

# QUEEN'S GAZETTE

On a level playing field P3

The secrets of successful cities P8



## Councilors weigh in on Queen's future

By KAY LANGMUIR

Should Queen's try to make its mark as a great oven of academia renowned for producing perfectly rounded students who excel in public service at home and abroad, or would it succeed better by linking with government, industry and other

regional post-secondary centres to pump up its research muscle?

Tough questions like these were waiting for members of Queen's University Council at their recent annual general meeting. But after coming from as far away as California and Denmark, the members set out

to make it count when they were asked about their hopes and ambitions for their beloved alma mater.

The invitation came in the form of an intense town-hall session on Principal Karen Hitchcock's draft strategic plan. And when it was over, Chancellor

Charles Baillie prefaced his thanks and acknowledgment to the council members by saying they were "no shrinking violets."

Principal Hitchcock was delighted with the enthusiastic response.

"We're going to include all of this input in the next stage of

the planning process," she said.

For 90 minutes, council members lined up at the microphones in a communal attempt to, as one speaker expressed it, "put some meat on the bones" of the general framework of the plan.

See COUNCILORS WEIGH IN: Page 14

### THE COLOURS OF MAY



The crabapple trees and the tulips at Agnes Benidickson Field put on a brilliant spring display.

CELIA RUSSELL

## Tough road to balanced budget

By CELIA RUSSELL

Attraction and retention of faculty and staff, student aid, graduate expansion and support for new initiatives arising from the university's strategic plan are some of the university's top priorities to receive extra funding given a \$19.8-million increase in revenues in the 2006-07 university budget.

The road to a balanced budget was not easy, says Vice-Principal (Operations and Finance) Andrew Simpson.

"Keeping pace with the costs is a constant challenge." Still, he told the Queen's Gazette, "this is a very positive budget."

A small reallocation of resources was required to balance the \$320.2-million budget, which was approved by the Board of Trustees on May 6. Operating revenue is expected to increase by \$18.5 million with additional cost recoveries of \$1.3 million. Thanks to the increase,

See TOUGH ROAD: Page 2

## Diversity, equity theme pervades university's vision for future

By CELIA RUSSELL

Equity and diversity stood out as top priorities during the extensive consultations about the strategic plan guiding Queen's future direction, Principal Karen Hitchcock told Board of Trustees members at their May meeting.

In her report to trustees, Principal Hitchcock discussed the results of the consultation process with the university community on her Engaging the World discussion paper. This led to the development of the university's draft strategic plan released last month.

"One very important theme that kept coming back was that of diversity and equity. It's important not only to celebrate the diversity that exists at Queen's, but we must also ask whether our diversity reflects that of the country? Is it reflected in our international component?"

The principal is welcoming fur-

ther input as the final plan takes shape over the coming months. Next steps include identifying metrics to measure the five goals of the draft strategic plan and align them with those of the university's next capital campaign, she said. She expects to finalize the plan by December and noted her intention to keep the Queen's community "apprised of these discussions as we go forward over the next few months."

It is essential that the culture at Queen's is a welcoming one, said Dr. Hitchcock, referring to the recent discussion at the April meeting of Senate of what has become known as Henry Report and the Senate Educational Equity Committee's response to it.

The report, which consists of a survey and interviews with a number of members of various minority groups about their experiences at Queen's, has sparked widespread debate in the univer-

sity community and beyond.

"It is something that we need to be very concerned about and pay attention to," said Dr. Hitchcock.

The report has prompted a university-wide discussion on diversity in all aspects of university life, said Vice-Principal (Academic) Patrick Deane. The university is taking the issues that it and the SEEC response raise seriously, and is planning several initiatives to address them. A group of students, staff and faculty has already convened to study the issues and offer positive suggestions for change.

"The mistake being made in the press is that the report represents the sum of thinking at Queen's - it is in fact a starting point," he said. "It is a very poorly understood concept in the press."

"It's a horrid report from a methodology point of view," cautioned Dean of Arts and Science Bob Silverman.

He and other administrators are extremely concerned about the negative effect the report may be having on student recruitment.

Dr. Silverman said he recently received an email from a prospective Toronto-area student of African, Brazilian and Japanese heritage who questioned the atmosphere she might encounter at Queen's. As he and Applied Science Dean Tom Harris were in Toronto, they arranged to meet with the student and her mother.

Instead of dwelling on the Henry Report, they talked about what was great about Queen's and the student reconsidered.

"I'm sure, however, that there are others that we won't get a chance to talk to," Dr. Silverman said.

Trustee Beverly Baines urged that all board members read the Henry Report and the Principal's Advisory Committee report from 1990 that preceded it.

Chair John Rae agreed to her suggestion that a board committee examine them over the summer and report to the board's fall meeting.

"This culture of whiteness can't escape us as board members, as I look about the room," Dr. Baines noted.

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

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



## Gazette moves to summer schedule

With the Tuesday, May 23 issue, the Gazette will reduce its publication schedule for the summer.

The Gazette will publish next on Monday, June 19. The advertising booking deadline is Monday, June 5, ad artwork deadline is Friday, June 9 and the editorial submission deadline is Monday, June 12 at noon.

For editorial inquiries and submissions, contact Editor Celia Russell at 533-6000, ext. 74498, gazette@post.queensu.ca. For advertising inquiries and submissions, contact Advertising Coordinator Ying Gilbert at 533-6000 ext. 75464, advert@post.queensu.ca.

The Gazette will resume its regular publication schedule on Monday, Sept. 11.

For campus news and information during the summer and throughout the year, visit the Queen's News Centre on the web at [www.queensu.ca/newscentre.qnc.queensu.ca/gaz\\_online.php](http://www.queensu.ca/newscentre.qnc.queensu.ca/gaz_online.php)

## Tough road continued from page 1

the university has been able to achieve several new initiatives this year, Mr. Simpson said.

This year's budget-making process was informed by three key factors: that all previous program funding commitments will be honoured; that the provincial government's Reaching Higher Plan will be implemented as announced, with 2005-06 funding being committed to base in 2006-07; and that there will be an increase of tuition fees by an average of 3.7 per cent under the province's new tuition policy framework. The Board of Trustees approved the increase at its May 6 meeting.

Compensation pressures continue to be a key uncertainty. Queen's will negotiate new agreements with four bargaining units and the Queen's University Staff Association this year.

The cost of running the university also continues to increase. The volatility of natural gas and fuel oil prices makes it a challenge to set and manage the university's utility budgets.

And, as people continue to live longer post-retirement, the health of the university's pension plan is also of concern. The university is currently working with its employee groups to reach a common understanding of the specific problems with the plan and to agree on the appropriate changes to be made, said Mr. Simpson.

The university also needs to invest in its facility and IT infrastructure to advance its position as a leader in post-secondary education.

Because the province has not issued final advice on post-secondary funding, the university had to rely on estimates in some areas. Funding for graduate expansion and Quality Improvement are the two most significant government grant increases in 2006-07.

As is board policy, the budget is balanced. The operating budget supports the university's core activities and related support services, which are funded primarily by government grants and tuition fees.

The budget has allocated the

following increases:

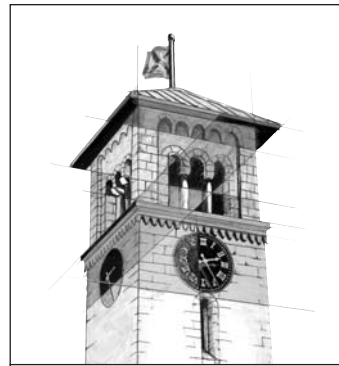
- \$9-million (4.3 per cent) in funding for salaries and benefits for staff and faculty (the university currently spends about 68 per cent of its operating resources on employee salaries and benefits)
- \$2.9 million to faculties and departments to support graduate expansion
- \$3.3 million to faculties to support strategic initiatives in academic programs, faculty renewal and improvements to programming;
- \$2.9 million in reinvestment in various new initiatives for faculties and departments, and providing funding for initiatives arising from the Strategic Planning process, in progress;
- \$1.2 million (3.7 per cent) for graduate and undergraduate student assistance;
- \$2 million to deferred maintenance and capital projects.

Among several reinvestment initiatives, the university plans to recruit about 65 new faculty members in 2006-07 (30 new and 35 replacement positions). It also plans a vigorous program to recruit staff in key areas such as government relations, support and development of enterprise-wide information technology, Finance, Research Services, Physical Plant Services, Purchasing and Human Resources.

Mr Simpson cautioned that uncertainty in government funding of 2007/08 may place some of these plans at risk. He said that it is essential that the government be aware of the consequences of limited increases in operating grants for the next fiscal year.

For 2006/07, provincial grants increased by 4.8 per cent, fee revenue increased by 4.7 per cent (3.7 per cent tuition fee increases and 1 per cent for growth), investment income increases by 17.7 per cent and other revenue increases by 4.6 per cent.

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



## QUEEN'S GAZETTE

### Editor

Celia Russell  
613-533-6000 ext.74498  
gazette@post.queensu.ca

### Senior Communications Officer

Nancy Dorrance  
613-533-2869  
dorrance@post.queensu.ca

### Communications Officer

Lorinda Peterson  
613-533-3234  
petersn@post.queensu.ca

### Director of Communications and Public Affairs

Anne Kershaw  
613-533-6000 ext.74038  
kershaw@post.queensu.ca

### Advertising Coordinator

Ying Gilbert  
613-533-6000 ext.75464  
advert@post.queensu.ca

### Production

Creative Services

Queen's Gazette Online:  
[qnc.queensu.ca/gaz\\_online.php](http://qnc.queensu.ca/gaz_online.php)

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

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

### SCHEDULE

**Issue date: Monday, June 19**

Ad booking deadline: **June 5**  
Ad artwork deadline: **June 9**  
Noon editorial deadline: **June 12**

**Issue date: Monday, Sept. 11**

Ad booking deadline: **Aug. 28**  
Ad artwork deadline: **Sept. 1**  
Noon editorial deadline: **Sept. 1**

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## A CAMPUS FLY BY



BARBARA REEVES

The Snowbirds fly by Grant Hall last Tuesday. Barbara Reeves, an assistant professor in the Department of Classics, shot this photo from the balcony on the fifth floor of Watson Hall.

### Correction

Incorrect information was supplied for a photo that accompanied the article, The early days of Gordon Hall (May 8, page 4). The photo was taken by E.J. (Jack) Langstaff, Sc'63 (Engineering Chemistry) showing civil engineering student Doug Kirk, Sc'65, standing beside the large elm tree. Writer George Neville was a student in the honours Chemistry program and says he is therefore an Artsci'59, the first year for which a BSc was conferred by Queen's for studies in the pure sciences; all such previous students had received a BA.

## QED Queen's Economics Department

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## OUA levels playing field for first-year student-athletes

By CELIA RUSSELL

First-year student-athletes at Ontario University Athletics (OUA) institutions will be getting some more help on the financial front starting with the 2007-08 season.

The OUA's Board of Directors voted 16-3 in favour of the league providing Athletic Financial Awards (AFAs) to entering student-athletes (individuals who have yet to complete two full semesters of study in one aca-

ademic year at the Canadian Interuniversity Sport school they are attending). Entering students with an average of at least 80 per cent will be eligible to receive up to \$3,500 annually from their university to help with expenses for the school year.

"It's timely and I'm pleased with the decision," says Athletics and Recreation Director John McFarlane, a long-time supporter of the plan. "I think it will allow Queen's, from an athletic per-



McFarlane

pective, to be on an equal playing field with institutions across the country. All 19 Ontario universities now have the potential to be more competitive with their counterparts in other Canadian conferences, assuming they can raise the awards.

"The next steps will be important. If we implement them properly, it should help us to recruit some top student athletes."

Implementing the change in a year's time will give universities time to fund-raise, said Mr. McFarlane, who noted that Queen's has strong alumni support for the change.

Universities in the Atlantic University Sport Conference and Canada West are currently allowed to offer athletic entrance

scholarships. Ontario does have athletic scholarships, but they are only available to students in second, third and fourth years who play a sport full-time and maintain an overall average of 80 per cent or above.

Comprised of 19 institutions, the OUA is the governing body of university sport in Ontario. Each year 9,000 student-athletes compete for 40 provincial championships in 24 sports.

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

## E-communications Day helps departments build web presence

The university community will get a chance to learn more about the future of electronic communications at Queen's at a special information day Thursday, June 8, hosted by the Department of Marketing and Communications.

E-communications Day will be of special interest to departments and units wishing to build their electronic communications presence, says Robin Moon, manager, electronic communications. It is structured to encourage those in strategic roles to attend alongside staff members who may be doing the bulk of web communications work in their units and departments.

Morning sessions will address the shared vision for e-communications on campus, web standards, best practices, marketing and branding. The afternoon sessions will be geared to the hands-

on web "doers," focusing on writing for the web and demonstrating a new tool that simplifies web content management.

In the last year and a half, much has been accomplished in laying a solid foundation for e-communications growth on campus and being able to provide resources and direction to departments, units and individuals who may have been working in isolation.

Marketing and Communications is working in partnership with Information Technology Services (ITS) on several electronic-related initiatives (in addition to websites having university-wide impact.)

The adoption of the Apache Lenya Content Management System is one such initiative. It allows campus users to generate web content from a Microsoft Word- like "What You See Is

What You Get" (WYSIWYG) interface, says Tim Hannigan, manager, electronic communications. Unlike other WYSIWYG tools, this system is a Queen's branded tool with accessibility and web standards built in.

