure they don't mind because they're learning something valuable."

Al Gorman

"I figure it should be fun, interesting. I should keep them awake, so I kid them... I try to use funny stories with a link to geology so they will remember."

For example, one of his favorite stories about kids struggling to build sandcastles on the beach illustrates the role of water in keeping a slope stable.

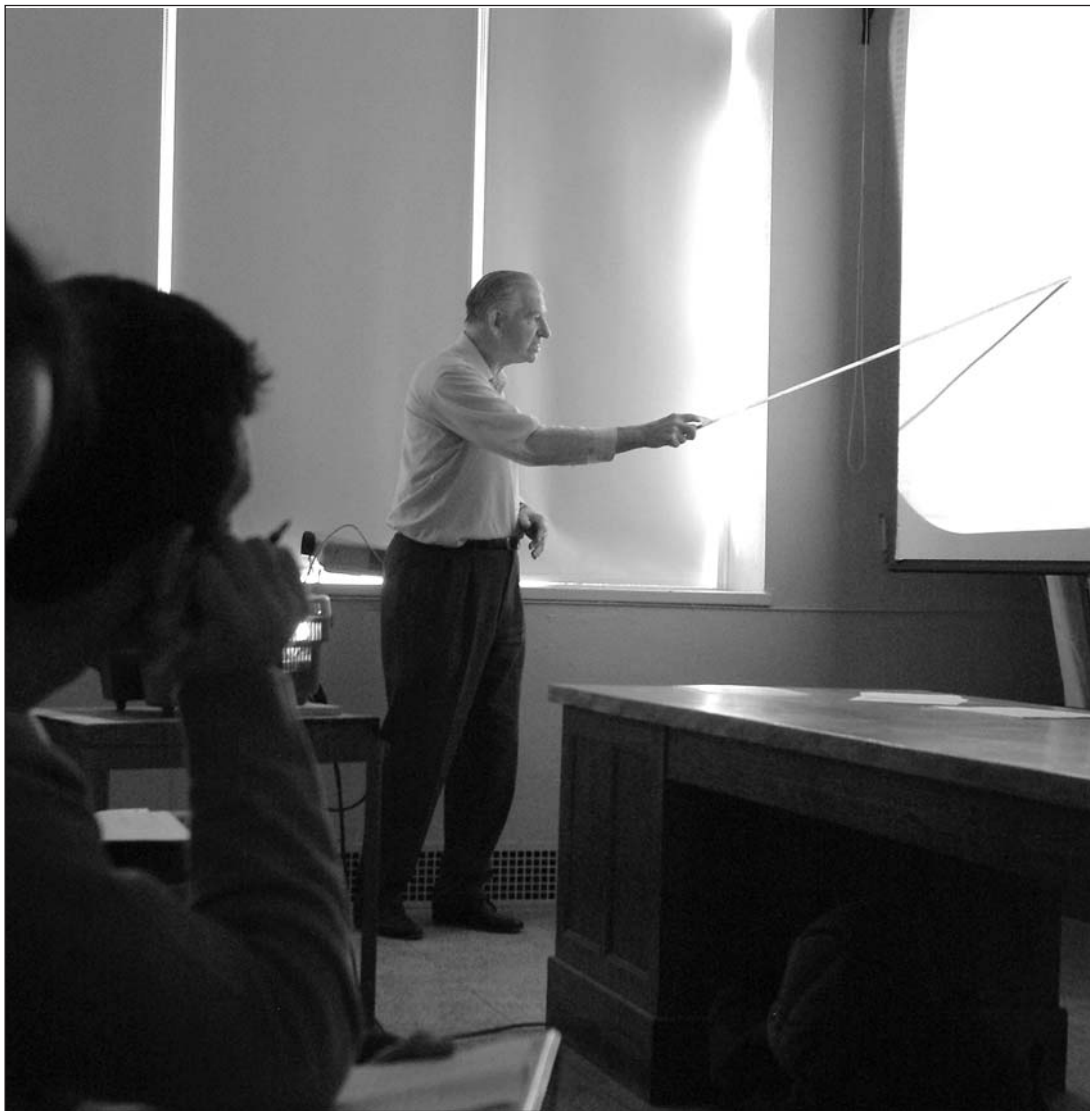
Have students changed over years?

