



# QUEEN'S GAZETTE



A good mix P12

New deal for Queen's staff P7



## Planning for a safe Homecoming

By ANNE KERSHAW

University administration and student government representatives have outlined a comprehensive action plan toward holding a safe and successful Homecoming weekend, including the launch of a bold student awareness advertising campaign.

"Safety has been our primary objective in developing our plans

for Homecoming weekend," Principal Karen Hitchcock said at a news conference last week. Dr. Hitchcock emphasized that the university has consulted extensively with the Alma Mater Society, the City of Kingston, the Kingston Police, members of the community and experts in various fields related to student behaviour and town/gown relations.

"Our approach to this year's homecoming weekend has been informed by these consultations," she says.

AMS President James Macmillan and AMS Municipal Affairs Commissioner Ryan Quinlan-Keech echoed the commitment to public safety and minimizing disruption to university neighbours.

"We have listened to and

heard these concerns and are using information provided to us by the events of past years to inform the way in which we deal with this year's events," said Mr. Quinlan-Keech.

The AMS and Queen's were able to reach an agreement with the city to close Aberdeen Street to traffic, a step that has been endorsed by the Kingston Police.

"This key part of our plan will remove cars from the area and reduce unnecessary conflict and tension between students and police – the kind of tension that caused the escalation seen in previous years," said Mr. Quinlan-Keech.

In conjunction with the city, concrete barriers will be erected  
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### TAKE A POWDER



STEPHEN WILD

The first-year Concurrent Education class get a rousing welcome by their "teaches" (orientation leaders) outside Victoria Hall last week. Painted in silver and looking like Greek scholars, the "teaches" manage to create their own weather system with water and baby powder.

## Let's get into a first-year frame of mind

Are we ready for the class of 2010? It is helpful if we keep in mind that faculty and staff need as much orientation to the new students as they need to us. With credit for the idea to Beloit College in Wisconsin, Bob Crawford, professor in the School of Computing and former dean of student affairs, has again assembled a Mindset List for Queen's, a

compilation of items that indicate the viewpoints and frame of reference of entering students. As they arrive on campus, most of our new students are 17 or 18, and the majority will not turn 19 before this academic year has ended.

Given that the majority of entering students were born in 1988, consider the following about the world as they have

known it.

- Canada and the United States have always had a free trade agreement – NAFTA.
- The headline in the newspaper the day they were born may have read: Second Unabomber bomb explodes at Salt Lake City computer store; US navy ship shoots down Iranian airliner in Persian Gulf, killing 290; Pan-Am flight 103 explodes over Lockerbie,

Scotland, killing all 259 aboard; Republicans sweep 40 states with ticket of George Bush and Dan Quayle

- The nightly news as they entered the world included the latest status of the Meech Lake accord, with at least one new opinion on the Distinct Society clause.
- In spite of a Supreme Court

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## Under the Kilt

STUDENTS USE HUMOUR TO ADDRESS SERIOUS SUBJECT

By KAY LANGMUIR

There's a noticeable buzz on campus these days and three words, Under the Kilt, on students' lips, and on their Frisbees and water bottles – the result of a campaign to pump up student pride in themselves and their university as the heady days of Homecoming approach.

There have been spontaneous announcements in classes and at group events, and roving groups of Under-the-Kilt ambassadors prowling on campus passing out Frisbees, water bottles and candies marked with the url, www.underthekilt.ca.

It started as a group project for a third-year marketing and communications course for commerce students taught by Allison Johnson of the School of Business. But it had a real-life objective that hit close to home: devise an advertising campaign to convince students to moderate their behavior during the traditional hard-partying hoopla of Homecoming weekend Sept. 15 – 17.

"We got very excited and passionate about it. We wanted to just keep going," said Sonia Luthra, one of six students who worked on the project.

At first, it seemed a daunting task. The students were their own audience. They knew how difficult it was to change attitudes among their peers, and how quickly they would turn off any message that seemed preachy.

See KILT: Page 6

## New events, new direction for Homecoming

By CARA SMUSIAK

A great debate involving high-profile opinion makers is just one of the new events planned for this year's Homecoming Weekend, Sept. 15 to 17.