**"The redesign has been a success on many fronts."**

Richard Seres

Last September, Queen's introduced a new upper-level web design that was recently awarded the Gold Medal for Best Institutional Homepage by the Canadian Council for the Advancement of Education (CCA) in the 2006 Prix D'Excellence national awards program.

The goal of the re-design was to

provide a coherent web presence that best serves a myriad of university audiences, providing easy access to web-related resources at Queen's and to ensure a solid and stable web platform that would be accessible to all users.

"The re-design has been a success on many fronts," says Richard Seres, executive director of Marketing and Communications. "It has provided a more visually-integrated site that is consistent with the Queen's brand image, more user-friendly navigation, and a platform that is not only accessible to all the various forms of technology our users employ, including cell phones and PDAs, but also meets the legislative requirements. The project has guided the creation of a clear web design for the institution that can be customized to meet the needs of individual units."

How the website and other initiatives will develop will draw heavily on user feedback and campus needs along with continued research into best practices.

For more details and to register, visit [lenya.adv.queensu.ca](http://lenya.adv.queensu.ca) or contact Robin Moon, [robin.moon@queensu.ca](mailto:robin.moon@queensu.ca), ext. 75897.

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## Taking steps to improve student responsibility

By CELIA RUSSELL

The university is sending letters to the parents of all new and returning students this summer telling them about the university's student code of conduct and expectations for behaviour.

This is one of several initiatives aimed at fostering an atmosphere of responsibility when the bulk of the student body returns to campus in September, members of the Board of Trustees heard at their May 6 meeting.

Issues of student civic responsibility do not revolve around one weekend in September, said Principal Karen Hitchcock.

"Student responsibility is a multifaceted issue - it is not just about Homecoming," she said, adding that efforts are under way

to make Aberdeen Street, the site of a 5,000-plus person party last September, a less-welcoming street next Homecoming. She did not elaborate on details.

The university is continuing to work with the city over the summer to address mutual issues of concern, said Vice-Principal (Academic) Patrick Deane.

"Whether we make good progress or not, it will not be visible if huge numbers of riot police show up on the street," he said.

He and the principal said they were concerned about an increasing level of rhetoric. A recent end-of-school-year gathering of 300 students in the Aberdeen neighbourhood was described in the media as a near riot, Dr. Deane said.

"I am able to jump gaps in the

imagination, but this is a stretch," he said.

Although Aberdeen has been "done to death in the press," it has to be accepted in the short run that it will happen again, said Trustee Susan Miklas who has been working with the Alma Mater Society student government. Board members have some serious work ahead of them, she said.

"This is a matter for this board. It has risen to the level of policy, because it has an impact on the university's reputation, not only on enrolment, but also on advancement."

Ms. Miklas said she has enormous respect for the student government and its code of conduct.

"But the student discipline system can't handle 7,000 people at a street party. It is designed for

individual complaints," she said. Dr. Hitchcock expressed agreement.

The board can offer advice, but the responsibility for managing the issue rests with the administration and the students, Chair John Rae said.

"It's obviously a critical issue to us and we are there to offer support."

**The deans of all Queen's faculties will submit a motion at the Wednesday, May 24 Senate meeting to revoke the jurisdiction of the AMS/SGPS to deal with any and all matters relating to non-academic discipline and to assign it to the principal and/or his or her delegate. Meeting coverage will appear on [qnc.queensu.ca/newscentre](http://qnc.queensu.ca/newscentre) and in the June 19 Gazette.**

## BOARD IN BRIEF

May 6

Bill Young, chair of the Finance Committee, will take over as chair of the Board of Trustees this October. He succeeds John Rae, who held the position for six years.

Citing flawed methodology and poor sample size, Queen's has dropped out of the Maclean's magazine graduate study, along with about 18 of its sister institutions, Principal Karen Hitchcock reported. Queen's is now participating in the National Survey of Student Engagement (NSSE), which she noted takes a much better approach.

Good progress is being made on the Queen's Centre development, Vice-Principal (Operations and Finance) Andrew Simpson reported. Kingston City Council approved a necessary zoning change to allow for construction, and 65 per cent of the working drawings for Phase 1 of the \$230-

million student life centre have been completed. Referring to the digging up of Clergy and Union Streets to accommodate moving utility services, he said, "you don't want to be here this summer - at least not in your car." University Avenue will also be undergoing a facelift at the same time and will be in a similar condition.

**The board approved:**

- tuition fees for 2006-07 ranging from 0 per cent increase in graduate programs to 8 per cent in Law and first-year Commerce, with an average increase of 3.7 per cent overall; residence fees for 2006-07 and 2007-08. Increases range between 3.74 and 3.8 per cent the first year and 3.5 and 8.59 per cent the second year. Rates in 2006-07 range from \$4,975 for room only to \$9,435 for a first-year single-plus (semi-private bathroom), room and board. Rates

in 2007-08 will range from \$5,149 to \$9,766 similarly.

- the Main Campus Residents' Society fee of \$77.80 for 2006-07, an increase of 3.75 per cent; the Jean Royce Hall Society membership fee of \$74, an increase of 2 per cent.
- \$12.25 million for renovations to Richardson Hall.
- an internal loan of up to \$1.8 million to Residences for its residence and food service project;
- \$300,000 for design work for the main campus athletic field/parking structure.
- approval of the appointment of the firm of Carruthers Shaw as the lead architect for the Tindall Field redevelopment. The project will develop a combined underground parking facility and artificial field complex on the present site of the MacCorry parking lot on campus. Once completed, the underground parking garage will house about 1,200 parking spaces.

- the update of signing authorities for the university;
- an amended policy statement on environmental management;
- the naming of 115 Clarence St. in memory of Ernest Haynes, the first head of the Department of Family Medicine. Queen's purchased the building in September 2005. The department moved into the first floor in January with new conference rooms and administrative offices. The second floor is currently being renovated to provide an expanded clinic area. The expansion will accommodate the doubling of the Family Medicine residency program over the past three years, Family Medicine Head Walter Rosser told the Gazette.
- The board ratified:** The creation of the George and Patricia Gray Chair in Particle Astrophysics as approved by Senate. [www.queensu.ca/secretariat](http://www.queensu.ca/secretariat)

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## McFarlane recognized for dedication to sport

### PEOPLE



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**John McFarlane** (Athletics and Recreation) who retires in August, has been awarded the 2006 J. P. Loosemore Award, recognizing an individual for continued dedication and commitment to university sport. In his 29 years, he has held numerous positions, including Chair of Athletics and Recreation for the past 11. He has championed Golden Gael athletics and also strengthened the foundations of both the OUA and the CIS. He played a significant role in gaining university-wide acceptance for construction of the new \$230-million Queen's Centre, which commences this summer.

**Nick Bala** (Law) recently won an award from the U.S.-based Association of Family and Conciliation Courts for his article (a response to Tippins & Wittmann) entitled *Tippins & Wittmann Asked the Wrong Question: Evaluators May Not be Experts, But They Can Express Best Interests*

*Opinions* (2005), published in the *Family Court Review*.

**Rosa Bruno-Jofré** (Education) was featured in a recent issue of *Profile Kingston*. The article outlines her leadership as dean of the faculty and her career before coming to Queen's.

**Christine Overall** (Philosophy) has been awarded the Nancy's Chair in Women's Studies at Mount Saint Vincent University, a visiting endowed position made possible through the support of Nancy Ruth, a philanthropist and member of the Canadian Senate. The position starts Aug. 15 and will run until June 30, 2007, at which point she will return to Queen's as a professor of philosophy and Queen's Research Chair.

People is an occasional column that celebrates the achievements of Queen's community members. Email submissions to [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca)

## Bullying conference addresses understanding and learning

### GOVERNOR GENERAL CHAMPIONS NEW PREVENTION NETWORK

By KERRY AVIS

Her Excellency the Right Honourable Michaëlle Jean, Governor General of Canada, will serve as the official patron of a new national network to address problems of childhood bullying.

The network, co-directed by Wendy Craig (Psychology), is launching its first international conference in Ottawa next week.

PREVNet: Promoting Relationships and Eliminating Violence Network, is funded by the Networks of Centres of Excellence New Initiatives Program. A trans-disciplinary initiative, it brings together researchers, non-governmental organizations, and governments as partners to reduce aggression and promote healthy relationships of Canadian children and youth. Debra Pepler, professor of Psychology at York University, is co-director with Dr. Craig.

"Bullying is an international problem," says Dr. Craig, a leading researcher in childhood aggression. "With the PREVNet

partnerships we are creating within Canada, we will develop education, assessment and intervention tools as well as policies related to bullying that can be tailored and implemented in community organizations throughout the country."

### Across all ages and categories of bullying and victimization, Canada consistently ranked at or below average among the countries examined.

PREVNet is hosting the conference with participation of leading researchers from Australia, Austria, Canada, Finland, Ireland, Italy, Norway, Portugal, and Switzerland on Friday May 26 at Carleton University in Ottawa. Organizers say the international perspective on reducing problems of bullying and victimization in other countries will be critical for PREVNet and its partners as they work to build a better future for Canada's children and youth.

"The Governor General's support as the Patron of PREVNet highlights the high priority for all Canadians to ensure that our children and youth develop and sustain healthy relationships", said Dr. Pepler.

The need for a national strategy on bullying is underscored by a recent World Health Organization survey, which ranked Canada an alarming 26th in bullying and 27th in victimization among the 35 countries assessed. Across all ages and categories of bullying and victimization, Canada consistently ranked at or below average among the countries examined.

The conference has attracted a high-quality roster of more than 50 researchers and 30 national non-governmental organizations. Workshop presenters include Ersilia Mensini, University of Florence, Italy, David A. Wolfe, University of Toronto, and Shelley Hymel of the University of British Columbia. The keynote speakers are Donna Cross from Edith Cowan University, Australia and Unni Midthassel and Erling Roland from the University of Stavanger, Norway.

For more details and to register on-line, visit [psyc.queensu.ca/~craig/Prevnetconference.htm](http://psyc.queensu.ca/~craig/Prevnetconference.htm)



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This dialing method will enable the creation of millions of new numbers. For example, instead of dialing 533-6000, you will need to dial 613-533-6000.

**Starting now:** The phone system is already compliant so you can start 10-digit dialing now as well as reprogramming and updating devices.

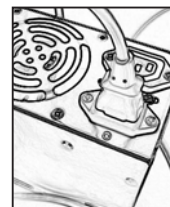
**June 17:** Local seven-digit calls placed within the 613 area will be interrupted by an announcement instructing you to dial 10 digits for the call. Note: the call will be completed following the recording; however, the recorded announcement may disrupt local data calls (fax, modem, etc.) so the call may not be completed.

**Oct. 21:** When you place a seven-digit local call within the 613 area your call will not be completed. You will need to hang up and redial the call using 10-digits.

**What you need to check/change**

**Autodial keys:** Any autodial keys programmed with local numbers will need to be reprogrammed to include the area code 613. Example: instead of 95336000 you would program 96135336000. For instructions, visit [www.its.queensu.ca/ctn/howto/meridguide\\_full.html](http://www.its.queensu.ca/ctn/howto/meridguide_full.html)

**Voice mail greetings:** Ensure that you include the area code if you are providing other numbers for callers in your greeting. See



### PAMELA NEEDHAM

#### Plugged In

[www.its.queensu.ca/ctn/howto/mcmndfull1.html](http://www.its.queensu.ca/ctn/howto/mcmndfull1.html)

**Call forward:** If you forward your phone to an external number, you will need to include the area code. See [www.its.queensu.ca/ctn/howto/meridguide\\_full.html](http://www.its.queensu.ca/ctn/howto/meridguide_full.html)

**Modems/dialup:** If you use modem dialup to connect to the Internet, you will need to update your system by adding "613" in front of your current dialup numbers. If you have not updated your system by June 17, the pre-recorded message may cause your modem dialer to time out because it did not receive a modem answer tone in the allotted time. If you're dialing in to Queen's and need help with adding the area code, call the IT Support Centre at 613-533-6666.

**Blackberry/Treo/cell phones:** Refer to your owner's manual for instructions on updating any stored numbers.

**Fax machine:** Refer to your owner's manual for instructions on updating any stored numbers and to ensure that your outgoing number includes the area code.

**TDD/TTY:** Refer to your owner's manual to update any directory entries in your device.

**Vehicle signage:** Check your

departmental vehicles to ensure phone numbers include the area code.

**Stationery, fax cover sheets, business cards, internal publications:** In most cases, these already have the area code included because the intended audience is off campus – but it's a good idea to review any administrative or marketing materials.

**Signatures on email:** If your email goes out with a signature, include area codes in all your phone numbers.

**Web pages:** Review your web pages to make sure you include the area code anywhere a phone number is listed.

**Building signage:** Review building signage to make sure numbers are listed with the area code.

**What doesn't change**  
**On-campus dialing remains the same:** 5-digit dialing, 81-xxxx, 82-xxxx.

**911, 411, 611:** There is no change to the way these numbers are dialed.

**Rates for local and long distance calls and the size of the local calling area:** The current long distance boundaries will not change. If you inadvertently add "1" to a local call, you will hear a recorded announcement informing you that you don't need to add "1" to a local call.

Questions? Email: [stiffb@post.queensu.ca](mailto:stiffb@post.queensu.ca)

For general information from the Telecommunications Alliance, visit [www.dial10.ca](http://www.dial10.ca)

Pamela Needham is a technical communications associate at Information Technology Services.