"They complain more. They're not as dedicated. They don't work as hard. There are too many distractions."

And has he changed?

"My memory is going. I don't recognize my students as well as I used to. But I meet so many nice new people every day."

Unlike other faculty who prefer to tuck themselves away in a private corner, Professor Gorman's desk squarely faces his open door, where he can see and be seen easily by people passing in the hall.



STEPHEN WILD

Al Gorman makes a point as he lectures to students about terrain evaluation.

"People come in to use my stapler, my eraser, my three-hole punch; they use my pencils and rulers...I guess I'm easy to get along with. The students aren't afraid of me."

The master has also learned from his students. In turn, he makes frequent trips across the hall to a common room filled with an ample supply of students always willing to help him out with his computer problems.

"I'm hopeless with computers... and they always fix it up for me."

Throughout his life and career, Professor Gorman also spent time as a navigator during World War II, worked for oil companies in Calgary, acted as ship's geologist on Arctic tours and conducted field work and surveys for various governments and companies.

But his heart always leads him back to Queen's.

"I'm here from eight to seven on week days and from 10 to seven on weekends... and when

I get in, I'm in the building. I eat my lunch here."

Professor Gorman, not surprisingly, got the best rating in his department for availability, in the student assessments of faculty.

"But since I didn't get a five (perfect score), somebody thought being in my office 60 hours a week wasn't enough," Professor Gorman says. But the grin is broad, because the professor is still having fun after all these years.

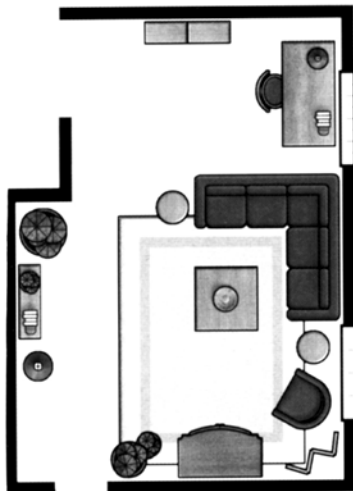
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Submission information

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

Janice Helland appointed Acting Head, Department of Women's Studies

Principal Karen Hitchcock announces that Janice Helland has been appointed acting head of Women's Studies from July 1, 2006 until June 30, 2007. Dr. Helland received a BA from the University of Lethbridge and her MA and PhD from the University of Victoria. She taught at Victoria, Memorial University and Concordia Universities before coming to Queen's in 1999 on a Queen's National Scholarship as a professor with joint appointments to the Departments of Art and Women's Studies. Dr. Helland's research focuses on British and Irish female artists and designers in the nineteenth century. She has published several papers and book chapters. Dr. Helland has served Queen's on several committees including the Principal's Advisory Selection Committee for the Queen's National Scholarship Competition. She was acting head of Women's Studies in 2002 - 03.

Awards and Grants

Nominations wanted for Health Sciences Education Award

The Health Sciences Education Awards Committee is seeking nominations for The Faculty of Health Sciences Education Award. The award acknowledges faculty members who exhibit excellence in teaching. In keeping with the importance of the award, and to encourage a wide range of nominations, the award process has been revised. To begin, please send completed nomination form to the Dean's Office no later than Friday February 17, 2006. Supporting documentation will be requested once the nomination forms have been received. All members of faculty are eligible for the award. David Walker, dean of Health Sciences, encourages the university community to take this opportunity to recognize those invaluable teachers who are dedicated to

enhancing the quality of learning within the faculty. Nomination forms are available online at <http://meds.queensu.ca/>