"We really hope alumni will return to campus to reconnect with one another and with Queen's on the intellectual level as well as socially," says Manager of Alumni Education Melanie McEwen.

Those who are keen to raise a

cool one with old friends will still have lots of opportunities to do so. However, receptions and class dinners will just be one part of the overall weekend experience.

Ms. McEwen and other organizers have planned a series of special value-added events that will be fun, informative, and thought provoking.

A highlight of this new programming promises to be The Great Debate '06, which is scheduled for Friday, Sept. 15, 4:30 to

6 pm. in the auditorium of the Biosciences complex. Modeled on a popular television series from the early 1970s, the event will pit two high-profile opinion makers in a debate about a timely and vital issue: Should Canada's military be peacemaking in Afghanistan? Arguing in favour of Canada's new interventionist role as will be Douglas Bland, Chair of Defence Management Studies in the School of Policy Studies and a Queen's

alumnus. Taking an opposing view will be author, researcher, and commentator Steven Staples, a University of New Brunswick grad, who is directing a study of the corporate-security state at the Ottawa-based Polaris Institute. Popular CBC Radio personality Avril Benoit will act as debate moderator.

"We're excited about The Great Debate, which we think will be very popular with alumni,"  
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[www.queensu.ca/newscentre](http://www.queensu.ca/newscentre)



## Sean Conway assumes new post

By SARAH WITHROW

Sean Conway has been appointed as Queen's Special Advisor to the Principal for External Relations.

Mr. Conway, who took up his new duties on Aug. 14, has been the director of the Institute of Intergovernmental Relations in the School of Policy Studies for the past year. He is also a policy advisor with the law firm Gowling, Lafleur Henderson LLP, and a public affairs analyst on TV Ontario.

"Sean's breadth of experience and wealth of knowledge make him the ideal person to lead Queen's outreach efforts to all levels of government and to our stakeholders," says Principal

Karen Hitchcock. "He is a valuable addition to our team and I know he will help us achieve our objectives on a number of important fronts."

In his new role, Mr. Conway will provide strategic advice on the advancement of Queen's priority initiatives and will direct the External Relations team in the Principal's Office. He will also continue to be involved in selected special projects undertaken by the Institute of Intergovernmental Relations.

"Over the years, I have enjoyed being a student at Queen's, teaching at Queen's and directing the Institute of Intergovernmental Relations," Mr. Conway says. "I am very



Sean Conway

excited by this new challenge and look forward to working with Queen's internal and exter-

nal stakeholders."

Prior to joining Queen's, Mr. Conway served as a Member of the Ontario Legislature for 28 years, including five years as a Cabinet Minister during the Government of Premier David Peterson. While in Cabinet, Mr. Conway held a number of portfolios, including Government House Leader and Minister of Education, Colleges and Universities and Skills Development.

Mr. Conway has an MA in history from Queen's and a BA in history from Wilfrid Laurier University. He has been a visiting fellow in the School of Policy Studies and also taught at Wilfrid Laurier University.



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

**SCHEDULE**

**Issue date: Monday, Sept. 25**  
Ad booking deadline: **Sept. 8**  
Ad artwork deadline: **Sept. 14**  
Noon editorial deadline: **Sept. 18**

**Issue date: Tuesday, Oct. 9**  
Ad booking deadline: **Sept. 22**  
Ad artwork deadline: **Sept. 28**  
Noon editorial deadline: **Oct. 2**

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KEN CUTHBERTSON

Workers tear down part of the old Queen's Journal House on Earl Street near Aberdeen Street Aug. 30 to make way for construction of the Queen's Centre.

## Construction delayed on campus

Construction scheduled to begin this summer on University Avenue and Union Street in the heart of Queen's campus has been delayed.

The University Avenue reconstruction project, which includes replacement of water and sewer services and tie-ins to buildings along the street, has been postponed until May 2007.

The infrastructure project to re-route services for the Queen's Centre will start as soon as municipal approvals are obtained.