## Frisbees, swimming, visual arts heat up the ultimate summer camp experience

GEOGRAPHY,  
THEOLOGY EXPAND  
CHOICES WITH  
NEW CAMPS

By KAY LANGMUIR

With long waiting lists forming for some of Queen's more popular summer camps, some organizers are dreaming about what they might offer once the first phase of the Queen's Centre opens five years from now.

"We use every nook and cranny," Lisa Eyles, Athletics and Recreation instructional program coordinator says of the university's current roster of summer camps covering sports as diverse as fencing, ultimate Frisbee, and volleyball.

Volleyball, one of the most popular camps, filled early in May. More than 100 students are on a waiting list for spots. Unfortunately, there isn't enough available space to accommodate additional camps, Ms. Eyles says.

"So it's exciting to look ahead

to the new Queen's Centre and what we'll be able to offer."

Although the reliable popularity of the core camps is stable, the program offerings sometimes change as interest grows in certain areas, such as swimming. This summer, kids can take both private swimming lessons and synchronized swimming sessions on campus. In addition, kids who are crazy about Frisbee can sign up for the new Ultimate Camp

"Ultimate is a new sport on the horizon and it's very, very popular so we thought we'd give it a try," Ms. Eyles.

A new 20-hour leader-in-training course also began in early May for students ages 14-17 who want to work as summer camp counselors. The course includes volunteering for two weeks as assistant counselors at the Queen's sports camps.

The Department of Geography is now adding to the summer-camp choices with its program of spring workshops and series of weekly Explore camps that will introduce kids to topics such as pollution, habitats, nature and



CELIA RUSSELL

Imagination Station campers enjoy a rousing singalong on the steps of Ontario Hall last summer.

more. The program is designed to fuel children's sense of curiosity about the natural world, to develop an interest in creating

sustainable environments, and to foster appreciation for the diversity of Canadian culture and environment. Explore Junior, for children entering SK-3, and Explore Senior, for grades 4-8, will each run two camps in July.

The Department of Theology will also be running an extended session in August aimed at youth interested in spirituality, community, and developing leadership skills. Called Future Quest, it runs Aug. 6-26.

Queen's Engineering Society is also gearing up for the 16th summer of offering its popular Science Quest and Computer Quest camps to students in Grades 4-8, with special programming offered to girls, and satellite programs available in Brockville (July 11-15), and Tyendinaga (Aug. 15-19).

To keep its programs as inclusive as possible, the not-for-profit organization solicits corporate support to help provide scholarships to students in financial need. It also provides a behav-

ioral and special needs instructor at its camps.

The Arts and Science Undergraduate Society (ASUS) has one of the largest offerings of camps with its Imagination Station for students entering SK-3, and Arts Adventure for Grades 4-8. The focus in these camps alternates each week between visual arts, music and drama/dance. For high school students, there is Science Discovery and Computer Discovery geared toward Grades 9-11.

The ASUS also has a leaders-in-training program for students interested in becoming counselors.

For kids who need to boost their reading skills, the Faculty of Education offers TutorInc., intensive two-week programs in literacy skills, where children work in both small and large groups, in addition to enjoying outside games and craft activities.

Many of the camps offer discounts for early registration, and to those booking for more than one week. Financial bursaries are available for some programs.

### CAMPS at a Glance

#### Arts Adventure Camps

Grades 5-8  
July 10-14 Visual Arts I  
July 24-28 Dramatic Arts I  
Aug 8-11 Visual Arts II  
Aug 14-18 Dramatic Arts II  
\$185 full week

#### Imagination Station

Grades SK-3  
July 3-7 Visual Arts focus  
July 10-14 Music focus  
July 17-21 Visual Arts focus  
July 24-28 Drama/Dance focus  
July 31-Aug. 4 Visual Arts focus  
Aug 8-11 Music focus  
Aug 14-18 Visual Arts focus  
Aug 21-25 Drama/Dance focus  
\$185 full week

#### Science Discovery

Grades 9-11, July 10-14

#### Computer Discovery

Grades 9-11, July 31-Aug 4  
One week-\$180  
Discounts for additional weeks

#### Discovery Kids

Grades SK-3  
Camps start weekly from  
July 4-Aug 21

Different program every three weeks.  
Information for all camps listed above:  
533-6000, ext. 75441  
www.asus.queensu.ca/camps

#### Science Quest/ Computer Quest

\$175/week from July 3-Sept. 1  
Grades 4-8

#### Science Quest for Girls

Grades 4/5, July 17-21  
Grades 6-8, July 24-29  
Grades 4-5, Aug 7-11

#### Brainstorm Conference Weekend

Girls Grade 6-8  
August 11-13, \$130  
Information for the above camps: 533-6870  
www.engsoc.queensu.ca/scienceq

#### Queen's Sports Camps

Sports Camp  
Co-ed ages 8-13  
July 4-14, July 17-28,  
July 31-Aug. 11  
\$275-\$300

#### Fencing Camp

Co-ed ages 10-14  
Aug 8-11, \$170

#### Football Camp

Boys Grades 9-12  
Aug 8-11, \$150

#### Ultimate (Frisbee) Camp

Co-ed ages 10-14  
Aug 14-18, \$200

#### Basketball Camp

Boys and Girls Camps \$200  
Ages 9-12, Aug 21-25,  
Ages 13-17, Aug 28-Sept 1  
Sports camps information:  
533-2500  
www.goldengaels.com

#### Future Quest

Department of Theology  
Ages 14-17, Aug 6-26  
533-6690  
www.futurequest.ca

#### Explore Camp

Junior Grades SK-3  
July 4-7, July 17-21  
Senior Grades 4-8  
July 10-14, July 24-28  
\$175 full week  
533-6000 ext. 77214  
www.geog.queensu.ca/gphy\_camp.asp

#### TutorInc Reading Camps

July 10-21, July 24-Aug 4  
Aug 7-18  
Two weeks: \$425  
533-6960  
educ.queensu.ca/outreach/camps

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## VIEWPOINT

GEOFF SMITH

Physical and Health Education  
History

## The colour line

Growing up in an exclusive, leafy suburb south of San Francisco, I did not think much about race until I hit high school. In 1955, forsaking the all-white, upper middle-class Burlingame High for the racially mixed, economically diverse San Mateo High, I began to discover the subtle points of what W.E.B. Dubois long ago termed the "problem of the 20th century," the colour line. My mother, a liberal Republican, advised me that to engage with the world after college, I needed first to understand regional racial and ethnic dynamics. So, I went to San Mateo High.

San Mateo included Japanese, Hispanic, Chinese and Negro classmates among its minorities and made my high school years a learning experience, in and out of class. I was an aspiring basketball player, and after growing seven inches between my second and third year, my prayers were answered when I made the jump to the varsity.

Early in the season, our white team captain, starting guard (and student body president) made a derogatory comment about the "Africans" on the team. Three of the blacks waylaid him and broke his jaw. Our coach ordered us to vote the three off the team. It was our responsibility, he said, not his – a position I did and still do not comprehend. Yet, we approved the coach's request. I learned afterwards that two of the ousted blacks had gotten in a fight with two players from Burlingame High who had been dating and trying to bed black girls in San Mateo.

These incidents showed that I did not understand black anger. It was 1957, a key year in the nascent U.S. civil rights movement.

As a fledgling professor in 1968 at Macalester College in St. Paul, MN, my first class included a significant number of black students. By then, the word "Negro" had become a term of opprobrium among urban blacks and many students. Macalester participated in a U.S. Office of Economic Opportunity (OEO) program that brought 40 minority students to its all-white campus. Macalester wanted its students to engage with the world, especially on pressing ethical and moral issues. This was not hard to do in 1968, what with the assassinations of Martin Luther King, Jr. and Robert Kennedy, the burgeoning Black Power movement and the deterioration of the U.S. attempt to remake Southeast Asia in its own liberal image. The atmosphere was volatile; relations between faculty and idealistic students wary.

In my American history class of 20, including three OEO students, we discussed the riots that had swept the country after King's murder. What is the black view on killing and subsequent violence? I asked Joyce Darden, a student from Washington, D.C. "Professor Smith, I cannot tell you the 'black view,'" she replied. "I can tell you my view. In your question, you overgeneralize and you stereotype. You mean well, but you can't see us as people, as individuals."

This was an epiphany for me; my Berkeley background made it doubly embarrassing. As we continued our discussion through the rest of the term, I learned to better listen and reflect. Queen's seemed in a time warp when I arrived in 1969. Minorities were indiscernible. I learned that a black woman had been in the history department in the 1930s, but no one could name her, or the date. The Department of History, as the university, was supremely Anglo-Saxon, a white fiefdom guarded by such stalwarts as Arthur Lower, Eric Harrison, and Frederick Gibson. Courses on blacks or women were unthinkable.

In the early 1980s, as an assistant basketball coach, I recruited several black players. Once again, I learned that blacks were individuals, had diverse aspirations and, most importantly, not all of them played basketball. Anthony Stewart, now an English professor at Dalhousie, reprised Ms. Darden's critique when he returned to Queen's after finishing a BA at Guelph with two years of hoops eligibility remaining. After the fourth or fifth time I implored him to play for the Gaels, he told me he was done with basketball. "I'm going to get my master's and PhD and take it from there. Can't you understand that?" He wasn't smiling.

His comments stuck. My assumptions about race were not very different from those held by most people at Queen's. But I was changing for the better.

In 1990-91, a new committee chaired by professor of psychology/anthropology John Berry met to discuss the question of racism at Queen's. It found much evidence of institutional racism and recommended measures in and outside the classroom to devise a curriculum to reflect Canada's multicultural diversity, and to provide infrastructure to make African Canadians, Aboriginals, and other minorities welcome in a university that had to become more racially and ethnically diverse.

But the Berry Committee Report also occasioned initial misgivings in Richardson Hall. Principal David Smith questioned some of the report's conclusions, and his negative view resounded across campus as department heads and administrators circled the wagons against what seemed to some a barbarian onslaught. Principal Smith reconsidered and oversaw several attempts to make Queen's more inclusive. The university instituted an Aboriginal Centre and a Human Rights Office. He also organized, with Madan Joneja, a national workshop on changing Canadian universities in keeping with report recommendations. Many university presidents attended and it resulted in a formal publication. Other responses included the creation of the Interfaith Council, headed by University Chaplain

See THE COLOUR LINE: Page 7

**Once again, I learned that blacks were individuals, had diverse aspirations and, most importantly, not all of them played basketball.**

## VIEWPOINT

JAMES A. LEITH

History



## Social science without data

After almost three years away from the campus, I returned to find Queen's agitated over a report by Frances Henry, professor emerita of York University, on race at Queen's. This report has provoked discussion, not only on campus, but also in the local and national press. All this debate has been incited by a bad piece of social science.

Professor Henry was asked to investigate whether Queen's has had a problem in retaining professors from visible minorities, but since race has been her specialty, she expanded her probe into the so-called racial composition of the faculty and the student body. Then, she added an attack on the "Eurocentric" curriculum.

The response to her electronic questionnaire was so small that it skewed her findings. More importantly, she produced no data about the composition of either the faculty or the student body. Worse still, she made no analysis of the curriculum. Her conclusion that white culture and a Eurocentric curriculum dominate Queen's appears driven by ideology rather than evidence.

Even if most professors were white, this would not prove discrimination in hiring. I was involved in hiring over more than three and a half decades. We always tried to hire the best candidates available, regardless of colour, ethnicity and gender. Like other universities, we could only hire what graduate schools produced. Professor Henry does not even consider the availability of black, aboriginal, or other minorities in highly specialized fields.

In any case, as a European historian, who also taught Chinese history, I find it absolutely absurd to group all whites into a supposed single race with a common culture. This ploy lumps together the descendants of Scots, Irish, English, Welsh, French, Germans, Jews, Poles, Ukrainians, Russians, Serbs, Croats, Kosovars, and many others, often bitter rivals, into a single group despite divisions in language and religion. They do not even have a common alphabet. Moreover, to stereotype individuals as "white" is no better than to group all "blacks" together.

Race is not a scientific concept: it is a social construct. As such, it can be deconstructed into what it is – an unscientific concept based on tradition, prejudice, and myths. Professor Henry's cure for racism, at least in her report, does not focus on deconstructing the whole idea of race, rather, she emphasizes changing the "racial" hue of the university. In the process, she promotes a new myth of a white race with a common culture.

In response to this badly flawed report, the Senate Employment Equity Committee is recommending racial targets, special scholarships based on race, and a new vice-principal to oversee a process of transforming Queen's until its so-called racial composition would exactly correspond to that of the whole country. Queen's would thus shift its mission from hiring the very best faculty and attracting the most promising students to one of attempting a program of social engineering, making the discredited concept of race a central criterion.

In response to a cogent article by Margaret Wenthe in *The Globe and Mail* on May 2, 2006, attacking the fallacies of the Henry report, two professors at Queen's – both former students of Professor Henry at York – published a reply on May 6, 2006 in the same paper.

Because I was quoted by Ms. Wenthe, I am labeled "a retired white male." I find this ageist, racist and sexist. It is time we discussed the serious intellectual issues at stake instead of engaging in ad hominem invective.

James Leith is a professor emeritus in the Department of History.

**Like other universities, we could only hire what graduate schools produced.**

## Letter

## A complaint about the complaint process

While reading the May 8 Gazette over breakfast, I nearly choked on my corn flakes. There, in yet another article about Aberdeen Street, was a quote by Vice-Principal (Academic) Patrick Deane: The AMS is ensuring that its disciplinary mechanism will deal with any complaints that arise in a timely way.