OPIRG seeks nominations for Faculty Activism Award

The Ontario Public Interest Research Group Kingston seeks nominations for its faculty award for community activism. This recognition is given annually to a Queen's university faculty member who has demonstrated a commitment to connecting their academic work with community activism in the area(s) of peace, equity, diversity, environmental justice, social justice and/or human rights. The award is open to all faculty members who have taught at least one half-credit course in the 2005 - 2006 academic year. For the purposes of this award, "faculty" includes professors, teaching fellows, adjuncts, and instructors. Nomination submissions will be accepted until Tuesday Feb. 28. Please contact the OPIRG office for a nomination form or download it from the Links section of our website. Any person may nominate a candidate. OPIRG-Kingston is a non-profit organization based on Queen's campus and is a part of a provincial network of PIRGs. Comprised of students and community members, OPIRG seeks solutions to environmental and social justice issues. Go to www.opirg.org for more information. For more details or a nomination form, please contact Tracey Taylor at 533-3189 or email info@opirgkingston.org

Technology Sponsorship Fund

The Queen's University Technol-

ogy Sponsorship Fund funds priority adaptive and learning technology initiatives at Queen's. The total available for disbursement in the current year's competition is approximately \$80,000. Funds will be awarded competitively to high-need projects, which will have a direct impact on the quality of the learning environment at Queen's. Priority will be given to projects related to adaptive and special-needs technologies, and technologies which will have an impact on the teaching and learning environment. Projects related to the broader learning environment will also be considered. The fund's full terms of reference as well as the application and adjudication process are available online at www.queensu.ca/vpac/docandrep.html. Submit applications to the Office of the Vice-Principal (Academic) by Friday, March 3. Awards will be announced by March 31.

Committees

Headship search committee, Department of Emergency Medicine

Michael O'Connor will be stepping down from his appointment as head of Emergency Medicine effective Sept. 30. Principal Karen Hitchcock, Joe de Mora, President and Chief Executive Officer of Kingston General Hospital, and Hugh Graham, Executive Director of Hotel Dieu Hospital, have established a joint search committee to provide advice on the headship and on the present state and future prospects of the department. Members are: Emergency Medicine:

Jaelyn Caudle, Eugene Dagnone, Audrey Hunt, Marco Sivilotti Kingston General Hospital: Pam Devine, Peter Munt, Chief of Staff; Eleanor Rivoire, Anthony Sanfilippo. Hotel Dieu Hospital: Marnie Dahl, Pam Devine, Rodney King, Board Member; David Pichora, Chief of Staff; Mary Smith, Board Member. Obstetrics and Gynaecology: Shawna Johnston, Zoe Piggott, student; Jeffrey Yach, Surgery, Division of Orthopaedics; John Jeffrey (Chair), Associate Dean, Clinical, Faculty of Health Sciences; Gail Knutson, Faculty of Health Sciences; Glenn Brown, Family Medicine. All members of the university and hospital communities, faculty, staff and students, are invited to submit to the chair by Friday, Feb. 17, their opinions in writing, on the present state and future prospects of the department and the names of possible candidates for the headship. Respondents should state whether their letters may be shown, in confidence, to the members of the search committee.

Governance

Election reminder

Online Elections are currently running at www.queensu.ca/secretariat/election for the faculty/librarian/archivist position on the Board of Trustees. The last day to cast your vote is Friday, Feb. 24.

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 in Human Resources at ext. 77791. Congratulations to those who reached the following milestones in January 2006:
35 years: Patrick Caulfeild, PPS.
30 years: Lilian Cook, Nursing; Lucy Lloyd-Batson, Education Library.
25 years: Deborah Harrington, Office of the University Veterinarian; Robert Robertson, ITS.
20 years: Heather Blower, PPS; Jane Paul, Mechanical and Materials Engineering.
15 years: Marilyn Baer, English; Lorna Baxter, Human Resources; Arlene Healey, NCIC; Dianne Hyde, Geological Sciences and Geological Engineering; Philomene Kocher, Better Beginnings, Better Futures; Kelly Petrunka, Better Beginnings, Better Futures; Sandra Turcotte, Rehabilitation Therapy.
10 years: Victoria Classen, NCIC; Andrew Leger, Centre for Teaching and Learning; Steven Millan, Business; Norma St. John, Arts and Science; Qilu Ye, Biochemistry.
5 years: Mark Andrews, NCIC; Joan Bailey, Anesthesiology; Rachael Cullick, Economics; Lisa Davidson, Business; Tammy Donnelly, Student Services; Amy Hawkins, NCIC; Neal Hill, PPS; Gerry Houben, PPS; Georgina Howard, NCIC; Maureen Kane, Rehabilitation Therapy; Elizabeth McAvoy, Better Beginnings, Better Futures; Elvira Miranda, Otolaryngology; Catherine Mitchell, Residences; Deborah Pichora, Medicine; Nicole Ruttan, NCIC; Robin Spires-Holmes, Business; Hanna Stanbury, International

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Staff job postings

For information on staff job postings and staff appointments, visit www.hr.queensu.ca. The site is updated weekly on Fridays.

Notices

Queen's Ergonomic Consulting Program

Through this program, Environmental Health and Safety offers faculty and staff ergonomic consultations. These consultations include recommendations to properly arrange your workstation, reference material and a full report. Assessments are conducted by graduate students qualified in ergonomics at a cost of \$75. To request an assessment, visit www.safety.queensu.ca/qecp/ergoconsult.htm or call Mary Pople at Environmental Health and Safety, 533-2999.

Senate committees need members

Including academic procedures, budget review, non-academic discipline, student aid and more. Terms for faculty, students and staff start Sept. 1. Apply now! Deadline Monday, Feb. 13. For more information visit www.queensu.ca/secretariat/senate/vacancy or call 533-6095.S

PhD Examinations

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

Wednesday, Feb. 22

Melanie Adams, Biochemistry. Structural approaches to the functional annotation of escherichia coli proteins. Supervisor: Z. Jia, 660 Botterell Hall, 9 am.

Calendar

Unless otherwise specified, all events are free

Art

Agnes Etherington Art Centre

University Avenue at Bader Lane Exhibitions:

Telling Stories, Secret Lives. Contemporary Feature and Samuel J. Zacks galleries, and Etherington House. To April 30. Inspired by an upsurge in the use of narrative in contemporary art.

Matt Rogalsky: When he was in high school in Texas, Eric Ryan Mims used a similar arrangement to detect underground nuclear tests in Nevada. The Davies

Foundation Gallery. To May 14. Looking Back: Some Artists Who Have Worked in Kingston, Historical Feature Gallery, to April 2.

Events:

Feb. 16: Jon Miller, Queen's. Dialogue: African Art from the Philosopher's Perspective. 12:15 pm. March Break Family Program. March 12, 1:30 or 3 pm, March 15 and March 16, 1pm, 2 pm or 3 pm. Explore different printmaking techniques each day. Suitable for children six and older. Free with admission. To reserve, call 533-2190. March 9: Artist's tour by Matt Rogalsky of When he was in high school... 12:15 pm.

Writers' Online Forum:

The Secret Life of Art. You are invited to submit original texts (up to 500 words) written in response to one of the seven works of art featured in the exhibition Telling Stories, Secret Lives. Visit the gallery or www.aec.ca after Jan. 14 to view works and submit your story, essay, poem, or rant. Selected pieces will be posted on the art centre web site through the run of the show. The TSSL Prize for Art Writing, a \$200 cash award, will be announced following the close of the exhibition. Deadline: April 30. www.queensu.ca/ageth

The Studio Faculty of Education

Union Street at Sir John A. MacDonald Boulevard The Beautiful Women Project featuring sculptor Cheryl-Ann Webster.