Huh? The AMS Judicial Committee has yet to deal with my complaint filed shortly after last September's Aberdeen Street rumble. In November, I was advised that my complaint was passed to Queen's Security, who would be coordinating the follow up.

Queen's Security did its job, and passed a list of 39 names to JComm in January 2006. Yet, no prosecutions have been conducted! Some of the Aberdeen Street perpetrators are probably scheduled to graduate next month. They should not graduate, until JComm has done its job.

Pardon my skepticism, but I have heard assurances of timely action before. An article in the Sept. 27 Kingston Whig-Standard reports that, according to Principal Karen Hitchcock, university vice-principal Patrick Deane would oversee the process to ensure the internal discipline procedure is carried out expeditiously.

Note to self: In future, don't eat corn flakes while reading the Gazette.

Don B. Rogers  
Kingston

*Editor's note: AMS Chief Prosecutor Jenn Mansell reports that 39 names were received and investigated in connection with last year's Homecoming incident on Aberdeen Street. She could not release the names, but sanctions consisted of five hours of community service. Those who hosted parties were fined. Some people were excused because they were found innocent.*

## Viewpoint Policy

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

## QUEEN'S FLASHBACK: MAY 2001



CELIA RUSSELL

Brain food: A Canada-Wide Science Fair delegate helps herself to a hotdog at a barbecue on Leonard Field.

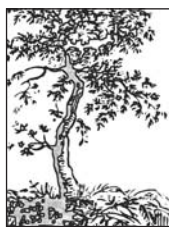
# New program mentors graduate supervisors

October 2005 saw the launch of a new program co-sponsored by the Centre for Teaching and Learning (CTL) and the School of Graduate Studies and Research (SGSR). The first of its kind in Canada, this program is designed to provide theoretical and practical support for faculty who supervise graduate students.

We wanted to create opportunities for graduate faculty to share their experiences with graduate supervision and for new faculty to be mentored in their new supervisory role. We consulted widely within the CTL and SGSR, with the Queen's graduate faculty community, and we reviewed literature. From these consultations, we developed 17 unique program elements, 10 of which were introduced in 2005 and the remaining seven will launch in 2006.

The overall program includes a workshop-based program, peer consultation, online tools, online case scenarios, an award for excellence in graduate student supervision, a scholarly community, and print and online resources. Many of the elements bridge the gap between working individually with students and the need to create a community of graduate faculty supporting one another in this traditionally solo activity.

A new certificate program called Focus on Graduate Supervision encourages participants to complete a learning project and attend a series of four workshops. Workshop topics include the varying roles and expectations of the supervisor and student, an examination of the



**DENISE STOCKLEY  
& BRENDA BROUWER**

## Teaching and Learning Issues

standards for graduate supervision, the thesis writing process, and supervising to completion.

On May 9, we honoured the first three faculty members to complete the Focus on Graduate Supervision certificate: Diane Beauchemin (Chemistry), Yolande Chan (Business) and Dean Tripp (Psychology). Both Dr. Chan and Dr. Beauchemin completed a project that highlighted what graduate students who decided to work with them could expect – similar to a course syllabus for graduate students. Dr. Tripp has completed a research project that analyzed the exit interviews of Queen's graduate students.

As part of this graduate supervision initiative, we also created a 'Dear Abby' webpage where faculty could pose questions on topics such as recruitment, monitoring/workload, mentorship, research issues and working within a committee structure. Below are examples of questions that we have received to date:

**What steps should I follow in initially selecting a graduate**

**student in order to minimize chances of problems later on?**

Meet with the student and find out/confirm their research interests, rationale for pursuing degree, career goals and self-assessment of work habits and anything else that's important for you to know. Communicate your expectations and your approach.

**How do I assist a student to finish on time?**

Establish realistic timelines, monitor progress regularly, evaluate causes of delays and consider how best to deal with them, and have realistic expectations about the research work to be done given the program requirements and desired completion times (doctoral, four years; Master's, two).

**How much time do I invest in this job?**

It varies, but it is generally the case that time spent guiding the student and training them to be self sufficient, resourceful and skilled trouble-shooters is a good investment. The guidance you provide can result in a highly productive relationship – if you have other trainees working with you, they too can provide mentorship.

The Focus on Graduate Supervision certificate program will be offered again this fall. In the meantime, we invite you to browse the website to find more tips and strategies on graduate supervision: [www.queensu.ca/ctl/goodpractice/graduate/index.html](http://www.queensu.ca/ctl/goodpractice/graduate/index.html)

Denise Stockley is an educational developer in the Centre for Teaching and Learning and Brenda Brouwer is an associate dean in the School of Graduate Studies and Research.

## The colour line continued from page 6

Brian Yealland who saw the need to expand the range of religious observance at university functions.

As the international graduate student contingent grew, however, racial discrimination became increasingly problematic. The culture of masculine whiteness, something that Lucia Nixon remarked on in a 1987 Queen's Quarterly article remained intact. People with power, who might have moved to challenge broader issues of inequality, failed to do so.

The ritual of denial, Queen's official default position, became clearer when a PhD student of mine, now a professor at the University of New Delhi, found a bar of soap in her department mailbox with a note saying, "you ought to consider using this." On another occasion, an off-leash dog chased her in City Park. The owner rushed up to explain, "my dog doesn't do well with wogs."

From many of the foreign students' and minority faculty viewpoints, the notion of an academic community does not include them. They could be in the community, but not of it. The decision-making prerogative remained with white men and a few women who agreed not to rock the bureaucratic boat.

These incidents epitomize the kind of racism that is ever present. In recent years, we have had little of outright hate-driven racism. Yet, we have seen the Kingston Police Department questioned for racial profiling in its dealings with black citizens.

And we are reminded daily of the racist slurs non-whites encounter on city streets.

We are not Duke University, where the lacrosse team was recently disbanded after a party where several white men allegedly raped a black female stripper hired by the team. Such things cannot happen in Canada, the argument goes. Several years ago, when a Queen's hockey coach implored his team "to go into [the opponent's] homes and rape their women," he was summarily dismissed.

We are at a crossroad with the release of the Henry Report on race issues at Queen's. It has sparked outrage, as the Berry Report did in 1991. Globe and Mail columnist Margaret Wenthe mocked it, saying that her evidence (consisting of one retired faculty member and one student) contradicted the evidence uncovered by the Henry Report. She says the increased presence of Asians and other minority students, together with women faculty and administrators, including the university's first female principal, suggest that Queen's is doing well on racial, ethnic, and gender issues.

Diversity and excellence are not mutually exclusive, but synergistic. People need to recognize that in a demographically and intellectually dynamic world, Queen's remains insular and outmoded.

To meet Principal Karen Hitchcock's challenge to engage the globe as an international research university, we must diversify and innovate in every

facet of university life.

A group of 40 Queen's professors and students answered Ms. Wenthe in the Globe, and a faculty-student committee has emerged with a plan to offer constructive and purposeful suggestions on the best ways to combat racism. The Queen's Coalition for Racial and Ethnic Diversity (QCRED) has made a perceptive analysis of the problems we face. It has produced a thoughtful definition of the road ahead and has communicated its resolve to the administration.

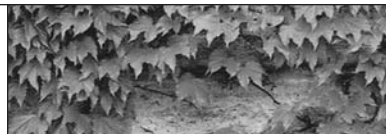
It's time for an open and forceful debate about race and the future of Queen's. As an outstanding black candidate informed me after failing to be hired this year, his candidacy must have provoked fear among the pillars of the establishment: "There must have been a recognition that my presence in the History department would trigger serious change, culturally, pedagogically, and in terms of intellectual direction. It's a pity they fail to recognize the truth in the statement, 'there is no force greater than the idea whose time has come'."

There is one tenure-track black currently teaching in the History department. Perhaps two would have been one too many.

I conclude that "My Negro Problem," borrowing from Norman Podhoretz's well-known essay originally published in 1963, has broader reference and implications. It's "Ours" as well.

Geoff Smith is retiring after 37 years teaching at Queen's.

## UNIVERSITY ROUNDUP



### More money for arts and humanities

The University of Alberta is set to support arts and humanities in a "daring and imaginative" way. The Killam Research Fund, a \$1.5-million annual disbursement fund, will support students, faculty and researchers in social sciences and fine arts, President Indira Samarasekera announces. The humanities and fine arts have suffered from post-secondary funding cuts and inadequate investment, she says. The disciplines in the human sciences represent 63 per cent of all students, 59 per cent of all graduate students and 54 per cent of faculty at Canadian universities. And yet, the Social Sciences and Humanities Research Council receives only 12 per cent of the total research investment distributed through the federal Tri-Council's grants. Grants have already been distributed to a collaborative project between the U of A's School of Native Studies and the Faculty of Law, as well as for travel to conferences covering topics ranging from behavioural nutrition and physical activity to librarianship, to philosophy and literature.

*University of Alberta folio, April 28*

### Students as annuities

In many ways, for-profit colleges such as the University of Phoenix and American InterContinental University are not that different from public universities or private colleges. All of them seek out students, college tuition and then use that money and other revenue to pay for instruction, counseling and other activities. According to an analysis by business school professor Samuel Wood of Stanford University, the way that they use that revenue reveals striking differences. "The for-profits are motivated to devote themselves to 'student acquisition' and retention. It's more like a gym model." He also found that for-profits appear to rely almost exclusively on tuition for their operating revenue, spend negligible amounts for research and earn a profit (of course) on the revenue they take in. Non-profits appear to rely far more on government support and on income from donors and investment earnings to cover the gap between tuition revenue and expenses.

*The Chronicle of Higher Education, May 5*

### Doorstops are dead, long live the web

Extras are no longer optional for business books. If your text doesn't come with DVDs, CDs and podcasts, it won't cut it in the student market. It is worth writing a textbook only if you have a good publisher behind you, says John Saunders, head of Aston University Business School in the UK and author of Principals of Marketing. "But people with names in the profession are less likely to spend their time writing a textbook because the real acclaim comes out of academic publications," he says. The more diverse student population has also led to greater emphasis on contemporary events and references to news stories related to what they are studying, says Win Hornby, a teaching fellow at Aberdeen University Business School.

*The Times Higher Education Supplement, April 28*

### Bridging borders

For the first time at a Canadian university, Israeli academics are teaching courses to Canadians about modern Israel – from their homeland 10,000 kilometres away – using videoconferencing technology. "The goal of this program is to enhance knowledge and understanding of Israel's history, culture and politics, using a scholarly and academic approach," says Shlomit Keren, a professor at the University of Calgary. The graduate level course deals with Israel's recent history through the perspective of nation building and explores questions relevant to Canadian students like immigration, multiculturalism and integration. In addition to distance learning, the program is enriched by block courses where Israeli scholars visit the campus for live lectures.

*University of Calgary OnCampus, April 21*

### Sex talk, for a price

Li Yinhe, a sociologist at the Chinese Academy of Social Sciences recently told a reporter for the Guangzhou Daily that he would have to fork over 500 yuan, or \$62, for an hour-long interview about her proposal that China legalize gay marriage. The first 15 minutes would be free. The reporter handed over the cash to Ms Li, who specializes in the sociology of gender and sexuality, and set off a national debate about the propriety of scholars charging the news media for information. In what the China Daily said was a "brief (free) interview" Ms. Li said that a fee was necessary to avoid endless requests for interviews about things she had already talked about. "Fifteen minutes are absolutely enough for any regular interview about any current news event. If you ask for more time, you have to pay. Otherwise I'd like to keep my time for my research."

*The Chronicle of Higher Education, May 5*

# The secrets of successful cities

**\$2.5-MILLION  
PROJECT WILL  
SURVEY 14 CANADIAN  
CITY REGIONS**

By NANCY DORRANCE

What makes some Canadian cities more dynamic and innovative than others? That question is the focus of a new, \$2.5-million multi-university study involving Geography professor Betsy Donald, whose research will focus on Kingston.

"An advantage of doing our part of the project in Kingston is that, although it is one of Canada's smaller cities, we will be able to do a much more fine-grained analysis," says Dr. Donald. "Economic development isn't just about low taxes and attracting businesses. You have to think much more creatively about the social dynamics of economic performance."

**"Economic development isn't just about low taxes and attracting businesses."**

*Betsy Donald*



STEPHEN WILD

Dr. Donald's research will involve a large number of interviews and focus groups, beginning this summer and conducted throughout the coming year.

"We want to really get a sense of what's going on in Kingston," she says. "We have heard the stories anecdotally, but this will be the first time that such a systematic study has been conducted. The project gives us the opportunity to do some really good survey work."

The \$2.5-million project, headed by University of Toronto researchers David Wolfe and Meric Gertler, involves of 22 Canadian co-investigators and 23 international collaborators

Geography professor Betsy Donald (right) and research assistant Janina Fisher will conduct interviews and focus groups in Kingston this summer on new \$2.5-million project.

including Carnegie Mellon professor Richard Florida, author of the 2002 best seller, *The Rise of the Creative Class*. Fourteen Canadian cities will be examined.

The teams will explore why certain cities attract and retain creative and innovative thinkers and how this in turn creates social inclusiveness, civic engagement, and a dynamic economy. Their research will focus on three themes: the social dynamics of innovation, creativity and social inclusion, and governance.