To March 31. Artist talk: March 12, 2 pm to 5 pm. www.websterwood.com/bwp Studio hours: January and February, Tuesday to Friday, 11:30 am to 3 pm, Saturday and Sunday, 12 pm to 3 pm or by appointment. For more information contact Angela Solar, solara@educ.queensu.ca, ext. 77416.

Union Gallery

Stauffer Library Main Gallery – Home.[made] By fourth-year BFA students Aimee Sawyers, Irina Skvortsova and Karine Thibault. Project Room – East Rising. By fourth year BFA student Silvia Yee-Kyung Chung. To March 7. Reception for both exhibitions on March 4, 6 to 8 pm. uniongallery.queensu.ca.

Courses and Workshops

School of English

Courses for international graduate students. Pronunciation Skills:

A Footnote on Health

Revamping your relationship



At the beginning of a relationship everything about your partner seems cute: the corny jokes and the darling way he or she slurps soup. You envision yourselves growing old together, lounging on the porch, holding hands and reminiscing about your younger days. Then it starts. You begin to argue too often. Suddenly those jokes are irritating and that soup slurping thing? Unbearable.

All relationships face rough patches as dynamics change and life's challenges arise. By arming yourself with information and the tested strategies below, you can steer clear of the most common relationship traps.

Communicate. Between work, family and social outings, it's important to schedule alone time with your partner. Schedule time to focus on the two of you as a couple: make a ritual out of an after dinner 'coffee talk' or a daily walk together. Use the time to reconnect and discuss finances, your son's hockey game or your upcoming vacation together.

Fight fair. Couples who argue are actually less likely to divorce than their tight-lipped counterparts. But it's vital that arguments remain private, relevant and, yes, **respectful**. Avoid rehashing old issues or pinning the blame directly on your partner. Focus on specifics and your feelings so that, "You're so selfish and distant!" becomes, "When you don't respond to my suggestions, I feel hurt." How you disagree can hugely impact the argument's outcome and your relationship. Finally, don't rub it in when your partner apologizes and be prepared to admit when you're wrong.

Grow together. Time changes people, including you and your partner. Make time to share new interests. Has your spouse taken up karate? Become his or her biggest fan at competitions. Searching for greater meaning? Volunteer together at the local boys and girls club. Supporting each other is good for your relationship and your health: one study revealed that the negative effects of stress (elevated blood pressure and heart rate) were considerably lower for those in supportive relationships.

Plan your finances. Money is the number one issue couples argue about. Go over your financial plan at least twice a year, agree on the budget, and to stick to it.

Keep the spark alive. Plan date nights. Learn to salsa dance, take a cooking class or go out for dinner and a movie. Infusing your relationship with fun and frolic can help rekindle the romance and remind you of why you fell in love in the first place.

Relationships take hard work from both partners to stay happy. But with commitment, patience and open dialogue, you'll smooth over those bumps in the road and maybe even arrive, partner in tow, holding hands and lounging on the porch.

Need more information on relationships? Your Employee Assistance Program (EAP) can help. A confidential off-site program available to faculty and staff.

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To Feb. 28, Tuesdays 4 to 6 pm, \$190. Presentation Skills: March 7-April 11, Tuesdays 4 to 6 pm, \$190. For details or to register by Feb. 24, call 533-2472 or email soe@post.queensu.ca.

School of Medicine

TIPS for Faculty (Teaching Improvement Project Systems), Faculty Development, School of Medicine, April 27-28, Donald Gordon Centre. New faculty and more experienced teachers welcome to attend. For details or to register by March 17, call 533-3233, email cpd.fd@queensu.ca or visit meds.queensu.ca/ce/fd/index.html

Departmental Seminar Schedules

Ban Righ Centre
www.queensu.ca/dsao/ind/banrigh/events.htm
Biochemistry
meds.queensu.ca/biochem/index.php/seminar_series
Biology
biology.queensu.ca/seminars/dss.html
Business
business.queensu.ca/research

[/conferences/index.php](http://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
www.cs.queensu.ca/seminars/
Economics
qed.econ.queensu.ca/pub/calendar/week.html
Environmental Studies
biology.queensu.ca/~talkensc
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
Microbiology and Immunology
microimm.queensu.ca/events/seminar2006.html
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](http://week.htm)
Physics, Astronomy, and Engineering Physics
physics.queensu.ca

Public Lectures

Thursday, Feb. 16
Education
Elizabeth Smyth, OISE/UT. Teaching sisters: changing schools.
Economics
Women as religious educators and innovators. Vernon Ready Room, Duncan McArthur Hall, noon.

Friday, Feb. 17

Geography
Mei Po Kwan, Ohio State University. Politics and practice of geospatial technologies. D214 MacKintosh-Corry, 3:30pm.

Special Events

Friday, Feb. 24
Black History Month - Tell Me a Story
The Ban Righ Foundation for Continuing University Education invites you and your children to celebrate Black History Month. Join in the fun with storyteller Sandra Whiting, who will entertain us with folktales, myths, and legends

from Africa and the Caribbean. 32 Bader Lane, 6 pm to 7:30 pm. Admission is free and light dinner (pizza) will be provided. RSVP by Feb. 22 at ext. 78119 or email ga6@post.queensu.ca.

Friday, March 3

Policy Studies
Consolidating the reform of governance in Ukraine: the context for engagement in post-revolution Ukraine. Panel discussion featuring Uliana Kojoliano, David Elder and Lyubov Margolina and chaired by George Perlin. 202 Policy Studies, noon.

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 deadline for Bulletin Board and Calendar items for the Feb. 27 issue is at noon on Friday, Feb. 17.

HELP LINES

Campus Security
Emergency Report Centre
533-6111

Human Rights Office
533-6886
Irène Bujara, Director

Sexual Harassment Complainant Advisors:
Margot Coulter, Coordinator
533-6629
Chuck Vetere - Student Counselling
533-2893 ext. 77978

Anti-Racism Complainant Advisors:
Stephanie Simpson, Coordinator
533-6886
Audrey Kobayashi - Geography,
533-3035

Anti-Heterosexism/Transphobia Complainant Advisors:
Julie Darke, Coordinator
533-6886
Eleanor MacDonald, Politics
533-6631

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

Sexual Harassment Respondent Advisors:
Paul Banfield - Archives
533-6000 ext. 74460
Mike Stefano - Purchasing
533-6000 ext. 74232
Greg Wanless - Drama
533-6000 ext. 74330

Anti-Racism Respondent Advisor:
Ellie Deir - Education
533-6000 ext. 77673

Internal Dispute Resolution
SGPS Student Advisor Program
533-3169

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

University Grievance Advisors - Staff:
Kathy Beers - Student Affairs
533-6944
Bob Burge - JDUC
533-6000 ext. 78775
Gary Racine - Telecommunications
533-3037

Freedom of Information and Privacy Protection
Information Officer
533-2211
Commissioner
533-6095

Employee Assistance Program
1 800 387-4765

University Chaplain:
Brian Yealland
533-2186

Rector
Grant Bishop
533-2733

Student Counselling Service
533-2893

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

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A MATCH MADE IN HEAVEN



AGNES ETHERINGTON ART CENTRE

Sir John A. Macdonald's first wife: Presumed Portrait of Isabella Clark Macdonald, by Artist Unknown, around 1830 (61.8 x 51.2cm) was recently co-purchased by the Queen's Chancellor Richardson Memorial Fund, the City of Kingston, the Kingston Economic Development Corporation and generous citizen Diana Weatherall for \$17,000. The painting will be restored by the Agnes Etherington Art Centre (AEAC) and will eventually hang at Bellevue House, Sir John A. Macdonald's home. It will also appear at the AEAC and Kingston City Hall on special occasions. AEAC Director Janet Brooke calls the purchasing partnership "a match made in heaven." Alas, the same cannot be said of Sir John A. and Isabella Macdonald, whose marriage was marred by her mysterious illness and ended with her death 14 years later.