Although today's technology allows us to work virtually any-

where, some of the most creative people and firms in the world still tend to cluster in certain locations (for example, biotechnology in Boston), notes Dr. Donald.

"We want to look at the social dynamics of face-to-face interaction – the dynamism that comes with social space – and learn how city space facilitates innovation."

With regard to the project's second theme, the researchers will examine the relationship between talent attraction and things like tolerance and acceptance of diversity.

"A lot of high flyer thinkers want to be in a location that is socially diverse and dynamic – which is a huge challenge in cities like Kingston that don't offer a community of diversity where these people can live," says Dr. Donald.

The third theme, of governance, refers to the extent that a city is self-reflective: looking at ways to improve itself and become the kind of place where people will want to grow and learn. The role of local government leaders and civic engagement is key to making this

happen, the researchers believe.

Other cities to be studied are: Toronto, Montreal, Vancouver, Calgary, Ottawa-Gatineau, Quebec City, Hamilton, Kitchener-Waterloo, London, Halifax, Saskatoon, St. John's and Saint John.

Funded by the Social Sciences and Humanities Research Council of Canada (SSHRC), the project is one of four selected from 34 applications to SSHRC's Major Collaborative Research Initiatives (MCRI) program.

## Computing prof's program tracks terrorist text

By NANCY DORRANCE

New measures to track phone and email communications made by terrorists will be presented this week by Computing professor David Skillicorn at an international conference on Intelligence and Security Informatics (ISI 2006).

Working with Queen's graduate student SzeWang Fong and researcher Dmitri Roussinov from Arizona State University, Dr. Skillicorn has designed a set of measures that can be used to



David Skillicorn

detect messages in which words have been deliberately replaced to conceal their real content. Each measure works by looking at the way words fit into their contexts, and depends on estimating what is normal by generating queries to search engines such as Google and Yahoo.

When applied together, the prediction accuracy of these new measures is 90 per cent (they correctly detect 90 per cent of the sentences that contain a substitution).

"Governments routinely intercept phone calls and emails to defend themselves against terrorists," notes Dr. Skillicorn. "And increasingly organizations are analyzing emails to look for employee intimidation and harassment, as well as fraud and malfeasance. The number of messages involved is so large that only automated

analysis is possible."

One obvious way to look for messages that might be relevant is to use a list of significant words, and select messages that use (an appropriate number of) these words, he continues. Professionals, however, will be aware of the existence of such a "watch list" of words, and will avoid using them. This requires the use of replacement words, which should have similar frequency.

"This predictor is another example of how, in these settings,

it is easier to make good predictions by using a simple, visible detector – in this case the watch list of words – and then looking for the 'reaction' to this detector," says Dr. Skillicorn. "The innocent tend not to react to the first detector, while the guilty must, and tend to overreact."

The ISI conference, held in San Diego, is hosted by the Institute of Electrical and Electronics Engineers (IEEE), the world's leading professional association for the advancement of technology.

## Cancer researchers awarded \$1.8 million

Four researchers have received a total of \$1,791,308 in new funding from the Canadian Cancer Society (CCS).

David LeBrun, Peter Greer and Lois Mulligan (all of Pathology and Molecular Medicine) and Deborah Feldman-Stewart (Oncology) are among 38 Ontario recipients of CCS awards and 72 new grants across the country, totaling more than \$47 million.

Dr. LeBrun (\$421,245 over three years) will study a protein that causes healthy cells to become leukemia cells. By find-

ing a way to block this protein's activity, the research may lead to a basis for improved treatments, particularly for acute lymphoblastic leukemia, the most common childhood cancer.

Dr. Greer (\$705,000 over five years) is studying a gene that appears to have roles in both the prevention and the development of cancer. A better understanding of how it works will increase our knowledge of the genetic basis of cancer, and may suggest new treatments for colon cancer and breast cancer.

Dr. Mulligan (\$396,774 over three years) is studying an altered protein that leads to an aggressive inherited cancer affecting certain glands. Her team hopes to gain a better understanding of how this altered protein works with the goal of discovering ways to block its cancer-causing effects.

Dr. Feldman-Stewart (\$268,289 over two years) is carrying out a study to find out which of two decision-making tools is more useful for men with early-stage prostate cancer in making treat-

ment decisions. Her team will compare a decision aid that contains exercises with one that does not, to ensure that the decision aid eventually given to patients is the best available.

"Thanks to the generosity of Canadians, the Canadian Cancer Society is able to fund the best research in the country every year, ensuring that progress is being made against cancer," said Peter Goodhand, CEO, Ontario Division, Canadian Cancer Society, in announcing the new funding. "Our investment in high-quality

research is saving lives and making a difference in Ontario. Our donors and volunteers should be proud of their efforts."

Each year the Canadian Cancer Society contributes a percentage of the money it raises to its research partner, the National Cancer Institute of Canada (NCIC), to support leading-edge cancer research. The NCIC in turn allocates the money through a rigorous national review process that involves scientific experts and lay people, who are often cancer survivors.

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



# New insight into stroke survivors' recovery

## STUDY CONNECTS CHANGES IN THE BRAIN TO RECOVERY OF HAND MUSCLE CONTROL

By LORINDA PETERSON

A Queen's study of stroke survivors provides new insight into the stages of recovery of hand muscle control after a stroke,

suggesting that patients may benefit from different treatment strategies at different times during the recovery process.

Further, there are different post-stroke patient "profiles" instead of a single common profile for recovery of hand muscle control, explains lead researcher Brenda Brouwer (Rehabilitation Therapy). This new discovery paves the way for more effective treatment for stroke survivors based on timing the treatment to the individual's recovery process.

"It is surprising how little is known about the process of physical recovery after stroke," says Dr. Brouwer.

"This is the most comprehensive study we're aware of to date that looks at brain to muscle control outcomes and detailed hand function in stroke patients."

The study found that hand function is directly related to brain activity and that changes in the brain well after the stroke are paralleled by changes in physical ability. The less active the motor

cortex – the part of the brain controlling muscle function – and the weaker the connections, the less able stroke survivors are to use their hand muscles.

The findings offer insight into which of the measures currently used to evaluate signals from the brain to the muscle during stroke recovery are most strongly linked to muscle function and therefore which treatment strategies work best for particular patients at early and later stages of recovery.

**"It is surprising how little is known about the process of physical recovery after stroke."**

Brenda Brouwer

Interventions including muscle vibration and electrical nerve stimulation in the limbs enhance the motor cortical output to target muscles. Mental practice (when a patient concentrates on moving the muscle) results in brain cells being more easily activated. With time, the cells in the part of the brain affected by the stroke become more easily activated. The changes in the strength of the connections between the brain and muscles lead to improvements in the ability to use the muscles.

"This is a good thing," says Dr. Brouwer, noting that this indicates the circuitry responsible for mediating voluntary movement exists. "We can use this information to maximize a patient's recovery with ongoing therapy."

The study was funded by the Heart and Stroke Foundation of Ontario.



STEPHEN WILD

Rhonda Lischynski holds a stimulating coil on stroke survivor Don Francis's scalp over the brain area that projects to the muscles of the hand while researcher Brenda Brouwer (Rehabilitation Therapy) monitors results.

# Exercise during dialysis enhances treatment: study

By LORINDA PETERSON

Patients who exercise while hooked up to dialysis show better results in clearing toxins and increasing overall physical stamina, a new study suggests.

The five-month, low-intensity exercise intervention study of dialysis patients was carried out by Rehabilitation Therapy professor Cheryl King-VanVlack, of the university's Cardiac, Circulation and Respiratory (CCR) group, and a group of researchers from Queen's and Kingston General Hospital.

Results of the study show that exercise during the process of dialysis increases by 20 per cent the removal of urea, one of the toxins collected in the body between dialysis sessions. This indicates that exercise during dialysis can enhance the treatment.

The study also suggests that physical function and stamina for the participants increase with the increased rate of toxin removal. During six-minute walk tests at weeks one, 10 and 20 of the study, the distance participants walked each time increased substantially.

"Enhanced dialysis efficacy over the long term may reduce the toxic effects of the 'uremic' syndrome, which refers to a myriad of complications associated with renal failure," says Dr. King-VanVlack. "Patients undergoing hemodialysis may have fewer complications, enhanced physical function and better quality of life by regular participation in an intra-dialytic exercise program."

Previously, most exercise pro-

grams for dialysis patients were instituted between sessions on non-dialysis days, and those programs that used exercise did not focus on dialysis efficacy — the amount of toxins removed during a dialysis session.

Participants in this study exercised three times a week on stationary exercise bikes or mini-steppers placed in front of their dialysis

chairs, for 30 minutes in each of the first two hours of dialysis.

Blood flow through the tissue is increased when exercise using lower extremity muscles allows capillaries to open up more to provide a greater surface area for exchange of substances from tissue to blood, researchers say. The increased blood flow moves more toxins from tissue to blood dur-

ing dialysis for subsequent removal at the dialyser. The overall result is a greater removal of toxins in a given dialysis session or enhanced dialysis efficacy.

Other members of the research team are Edwin Toffelmire, head of Nephrology at Kingston General Hospital and Trisha Parsons, a former Queen's Rehabilitation Science doctoral student.

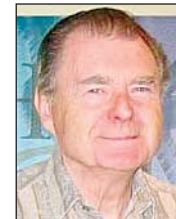


LORINDA PETERSON

Researcher Cheryl King-Van Vlack (Rehabilitation Therapy) monitors dialysis results as patient Sylvia Ruttan exercises her lower limbs on a stationary bike to boost toxin removal during dialysis treatment.

## IN BRIEF

### Renowned chemist visits Snieckus lab



Richard Heck

One of the world's foremost organic chemists, Richard Heck, recently spent time working and collaborating with students in Victor Snieckus's laboratory.

The Willis F. Harrington Professor Emeritus from University of Delaware, Dr. Heck is renowned for discovering a reaction considered pivotal to modern synthetic chemistry and has been nominated for the Nobel Prize several times.

"To organic chemists, whether academics, industrial, or students, the Heck reaction is a household word and laid the foundation, in the early 1970s, for metal-mediated coupling reactions, which are central to organic synthesis as it is practiced today," says Dr. Snieckus, who holds the Bader Chair in Organic Chemistry.

While developing his ideas in cobalt chemistry at the Snieckus lab, Dr. Heck worked closely with students, one of whom asked him to critique and autograph her term paper on The Utility of the Heck Reaction in Organic Synthesis.

### Career Investigator Awards sweep

Queen's researchers have taken three of the seven Heart and Stroke Foundation of Ontario Career Investigator Awards for 2006.

The three recipients are Marlys Koschinsky (Biochemistry), who receives the new award; and Don Maurice (Pharmacology and Toxicology, Pathology and Molecular Medicine) and Colin Funk (Biochemistry, Physiology) who each receive renewals.

This prestigious award recognizes the ongoing research excellence of individuals who are mid-career, through to senior scientists. It is highly regarded in the cardiac-circulatory-stroke research community, both provincially and nationally.

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

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To inform us of your latest research findings or upcoming journal publications, call News and Media Services Writer Nancy Dorrance, 533-2869, or Communications Officer Lorinda Peterson, 533-3234.



## International Educators Training Program

**JUNE 11-16, 2006**



In a shrinking world, the internationalization of institutions, businesses, and organizations is a reality. The impacts are profound:

- Policies and programs require a global focus.
- Intercultural mindsets and culturally sensitive behaviours must be developed.
- Diversity must become the norm.
- Staff require greater international knowledge, increasingly specialized skills, and specific competencies to succeed in their work.

The International Educators Training Program (IETP) wants to be a part of your success story as Queen's University embarks on its strategic plan to "engage the world."



The **IETP** will take place **June 11-16** at **Queen's main campus**.

The following six, three and one day courses will be offered:

### Six Day Courses

**June 11-16, \$1275**

- IETP I: Advising & Programming for Exchange & Study/Work Abroad Students
- IETP I: Advising & Programming for International Students
- IETP II: Advanced Topics in International Education

### Three Day Course

**June 11-13, \$650**

- IETP I: Increasing Your Awareness & Effectiveness in an Intercultural Workplace

### One Day Workshops

**June 14, \$325**

- Presentation Skills for International Educators
- Risk Management in International Education
- Working Across Cultures

The IETP also offers the following **Certificate in Intercultural Studies (CIS)** courses

in partnership with **UBC's Centre for Intercultural Communication**:

**CIS 501/502: Foundations & Skills in Intercultural Communication (June 11-14; \$1390\*)**

**CIC 606: Exchanging Knowledge Across Cultures (June 11-13; \$895\*)**

\*CIS course fees include a seven (501/502) or four (606) week on-line seminar following the face-to-face workshop at IETP.

All IETP course fees includes nutritional breaks and lunches on days of course sessions, a Welcome BBQ, Special Guest events, an IETP reception, and optional participation in the following Interest Sessions:

#### June 13 Interest Sessions

- Study/Work Abroad Resources...
- Immigration Basics
- Intercultural Skills for Study Abroad Students...
- Practical Skills and Resources in Foreign Credential Documentation and Authentication
- An Introduction to Presentation Skills for International Educators

#### June 15 Interest Sessions

- Marketing for the International Office
- Training Tools and Simulations for Exploring Cultural Adjustment;
- Volunteer Programs
- Would we be Liable if ... A Mock Trial for International Educators

2006 IETP Special Guest Series: **Engaging an Extraordinary World...**

All Guest events are free to registered participants and members of the Queen's community; extra tickets may be purchased for \$20 each.



**June 12, 7:30 pm  
Workshop**

Photographer Richard Martin will present a one-hour workshop which will explore the medium of photography as a means of visual expression and will examine Richard's personal and poetic approach to recording the visual world of Cuba – its people, culture, architecture and music. Topics will concentrate on making photographs that evoke and stimulate the imagination and reveal the magic, mystery and the rhythms of Cuban Life.



**June 13, 7:30 pm  
Keynote Address**

Reena Kukreja is an independent documentary film-maker, who has directed over 50 documentaries in the last 17 years mainly in India and in other parts of South Asia for international donor agencies and NGOs as well as local activist groups. As a South Asian diasporic filmmaker/feminist activist, Reena has become acutely aware of the power and privilege that she seems to represent when she works with rural lower class/caste women in India and other parts of South Asia.



**June 14, 7:30 pm  
Youth Engaging the World**

Jeff Minthorn, publisher of *Verge Magazine*, will be special guest for a panel discussion which will explore ways in which educational institutions, governments and private providers of international education can work together to cultivate a culture of "abroad-minded" young people.



International Educators Training Program (IETP), a program of Queen's University International Centre (QUIC)

## Faculty revives medal in law after 36 years

**TWO NEW MEDALS  
ADDED TO HONOR  
STUDENT EXCELLENCE**

By LORINDA PETERSON

Three and a half decades after awarding its last Gold Medal in Law, the Faculty of Law will reintroduce the annual tradition aimed at recognizing outstanding achievements in the graduating law class.

Chancellor Charles Baillie will present the University Medal in Law to the candidate graduating with the highest cumulative average in the LLB program during Convocation ceremonies on Friday, May 26.

To mark this important event, the surviving past winners of Queen's Medal in Law have been invited to attend the Convocation ceremony and the luncheon.

At a luncheon following the

ceremony, Alan Gold, 1970 Medal in Law award winner (the last year the medal was awarded) is scheduled to present Medals in Law to students with the second and third highest cumulative averages in the program. These medals are a new addition to the award program that in the past recognized only the highest achiever.

"The return of the Queen's University Medal in Law, after a

long 36-year absence, is an historic moment in the life of Queen's Law," says Dean Bill Flanagan. "It is a clear statement that at Queen's Law we value academic excellence and we welcome the opportunity to acknowledge the remarkable achievements of our very best students."

The Medal in Law was first awarded in 1960 and the tradition was discontinued in 1970.

## IN BRIEF

### Suzuki to speak at Queen's

Preeminent science broadcaster David Suzuki will stop in Kingston this evening, Tuesday, May 23 at 7 pm as part of a national speaking tour.

He will give a lecture in Grant Hall, 43 University Ave. Tickets are \$10, or \$7 for seniors/students and can be purchased at Novel Idea, 156 Princess St. or at the door.

### They sing

The 20-member women's chorus She Sings, under the direction of Martha Hill Duncan presents a spring concert, Songs from the Heart on Saturday, June 3. The concert takes place at 7:30 pm at St. James Anglican Church, on Union Street near Barrie. Tickets are \$15 for adults, \$10 for students and are available at the Ban Rich Centre, 32 Bader Ln. Part of the proceeds will go to the Ban Rich Foundation.

### Principal to host spring barbecue

Principal Karen Hitchcock invites faculty, staff and retirees to the annual Queen's Spring Barbecue on Thursday, June 8 from 11:30 am to 1:30 pm at Agnes Benidickson Field behind Grant Hall. If it rains, the event will take place in Grant Hall.

## Staff encouraged to participate in university life

The recent Raise Your Voice campaign by Queen's University Staff Association (QUSA) spotlighted the importance of strengthening the association by increasing its membership.

Joining the QUSA is one way that staff can provide valuable input at Queen's, says QUSA President Spring Forsberg.

Volunteering on a university committee is another valuable way staff can contribute to the decision-making process at Queen's.

Whether it's a discussion on the impact a new building might have on campus or raising concerns regarding the need for particular benefits, a staff member's presence on a committee provides a vital link between the decision-makers and those who are affected by their decisions.

Since its inception, QUSA has striven to develop a staff pres-

**There was a time when it was not possible as a staff member to join a Queen's committee.**

ence on Queen's various committees. Built into the QUSA Memorandum of Understanding is the agreement that "the university will include representatives appointed by the association on all formal and standing committees of the university dealing with issues pertaining to the workplace, the employment environment, hiring and employee development,

working conditions and other committees as are from time to time agreed upon."

There was a time when it was not possible as a staff member to join a Queen's committee. This is a privilege QUSA worked hard to acquire.

If you question whether you have the time and energy to commit to one of these groups, bear in mind that participation is not necessarily a huge undertaking. Some committees meet as few as four times a year. The QUSA website features contact information for staff representatives on various committees, who can provide interested staff with information regarding the types of activities and duties involved, as well as the time commitment required.

Staff members serve on several

university committees including: the Campus Grounds Advisory Committee, Campus Recreation Committee, Employee Assistance Program, Food Services Committee, International Centre Council, Joint Health and Safety Committees, Parking Committee, Pension Committee, Transgender/Transsexual Policy Group, University Council on Athletics, University Council on Employment Equity - as well as QUSA standing committees on Education, Grievance, Membership, Nominating, Research Grant and Contract Staff Issues, Salary and Benefits Review and West Campus Issues.

**The QUSA Annual General Meeting takes place Tuesday, May 30 at noon in the McLaughlin Room of the John Deutsch University Centre.**

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



**CAPE COD, NEWPORT & BOSTON**  
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Dbl \$749 pp Sgl \$949 pp Trpl \$699 pp Quad \$675 pp

**NEW YORK CITY**  
Jun 29-Jul 02, 2006 (9 other dates to choose from)  
Includes: 3 nights at Hotel Edison in Times Square, NYC orientation.  
Dbl \$575 pp Sgl \$899 pp Trpl \$485 pp Quad. \$465 pp

**STRATFORD FESTIVAL EXPERIENCE**  
Jul 11-12, 2006  
Includes: 1 night at the Arden Park Hotel, full breakfast buffet, 2 dinners, guided tour of Stratford, and excellent Orchestra seating for 2 shows: "Much Ado About Nothing" and "South Pacific".  
Dbl \$429 pp Sgl \$529 pp Trpl \$389 pp Quad. \$379 pp

**ST. JACOBS COUNTRY TOUR**  
Aug 25-26, 2006  
Visit The Farmers Market & St. Jacobs Village  
Includes: 1 night accommodation, 1 deluxe continental buffet breakfast, 2 dinners.  
Dbl \$219 pp Sgl \$299 pp Trpl \$199 pp Quad. \$189 p

**VERMONT & NEW HAMPSHIRE**  
Aug 28-Sept 01, 2006  
Includes: 2 nights in Vermont and 2 nights in New Hampshire, 4 breakfasts, 3 dinners, 1 luncheon @ Von Trapp Family Lodge, Ben & Jerry's Ice Cream Factory, Squam Lake boat cruise and much more.  
Dbl \$749 pp Sgl \$899 pp Trpl \$719 pp Quad. \$709 pp

**DISCOVER QUEBEC CITY**  
Sept 7-10, 2006  
Includes: 3 nights at Hotel Clarendon, most meals, Countryside sugar shack visit, guided tour of Quebec City, Beupre Coast, St. Anne's Basilica and walking tour Fortification walls  
Dbl \$679 p.p. Sgl \$949 pp Trpl \$629 pp Quad. \$619 pp

\*All tours include deluxe motor coach transportation, and all taxes and services charges

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## IN BRIEF

### Scholars take emotional turn at conference

More than 80 scholars will be on campus May 25-27 to participate in an international conference exploring the relations between emotions, people, and place.

The Second International and Interdisciplinary Conference on Emotional Geographies features plenary sessions by top scholars including Liz Bondi (Edinburgh University), Ed Casey (State University of New York), Alphonso Lingis (Pennsylvania State University), Kay Milton (Queen's University, Belfast), Nigel Thrift (University of Oxford) and Audrey Kobayashi (Queen's, Geography).

Sessional themes include such topics as Mobility and Circulation, Nationhood, Conflicting Emotional Landscapes, Sexualities, and Race Relations and Political Practice.

In conjunction with the Emotional conference, Toronto artist John Oswald will present his spectacular, multi-layered, light fresco instandstillnessence at the Agnes Etherington Art Centre.

For more, visit [geog.queensu.ca/emotionalgeog](http://geog.queensu.ca/emotionalgeog), or contact the conference coordinators, Joyce Davidson, 533-6000 ext. 78592, [joyce.davidson@queensu.ca](mailto:joyce.davidson@queensu.ca) or Laura Cameron, 533-6420, [cameron@post.queensu.ca](mailto:cameron@post.queensu.ca)

## Experts discuss Vioxx, dialysis efficacy, polygamy and changes to immigration policy

### QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ May 3-16

**Linda Levesque** (Community Health & Epidemiology) discusses her new study about the risk of heart attack for patients using Vioxx including in the *Globe and Mail*, *Ottawa Citizen*, *Kingston Whig-Standard*, *Montreal Gazette*, *Edmonton Journal*, *Victoria Times Colonist*, and on *CBC Radio Canada*, *Reuters*, *Bloomberg* and *MSNBC*.

**Tom Courchene** (Policy Studies) comments in the *Globe and Mail* and on [globeandmail.com](http://globeandmail.com) about the federal budget. He discusses fiscal imbalance and provincial relationships with the federal government on *CBC Radio's Ontario Today*.

**Niko Troje's** (Psychology) recent study about how animal brains detect distinct movement is highlighted in the *Globe and Mail* and on *CKWS TV*.

**Rick Jackson** (Business) discusses in the *National Post* court decisions around the firing of workers.

**Tom Axworthy's** (Policy Studies) opinion piece about emergency preparedness appears in the *Toronto Star*.



Aiken



Ascough



Baines



King-Van Vlack



Levesque



Smol

**John Smol** (Biology) discusses climate change on *TV Ontario*.

**David Walker** (Health Sciences) discusses in the *Toronto Star* doctor's preparedness for disaster.

**Cheryl King-Van Vlack's** (Rehabilitation Therapy) recent study about exercise during dialysis is highlighted in a *Canadian Press* story that receives coverage including in the *Vancouver Province*, *Ottawa Sun*, *Toronto Sun*, *Kingston Whig-Standard*, *Hamilton Spectator*, *Moncton Times & Transcript*, *Barrie Examiner*, on *CBC Radio* national news, *K-Rock* and *FLY-FM*.

**Doug Bland** (Policy Studies) comments in the *Ottawa Citizen*, *Barrie Examiner*, *Calgary Herald* and on *CBC TV's Newsworld* about the crisis in Darfur.

**Richard Ascough** (Religious Studies) comments extensively about organized religion and spirituality including in the *National Post*, *Montreal Gazette*, *Calgary Herald*, and *Vancouver Sun*, and about the *Da Vinci Code* in the *Ottawa Sun*.

**Susan Phillips** (Family Medicine) discusses Ontario's medical schools collaborative launch of a web enabled, medical curriculum in gender and health in the *London Free Press*.

**John Pliniusen** (Business) comments in the *Hamilton Spectator* about stinger sound sequences used in marketing.

**Bruce Berman** (Political Studies) continues to discuss the new \$2.5-million SSHRC-funded project he is leading on ethnic diversity, most recently in the *Kingston Whig-Standard*.

Professor emeritus **Ivan Beck** (Medicine) and **Matthew Thompson** (Business) discuss in the *Kingston Whig-Standard* their health-care crisis research comparing the *Romanow Report* to an earlier report.

**Dick Zoutman** (Medicine) comments in the *Kingston Whig-Standard* about flu pandemics.

In the *Kingston Whig-Standard*, **Teresa Alm** (Registrar's Office) comments about the Federal

budget impact on student awards, **Andrew Stevens** (SGPS) about how the tax cuts impact students, and **Kerry Rowe** (VP Research) about the budget's commitment to research funding.

**Michael Adams** (Pharmacology and Toxicology) comments in the *Kingston Whig-Standard* about the dangers of hypertension.

**Ken Wong** (Business) discusses depictions of men in marketing in *Marketing Magazine*.

**Nick Bala** (Law) is interviewed about youth crime and the *Youth Justice Act* on *CBC TV's Newsworld*.

**Bev Baines** (Law) discusses polygamy on *CBC TV's Newsworld*.

**Sharryn Aiken** (Law) comments on [cbc.ca](http://cbc.ca) about Prime Minister Stephen Harper's announced changes to streamline the immigration system.

**Arthur Sweetman** (Policy Studies) discusses the federal budget on *FLY FM* and *CHUM Radio*.

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# Why nobody helps Johnny Canuck

HERE'S THE STORY OF HOW A YOUNG NATION THOUGHT WORDS, RATHER THAN ACTIONS, WOULD SAVE PEOPLE IN THE FAR-AWAY LAND OF DARFUR

Johnny Canuck stared out the front window of his log House on the hill onto the rich village of Eurmerica. Like most others in the village, he watched every day the terror in that far-away place, Darfur. Johnny had talked before to his neighbour, Uncle Sam, and to others in the village across the pond about his concerns, but they paid him no heed.

Today, however, things would be different. "By God," he said to himself, "if no one else will act, then I must take the lead."

Johnny called his family together and they stood on the steps of the House and he spoke to them in a determined voice: "Someone must do something about the poor people in Darfur. I suggest that we raise a great cry and make our neighbours follow us in this righteous cause."