Badura-Skoda to play

Pianist Paul Badura-Skoda, who has performed with Furtwängler and von Karajan, will play at Queen's on his 50th-anniversary tour.

Eric Friesen of CBC Radio 2's Studio Sparks, a long-time friend of the pianist, will introduce him. The all-Mozart concert takes place Sunday, Feb. 26 at 2 pm in Grant Hall. Tickets are \$18 general admission, \$16 for seniors and \$10 for students and are available at Performing Arts Box Office in the John Deutsch University Centre.

A legendary artist who has been heard in the world's greatest concert halls, Mr. Badura-Skoda's musical personality is characterized by complete immersion in music, a passionate search for the essential, and a sense of artistic responsibility. It soon becomes evident to any listener that he loves music with every part of his being.

Describing his classical treatment of the Schubert A Minor Sonata D845, concerto.com reviewer Frederick L. Kirshnit wrote, "For the young, it could be an essential revelation, although one that might sound foreign at the outset. Paul Badura-Skoda's role in our fragile musical society may be most important as that of the art restorer, cleaning away decades of grime to reveal the true masterpiece underneath."

For years, he was the pianist with the largest number of records available in the market. In 1945, Badura-Skoda entered the Vienna Conservatory, and two years later won first prize in the Austrian Music Competition and a scholarship that allowed him to study with Edwin Fischer. These years laid the foundation for Mr. Badura-Skoda's artistic future.

In 1949, Wilhelm Furtwängler and Herbert von Karajan became aware of Mr. Badura-Skoda's outstanding talent, and invited him to play concerts. Practically overnight the young Viennese

became a world-famous artist. Since then, he has been a regular and celebrated guest at many important music festivals, and a soloist with the world's most prestigious orchestras. He has also collaborated with renowned conductors such as George Szell, Karl Böhm, Lorin Maazel, Zubin Mehta, Sir Charles Mackerras, Sir Georg Solti, Kent Nagano and John Eliot Gardiner.



Paul Badura-Skoda

Paul Badura-Skoda has recorded a vast repertoire – more than 200 LPs and dozens of compact discs including the complete cycles of the piano sonatas of Mozart, Beethoven and Schubert.

He performs with equal authority on both period and modern instruments. He was a pioneer in proposing the use of period pianos in performance. His profound knowledge of instruments from Bach's and Mozart time up to the present has given him the capacity to extract from modern instruments a quality of sound that never fails to amaze audiences and critics alike.

www.badura-skoda.com
www.queensu.ca/pao

Students ace accountant exams

Bachelor of Commerce graduates boast a record-setting pass rate of 93 per cent in the 2005 Chartered Accountants' Uniform Evaluation (UFE) exam.

This exceeds the overall pass rate for the province by almost 20 per cent, one of the highest in Canada and highest among universities with more than 20 UFE writers. Devi Rajani, Class of '04, was one of only 21 Ontario graduates in Ontario to make the

prestigious National Honour Roll. More than 10 percent of Queen's BCom students writing the UFE in the last two years have placed on the National Honour Roll, which recognizes the top 50 of 2300 UFE writers in Canada.

The UFE qualifies university graduates for their chartered accountant (CA) designation after completing their term of service with a public accounting firm.

Police bill decision continued from page 1

crisis of similar proportion that happened elsewhere in the city would result in a call for the surrounding neighbourhood to pay the bill over and above their municipal taxes. The university did not sanction the events on Aberdeen Street Sept. 24 and therefore Queen's has no legal obligation to pay the bill for extra policing, which the university viewed as a fee for service, she said.

Dr. Hitchcock praised student leaders who have taken ownership of the problem and are developing strategies to ensure that the situation is not repeated. To aid their efforts, the Office of the Vice-Principal (Academic) has created a fund in support of creative and constructive solutions from students on how to enhance a culture of civic responsibility and bring an end to events such as occurred on Aberdeen Street

(see the story on page 1).

In a Jan. 12 letter to Inspector Brian Cookman of the Kingston Police, Dr. Deane wrote that the university had given the police's request serious consideration and had determined that it would not be appropriate for Queen's to provide compensation for policing related to off-campus street parties – ones that had been neither sanctioned nor encouraged by Queen's.

For months leading up to Homecoming, university administrators worked closely with student leaders and police in an attempt to ensure a good result. This included requesting from the city a noise bylaw exemption to permit an open-air concert in the Miller Hall parking lot until 2 am as an alternative event. It was not enough to avert the street party, which drew more than 5,000 students from Queen's and elsewhere.

JAN. 26 SENATE IN BRIEF

No more high-school calculus? The Ontario government plan to "subtract" teaching calculus from the new four-year curriculum has senators concerned.

"The idea they might not be teaching calculus in high school is really quite extraordinary," said Senator Susan Cole, who represents the university at Council of Ontario University meetings, where the topic came up. Under the old curriculum, calculus was a single Grade 13 course. Now it comprises a third to a half of the standard Grade 12 math course.

The decision, which could take effect in the fall of 2007, would force universities to revamp their own teaching of the subject. It could also affect Ontario students' chances of being admitted to universities outside the province, Dr. Cole said.

Associate Dean of Studies, Arts and Science Cynthia Fekken said universities have asked the provincial government for a one-year delay in implementing the curriculum change to give them time to adjust their own curricula.

Queen's has not yet heard officially one way or another, University Registrar Jo-Anne Brady said. "I think it's a mistake to focus just on mathematics," Senator Malcolm Stott said. "In physics, over the last two years, I have seen students struggling with many elements – not just mathematics."

Students as numbers

In addition to writing their student numbers on exams, students will now fill in an additional section with separate "bubbles" to identify their student numbers, to increase legibility and avoid misidentification. Senator Diane Beauchemin said these new steps do not resolve her concerns about the policy of identification of students on final examinations. She is concerned the Senate policy contravenes Queen's philosophy of treating students as individuals, not as numbers and leads to the perception that faculty members can't remain unbiased.

Federal election analysis

The newly elected Conservative government's "mandate for change" does not appear to include higher education, said Sean Conway, director of the Centre for Intergovernmental Relations and a former provincial education minister. Items high on the Conservative agenda include the Accountability Act, childcare, health care (wait times), law and order, GST reduction and fiscal imbalance, said Mr. Conway, a guest speaker at Senate.

Subcommittee to review the governance structure of the School of Graduate Studies

The review is timely, given the Ontario government's plans to increase graduate student enrol-

ment, Vice-Principal (Academic) Patrick Deane said. Senator John Holmes said he was concerned about the trend to assign seats on committees to faculty members holding administrative positions and that faculty should be selected at large. Staff Senator Lynn Freeman pointed out that the School of Policy Studies, which reports to the grad school, was not represented on the committee, and this was problematic. Dr. Deane said he would take the comments under advisement.

Senate approved:

- The final report of the Senate Committee on Academic Development Sub-committee on Academic Integrity, and including having its definition prominently included in all academic calendars.
- Degrees, diplomas and certificates, 2004 and 2005 convocations.
- Revised university strategic research plan
- Elections of the following to Senate committees: Lynn Freeman (staff) to Campus Planning and Development; Amr Abuzeid, David Homuth, Sabrina Yao (students), Annette Bergeron, Kevin O'Brien (staff) and George Boland (faculty) to the Senate Orientation Activities Review Board.

For details, visit www.queensu.ca/secretariat/senate