His family cheered. "We're peace-loving people," someone shouted out. More cheers. And they said together, there on the steps of the House under the tall tower, "Johnny, you go around the village and tell the others that they must act and you will

lead." And so he did.

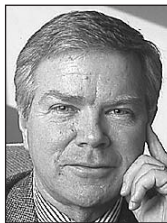
Johnny put on a clean collar and walked around the pond to visit the Euro clan. He stopped first to see John Bull, his cousin, and then he walked over to Schmidt's fine house and onward to see Pierre. Later he would see the Van Loons and the Ericksons and the others.

At each house Johnny made the same plea: "Someone should do something and if you will give us your money and your sons and daughters to fight the good fight, we Canucks will cheer you on; indeed, we would be very pleased to lead the expedition if it doesn't cost too much." Everyone except, of course, Pierre, was polite. The others, though, in truth were not so keen on Johnny's offer.

## Johnny put on a clean collar and walked around the pond to visit the Euro clan.

"Remember Rwanda?" said John Bull. "You didn't even help your own family. You left old Romeo swinging in the breeze. Then when he got home you had loud parties and made the whole thing out to be a heroic, national triumph. Why, you blamed me and the others in the club even when you did nothing. Not a good show, Johnny."

Schmidt was typically blunt. "I recall Zaire in 1996, Johnny. What was it your soldiers called



DOUG BLAND

### Expert Outlook

it: 'the bungle in the jungle'? We let you lead, but you couldn't do it. You always have good intentions, Johnny, and like to tell others what they should do. But last I noticed, you've done little to renew or improve your family's capabilities for these hard jobs. Your late uncle Paul made the same noises last year, but nothing happened. Honestly, Johnny, everyone knows you can't go anywhere without begging airplanes from your Uncle Sam."

The others were more sympathetic, but of the same mind. "Why," they said, "should we let the Canucks lead when we have to lend them our young family members and pay all the bills? If you want respect, Johnny, go ahead alone and if we see you're serious and capable, then maybe we can convince our family to join you. But indignation doesn't qualify anyone to lead anything."

Johnny was downhearted as he walked home, but by the time he got there he had another idea.

He would go to the next meeting of the village council and make a fine speech. He had

done it many times before, like the time he read a paper he wrote all by himself, "The Responsibility to Protect." It was his idea—everyone in the club, according to Johnny, had a right and a duty to go into anyone's house and put an end to domestic disturbances.

Well, the paper was a great moral success at home. His old father pointed to it at every town meeting. The Canucks couldn't do these things, of course, and certainly not if the violent people in the distraught house wouldn't let them in or if his family thought Uncle Sam was leading.

But it was well enough that he had thought up the idea and championed it every chance he got.

Well, now Darfur was back in the news, and so Johnny Canuck

gathered his family around him on the House on the hill and proclaimed that someone should do something and that if they would provide the blood and the treasure, then he would lead them, so long, of course, as no one got hurt.

And then Johnny and his family, having done their duty, went into the House content and pleased that they had made the effort. And everyone around the family table felt swell—"Well, if the others in the village had no conscience," they told themselves, "the village can always count on the Canucks, can't they?"

Douglas Bland is chair of the Defence Management Studies Program in the School of Policy Studies. This article appeared earlier this month in the Ottawa Citizen.



Waiting for water in Darfur.

OCTOBER 2004 - © EC/ECHO/PETER HOLDSWORTH



## THE OFFICE OF THE UNIVERSITY REGISTRAR IS MOVING!


Very soon, the Office of the University Registrar will be leaving Richardson Hall and Stauffer Library...

In June we will be moving to **Gordon Hall**, located across from the Physical Education Centre on Union Street.

Admission Services, Student Records & Services, and Student Awards will all be in the new building.

*Check our website in June for details – [www.queensu.ca/registrar](http://www.queensu.ca/registrar)*

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## Councilors weigh in continued from page 1

While one listener observed later that the speakers' comments "we're all over the place," some general consensus did emerge. Many agreed that for a mid-sized university to make its mark, it needs to develop a few areas of expertise and become known for it. One speaker offered up the example of University of Waterloo's groundbreaking co-op programs and excellence in computer science.

Another speaker suggested that Queen's capitalize on filling in the blank spaces between disciplines by continuing to create the innovative cross-disciplinary programs needed in a highly interconnected modern world.

Some reached back to their own experiences years ago at Queen's to affirm that much of their important growth as individuals and education as citizens of the world occurred outside of the classroom, often through their contact with other students.

Others suggested that Queen's might look at requiring more than just academic credentials from prospective students, and more than just marks, possibly a public service requirement, of its graduates.

Some urged the university to develop its international links, and do more to attract students and faculty from abroad. Others suggested there was an opportunity for Queen's to excel in the overlooked area of aboriginal post-secondary education.

Several speakers suggested that the university make the most of its links with other local post-secondary institutions such as St. Lawrence College and RMC, in order to capitalize on research capabilities and opportunities. While much of the talk assumed Queen's size would not change appreciably, one speaker suggested "dreaming at another level," and imagining what research Queen's would be capable of doing if it were double its current size.

The alumni experience was an important part of the discussions, with several speakers saying they want the university to use every available technology to

engage and involve its alumni as well as prospective students and citizens at large. In doing so, it would involve them on a daily basis in the cultural and intellectual life of the campus – lectures via podcasts for example – so that people could enjoy a continuing learning experience and would keep checking up on what's up at Queen's.

A number of speakers also suggested the strategic plan document, which is due to be presented in its final form this fall, should be condensed in length and more focused, and that the university should consider publishing it in the broader community.

The draft plan has five strategic goals:

- To be a university of choice for faculty and students of outstanding ability and diverse backgrounds from across Canada and around the world; to be an employer of choice for all staff, committed to supporting and developing the people who work here.
- To create and support an environment of engaged teaching and learning, and to develop and support academic programs prized for their quality, currency and innovativeness.
- To achieve international distinction and impact in select areas of research while supporting and enhancing queen's role in research and discovery across the university.
- To provide a strong and secure foundation of resources - financial, technological, and physical – to foster and support a learning environment of excellence.
- To be an engaged partner of governments (municipal, provincial, federal), the private sector, alumni and friends of Queen's, so partners will look to the university as an important resource and an agent of change, and as a result, will invest resources to advance Queen's mission.

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

## Queen's Pension Plan

### Quarterly Investment Report – March 31, 2006

#### Capital Markets

Returns on investments in the various markets can be measured against a series of well-established indices. Index returns for the 3-month and 12-month periods ending March 31, 2006 are as follows:

		3 months	12 months
S&P/TSX Composite	(Canadian Stocks)	8.0%	28.4%
MSCI World	(Global Stocks ex Canada)	6.5%	13.9%
SCM Bonds	(Canadian Bonds)	-0.4%	4.9%
ML Master II	(High Yield Bonds)	2.7%	3.4%
91 day T-Bills	(Treasury Bills)	0.8%	2.8%

#### Queen's Asset Mix

The investment managers have mandates established through a Statement of Investment Policies developed by the Pension Committee of the Board of Trustees. Investments in each asset class must be within a well-defined range. The "normal" asset mix is a long-term strategy mix which is used as a "benchmark" when measuring performance of managers.

The current market value of the Queen's Pension Plan (QPP) of approximately \$1.3 billion can be broken down as follows:

	Permitted Range	"Normal" Mix	Current Mix
<b>Stocks Canadian</b>	25% - 55%	33%	37%
Global (ex. Canada)	10% - 25%	25%	27%
<b>Regular Bonds</b>	20% - 70%	37%	32%
<b>High Yield Bonds</b>	0% - 10%	5%	4%
<b>Cash</b>	0% - 20%	0%	0%

#### Queen's Performance

##### 1. Compared With Other Pension Plans

The fund returned 4.5% in the first quarter. This put the QPP in the first quartile in RBC Global's universe of pension funds. The one-year return of 15.3% is 1<sup>st</sup> quartile, the four-year return of 10.1% is 1<sup>st</sup> quartile while the ten-year return of 9.9% is 3<sup>rd</sup> quartile. The quartile breaks for RBC Global's universe are as follows:

	3 months	1 yr	4 yrs	10 yrs
1st quartile	4.5%	14.9%	9.6%	11.3%
Median	4.0%	13.5%	8.6%	10.3%
3rd quartile	3.5%	11.8%	7.6%	9.2%

##### 2. Relative to the Benchmark

	3 months	1 yr	4 yrs	10 yrs
Fund return	4.5%	15.3%	10.1%	9.9%
Benchmark return	4.2%	15.2%	8.4%	9.2%
Fund performance relative to benchmark	0.3%	0.1%	1.7%	0.7%

Note: returns for periods of one year and less are for the actual period; returns for four and ten years are annualized.

##### 3. General Comments

- Most world equity markets had positive returns for the first quarter of 2006. Canadian equity markets continued to perform well propelled by strong gains in commodity and energy-related stocks
- Canadian bond yields increased across all maturities during the first quarter of 2006, negatively impacting bond prices. The yield curve continues to be very flat with only a 0.55% differential between the overnight rate and 30-year long bond.
- The return for the first quarter was about 33 basis points above the benchmark.
- AllianceBernstein (global equities) and Addenda Capital (Canadian fixed income) had solid first quarter results, posting gains of 210 and 51 basis points above their respective benchmarks. Letko Brosseau (global balanced) and Greystone (Canadian equities) also were above benchmark for the quarter.
- We continue to hedge approximately 75% of our U.S. dollar equity and high yield exposure back to Canadian dollars.
- The Canadian dollar closed at 85.7 cents U.S. at March 31<sup>st</sup>, down a modest 0.1% from 85.8 cents U.S. on December 31<sup>st</sup>.

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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

#### Jim McLellan appointed head, Chemical Engineering

Principal Karen Hitchcock announces that Jim McLellan has been appointed head of the Department of Chemical Engineering from July 1, 2006 to June 30, 2011.

Dr. McLellan has been a member of the department since September 1990 and is currently cross appointed with the Department of Mathematics & Statistics. He received his BSc and PhD from Queen's and his MASC from the University of Waterloo. His teaching and research interests are in the areas of applied statistics and mathematical modeling of chemical processes, and process control. Dr. McLellan has served as Chair and Associate Chair of Division III of the School of Graduate Studies and Research, Graduate Coordinator in Chemical Engineering, and Chair of the Senate IT Committee. He has won the Ontario Confederation of University Faculty Associations (OCUFA) award for excellence in teaching, the Frank Knox award for teaching excellence, two Golden Apple teaching awards, and was twice nominated for the 3M Teaching Award. Dr. McLellan has served as an industrial consultant to a number of companies in Canada, Europe and the United States, and is a Professional Engineer in the Province of Ontario. Prior to his doctoral studies at Queen's, Dr. McLellan was a control applications engineer with Petro-Canada Products Inc.

Principal Hitchcock expresses her appreciation for the outstanding leadership provided by Ron Neufeld during his term as head.

#### Richard Holt appointed acting head, Mechanical and Materials Engineering

Principal Karen Hitchcock announces that Richard Holt has been appointed acting head of the Department of Mechanical and Materials Engineering from July 1, 2006 to Dec. 31, 2006.

Dr. Holt joined Mechanical and Materials Engineering as a professor in 2002. He holds an NSERC Industrial Research Chair in Nuclear materials sponsored by Ontario Power Generation, the CANDU Owners Group and Nu-Tech Precision Metals and is currently associate head of the department. Before coming to Queen's he spent 34 years in research and research management at AECL, Ontario Hydro and CANMET, most recently as Director of the Fuel Channels Division at AECL (1997-2002). His main research interest is the effect of the nuclear reactor environment on the performance of materials.

#### John Burge appointed director, Music

Principal Karen Hitchcock announces the appointment of John Burge as director of the School of Music from July 1, 2006 to June 30, 2012 (including one year of leave).

Dr. Burge holds a BMus and MMus from the University of Toronto, and DMA from the University of British Columbia. He also holds an ARCT diploma in piano

performance from the Royal Conservatory of Music. He came to Queen's in 1987 as a lecturer in the school. In 1988 he was appointed as Queen's National Scholar, promoted to assistant professor in 1989, associate professor in 1995 and professor in 2003. Dr. Burge has written a large body of music for solo instruments, chamber ensembles and orchestras, but he is particularly recognized for his choral music. Many of his choral compositions have been published by the American company, Boosey and Hawkes, and have been extensively performed in North America and Europe. His 2005 choir and orchestra composition, Angel's Voices, was performed in Carnegie Hall last year and recently named the 2006 Outstanding New Choral Composition by the Association of Canadian Choral Conductors. Recorded performances of his music are regularly broadcast on CBC Radio 2. Dr. Burge enjoys working with young musicians and was the composer-in-residence with the National Youth Orchestra of Canada from 2001-2003.

In making this announcement, Principal Hitchcock expresses her appreciation for the leadership provided by Gordon Smith during his three years of service as director.

### Committees

#### Advisory committee, Dean, Applied Science

Tom Harris's term as dean of the Faculty of Applied Science ends on June 30, 2007. Dr. Harris has indicated that he does not wish to be considered for a further term as dean.

In accordance with the procedures established by Senate, a committee chaired by Vice-Principal (Academic) Patrick Deane will be established to advise the principal on the present state and future prospects of the Faculty of Applied Science and on the selection of the dean. Suggestions for membership on the advisory committee should be submitted in writing to the Office of the Vice-Principal (Academic) by June 9.

University community members are also invited to offer comments on the present state and future prospects of the faculty and the deanship. These comments should be submitted in writing to Patrick Deane, Vice-Principal (Academic). Respondents are asked to state whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

#### Appointment committee, Associate Vice-Principal (Facilities)

Vice-Principal (Operations and Finance) Andrew Simpson is pleased to announce the membership of the appointment committee for the position of Associate Vice-Principal (Facilities). As previously announced, Tom Morrow will be retiring from the position of Associate Vice-Principal (Operations and Facilities) at the end of the year. Members are: Andrew Simpson (Chair), Campus Planning and Development Committee Chair, Dan Burns, Acting Associate Vice-Principal and Dean of Student Affairs Janice Deakin, Associate Vice-Principal (Academic/International) John Dixon, Dean of Applied Science Tom Harris, Associate Vice-Principal and Chief Financial Officer Dan Hogg, Charlie Labarge (Advisor), Rector Johsa Manzanilla, Executive Assistant to the Principal Patrick McNeill and Vice-Principal (Research) Kerry Rowe. Members of the community are

## A Footnote on Health

### Solid Support for Family Matters



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#### What services does WS Family Matters offer?

The most up-to-date-information available: WS Family Matters' skilled Dependent Care Consultants will assess your needs and respond with *customized information* to help you better understand your situation. Their extensive library of articles and tip sheets cover a wide range of topics including:

- Parenting effectively at all ages and stages
- Maternity/parental leaves
- Talking to kids about divorce, peer pressure, drugs, etc.
- Building strong blended families
- Talking to older parents about changing needs
- Elder care options
- Balancing work and home
- Other family-related topics

**Help locating services:** With so many care options out there, it could take weeks or months to find the proper fit for your family. WarrenShepell tracks down the information and presents a well-rounded view so you're comfortable and confident making family and care-related decisions. Our Dependent Care Consultants will help narrow the search and uncover options available in your area including:

- Daycare centres, after-school programs and parenting classes
- Schools, educational services and special needs programs
- Adoption and multiple birth services
- Seniors' accommodations/nursing homes
- Outreach and transportation services
- Rehabilitation, home support and elder care programs
- Palliative care
- Caregiver support groups

#### Who can use WS Family Matters?

WS Family Matters is a complimentary service\* available to you and immediate family members as part of your EAP service.

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invited to submit their views on this portfolio and/or nominations for the position to Mr. Simpson in writing by June 30. Respondents are asked to indicate whether or not they wish to have their views shared, in confidence, with committee members.

### Convocation

Faculty invitation to spring convocation ceremonies 2006 in Jock Harty Arena.

#### Thursday, May 25

**2:30 pm**  
Business, Industrial Relations, Urban & Regional Planning, Policy Studies  
**Honorary graduand (LLD):**  
Robert Keith Rae

#### Friday, May 26

**9:30 am**  
Health Sciences (Medicine, Nursing, Rehabilitation Therapy), Law  
**Honorary graduand (DSc):**  
Michael John Schull

**2:30 pm**  
Applied Science  
**Honorary graduand (LLD):**  
Ben Heppner

#### Thursday, June 1

**9:30 am**  
Education  
**Honorary graduand (LLD):**  
Nel Noddings

**2:30 pm**  
Arts & Science (Anatomy & Cell Biology, Biochemistry, Biology, Chemistry, Community Health & Epidemiology, Computing, Environmental Studies, Geological Sciences, Life Sciences, Mathematics & Statistics, Microbiology & Immunology, Music, Pathology, Pharmacology & Toxicology, Physics, Physiology)  
**Honorary graduand (DSc):**  
J.N. Patterson Hume

#### Friday, June 2

**9:30 am**  
Arts and Science and Physical and Health Education (Communication, Culture & Information Technology, Development Studies, Economics, French Studies, Geography, German Language & Literature, Health Studies, Psychology, Sociology, Spanish and Italian Language & Literature, Women's Studies)  
**Honorary graduand (LLD):**  
Roderick Douglas Fraser

## HELP LINES

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

**Human Rights Office**  
533-6886  
Irene Bujara, Director

#### Sexual Harassment Complainant Advisors:

Margot Coulter, Coordinator  
533-6629

Chuck Vetere – Student Counselling  
533-2893 ext. 77978

#### Anti-Racism Complainant Advisors:

Stephanie Simpson, Coordinator  
533-6886

Audrey Kobayashi – Geography,  
533-3035

#### Anti-Heterosexism/Transphobia Complainant Advisors:

Julie Darke, Coordinator  
533-6886

Eleanor MacDonald, Politics  
533-6631

#### Coordinator of Dispute Resolution Mechanisms:

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

#### Sexual Harassment Respondent Advisors:

Paul Banfield – Archives  
533-6000 ext. 74460

Mike Stefano – Purchasing  
533-6000 ext. 74232

Greg Wanless – Drama  
533-6000 ext. 74330

#### Anti-Racism Respondent Advisor:

Ellie Deir – Education  
533-6000 ext. 77673

#### Internal Dispute Resolution

SGPS Student Advisor Program  
533-3169

#### University Dispute Resolution Advisors – Students:

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

#### University Grievance Advisors – Staff:

Janet Cowperthwaite  
University Secretariat  
533-6000 ext. 77927

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:

Johsa Manzanilla  
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.

## A SEA OF CALM



STEPHEN WILD

For their alternative practicum portion of the Bachelor of Education program, teacher-candidate artists created nautical scenes for the main emergency corridor of the Kingston General Hospital (KGH). This is the fifth year of the mural project, which was unveiled recently at the Faculty of Education at Duncan McArthur Hall. From left are KGH Emergency Charge Nurse Carol McIntosh, artist Jessica Gazendam, artist Lisa Kensett, KGH Manager of Emergency Care Services Mike McDonald and artist Cathy Marshall. (Missing: artist Kathleen Boone.)

### 2:30 pm

Arts and Science (Art, Canadian Studies, Classics, Drama, English Language & Literature, Film Studies, History, Jewish Studies, Language & Linguistics, Philosophy, Political Studies, Religious Studies, Russian Studies)

#### Honorary graduand (LLD):

William Hutt

**Assembly:** The academic procession will assemble in the Upper Lounge of the Physical Education Centre 30 minutes before convocation times. To join the academic procession, call 533-6095 or email [cowperth@post.queensu.ca](mailto:cowperth@post.queensu.ca). Those needing a hood or gown should make arrangements with the Alma Mater Society (located in the Ross Gymnasium) 30 minutes before each ceremony.

**Please present your faculty card for identification.**

**Receptions:** All receptions are the responsibility of the faculty or school concerned. You are encouraged to attend these functions and meet with the graduands and their families.

### 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 May, 2006.

**35 years:** Heather Woolnough, Stauffer Library.  
**30 years:** Frank Phelan, Biology Station, Lake Opinicon; Mary Lou Coates, Industrial Relations Centre; Wanda Parkes, Education Library.  
**25 years:** Dianne Conner, Central Technical Services Unit; Linda Prest, Central Technical Services Unit; Sandra Vincent, Physiology; Susie Greyling, Education Library.  
**20 years:** Angela Balesdent, School of Urban and Regional Planning;

Bruce Elder, PPS; Christina Fowler, Mechanical and Materials Engineering; Robert Hughes, PPS.

**15 years:** Jo-Anne Brady, Office of the University Registrar; Patti George, Purchasing; Wendy Schuler, Sociology.

**10 years:** Maria Salamone, Southern African Research Centre.

**5 years:** Brad Flowers, ITS; Constantine Dafnas, HPCVL; Dale Arden, Urology; David Swinton, PPS; Hilary Sirman, Vice-Principal (Advancement); Jeremy Heil, Archives; Krista Voigt, Chemistry; Lena Lafond, NCIC; Rodney Wilson, School of PHE; Susan Bowen, Mechanical and Materials Engineering; Susan Rance, Continuing Medical Education; Wendy Clarence, Physiology.

#### Employee Assistance Program

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

#### Staff job postings

For information on staff job postings and staff appointments, visit [www.hr.queensu.ca](http://www.hr.queensu.ca). The site is updated weekly on Fridays.

#### Notices

**Administrative review of DEVS 309**  
As part of its efforts to improve and expand on international opportunities for undergraduate students at Queen's, the Faculty of Arts and Science is reviewing administrative aspects of DEVS 309\* (Development Ethics), a two-week field course in Havana, Cuba, offered since 2001. Members of the university community interested in contributing to this review should submit comments to Dean of Arts and Science Robert Silverman in writing, c/o Diane Reid ([reiddm@post.queensu.ca](mailto:reiddm@post.queensu.ca)) by June 2.

## Calendar

Unless otherwise specified, all events are free.

### Art

#### Agnes Etherington Art Centre

University Avenue at Bader Lane  
Free admission on Thursdays. Open holiday Mondays from 1 to 5 pm, Victoria Day to Labour Day. Enjoy free admission and great exhibitions.

#### Events:

**May 25:** Artist's talk. John Oswald, 5:30 pm. In conjunction with the Second International and Interdisciplinary Conference on Emotional Geographies at Queen's, John Oswald presents his spectacular, multi-layered, light fresco instandstillness. This three-screen version runs continuously during gallery hours for three days only.  
**Thursdays in June:** Ask a Docent, noon to 3 pm. Description: Friendly volunteer guides answer your questions.

**June 2:** Reception celebrating student achievement in the Department of Art with BFA on View 06. It also marks the opening of Lyla Rye: Hopscotch with the artist in attendance, our receipt of the 2005 York Wilson Endowment Award and the Telling Stories, Secret Lives Prize for Art Writing. 4:30-6:30 pm, following graduation ceremonies.  
**Exhibitions:**

John Oswald, instandstillness, in the Atrium. May 25-27.  
Lyla Rye, Hopscotch, The Davies Foundation Gallery, June 3-Oct. 1.  
Impressions/South, Mid-20th Century Canadian Prints, Frances K. Smith Gallery, to June 4.  
Mary Rawlyk and Martha Rosler, slow boil, Frances K. Smith Gallery, June 17-Oct. 29.  
BFA on View 06, Contemporary Feature and Samuel J. Zacks Galleries, to June 18.  
Tudes, The Dorothy M. L. Burke Bequest Premiere series, Samuel J. Zacks Gallery, July 2-Aug. 27.

Neutrinos They are Very Small, curated by Corinna Ghaznavi, Contemporary Feature Gallery, July 8-Dec. 10.

Impressions/North, Mid-20th Century Inuit Prints, African Gallery, to July 9.

The Dancer Transformed, Masks of West Africa, R. Fraser Elliott Gallery, to July 23.

Mister Man, R. Fraser Elliot Gallery, Aug. 5 to April 8, 2007.

The Art of Mali, African Gallery, Aug. 13 to Aug. 8, 2007.

Art-making/Quebec 1940-1975, Historical Feature Gallery, to Aug. 27.

Wrought Emotions, European Paintings from the Permanent Collection, The Bader Gallery, to Jan. 26, 2007.  
[www.queensu.ca/ageth](http://www.queensu.ca/ageth)

### The Studio

**Faculty of Education**  
Union Street at Sir John A. Macdonald Boulevard. Studio Hours: Tuesday to Friday 11:30 am to 3 pm, Saturday and Sunday, 12 to 3 pm or by appointment. Details: Angela Solar, [solar@educ.queensu.ca](mailto:solar@educ.queensu.ca) ext. 77416.

### Union Gallery

Main Gallery: Making Love or Expecting Rain, an exhibition by fourth-year BFA students Courtney Lester and AUSA Peacock. To May 26. Project Room: Foul Play by Kingston artist Katie Lyle.  
[uniongallery.queensu.ca](http://uniongallery.queensu.ca).

### Music

**Saturday, June 3**  
She Sings (formerly Aurora), 20-member women's chorus, Martha Hill Duncan, director. St. James Anglican Church, Barrie Street at Union, 7:30 pm. A Ban Righ Centre fundraiser. Adults, \$15, students, \$10. Available from the Ban Righ Centre, 32 Bader Ln. Details: Karen Knight, 533-2976, [kk9@post.queensu.ca](mailto:kk9@post.queensu.ca)

### Public Lectures

#### Tuesday May 23

**Sociology**  
**The Surveillance Project**  
Kirstie Ball, Open University Business School, UK. They give us the tools to do it: post normative cultures of control in the outsourced call centre. D528, Mackintosh-Corry, 11:30 am.

### Special Events

#### Wednesday, May 31

Open house in honour of Ellen McKay, Economics. 213 Dunning, Hand-Purvis Conference Room, 1-4 pm. All welcome to wish Ellen McKay a happy retirement.

#### Thursday June 8

**Queen's Spring BBQ**  
Agnes Benidickson Field, 11:30 am -1:30 pm. Rain location Grant Hall.

#### Tuesday, June 20

**Queen's Faculty & Staff Golf Tournament**  
12:30 pm shotgun start. Colonade Golf & Country Club. Register at the PEC for this fun golf tournament. Entry fee: \$60/person. For 18 holes of scramble golf, dinner and prizes.

## Submission information

Submit Calendar items in the following format:

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

Email to: [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca)  
**The deadline for Bulletin Board and Calendar items for the June 19 issue is at noon on Monday, June 12. The Gazette will not publish in July and August. It resumes biweekly publication on Monday, Sept. 12. For news and information over the summer, visit [www.queensu.ca/newscentre](http://www.queensu.ca/newscentre)**