"Queen's is still negotiating with the City of Kingston and Utilities Kingston to get necessary approvals so we can begin the work on city-owned infrastructure," says construction manager Pat Caulfeild. "We

decided to postpone work on University Avenue until the spring to minimize disruption on campus during the school year, but work on Union Street will begin as soon as possible so we can go ahead with the Queen's Centre."

Work related to the Queen's Centre project will continue into the new year. When construction begins, an online map will provide updates about street closures and access roads, and how to navigate standard detour routes.

The map will link from the Queen's homepage at [www.queensu.ca](http://www.queensu.ca) and from the Physical Plant Services homepage at [www.queensu.ca/pps](http://www.queensu.ca/pps)

Meanwhile, chain-link fencing now borders the area where

demolition of houses has begun to make way for the Queen's Centre.

The fenced-off area is bounded on the north by Earl Street, on the south by Clergy Street, on the east by Division (between the electrical substation and the Royal Kingston Curling Club, and on the west at the rear of houses on the east side of University Avenue. (Houses on University between Earl and Clergy are not affected)

Contractors from Priestly Demolition, Aurora, Ont. first salvaged the site under the direction of Helen Finley of the Kingston Historical Society, for historic and saleable features in the buildings, says Mr. Caulfeild. "We are directing people who

### Work related to the Queen's Centre project will continue into the new year.

want to purchase specific features from the homes to the contractors," he says.

The last house is scheduled to come down by mid-October. Currently, the fencing does not affect access to the old Royal Kingston Curling Club, whose office will remain open until the new club at Days and Front roads opens, scheduled for the end of September.

## Student affairs key to mission, new dean says

By ANNE KERSHAW

For a new homeowner, decorating is never simple. It's even more complex when the act of examining paint samples at the hardware store leads one to a whole new train of thought about what is known in higher education circles as the "culture of whiteness."

Queen's new Dean of Students Affairs appears to have one of those minds that can effortlessly slide from the selection of a wall colour to philosophical ponderings about race and identity.

Moonlight white. Mirage white. Antique white, Off white, Ash white, Café white. Ultra pure white, Golf tee white. Wash down white. Stucco white. Picket fence white. Petticoat white... Back at his office in Gordon Hall, Jason Laker flips through paint samples containing more than 50 shades of white found in the paint department.

"As part of the current discourse at Queen's about identity and the culture of whiteness, it's going to be important for white people to reflect on what it even means to be white, and whether whiteness means one thing," he says.

Not one to shrink from heated topics, Dr. Laker sees opportunity in controversy.

"I couldn't be happier to come into an organization where such a blunt and startling statement about the culture of whiteness is being made." He was referring to a report by anti-racism expert Frances Henry publicized earlier this year which stated that a "culture of whiteness" is hurting Queen's reputation.

Dr. Laker clearly energized by the idea that he "might have

something to offer" to the dialogue, both as an expert in identity studies and in his role as dean.

"Student affairs is a part of the universe here at Queen's that can create spaces to examine these ideas in a way that is very difficult to do in other parts of the organization. There are things you can do in a residence, in a counselling session, in a career and vocational discernment conversation or in one of the centres that you can't do as effectively in a classroom."

Appointed Associate Vice-Principal and Dean of Student Affairs on July 1, Dr. Laker will also be an adjunct instructor in Women's Studies as of January, 2007. He came to Queen's from Saint John's University in Collegeville, Minnesota, where he served as dean of Campus Life as well as an adjunct instructor in the Gender and Women's Studies Program. He also served as an adjunct instructor at Saint Cloud State University (SCSU) where he taught undergraduate general and honours courses about community engagement, gender, race, and ethnicity and graduate-level courses in the Student Development graduate programme and was recipient of SCSU's Honors Teacher of the Year award by vote of students. He has also worked at the University of Arizona, in Student Affairs and Continuing Education, University of Delaware, and Fort Lewis College in Colorado.

"It wasn't Queen's reputation that brought me here," he says. "It was that when I got here I felt a connection with the people. I felt that this was a good place to

practice my vocation, and a good place for my family, and all three of those things have proven true so far."

He sees Queen's as a place that is ready to take some risks and "to stir the pot and do some exciting things". He chooses to interpret any reference to "the Queen's way" not as an attempt to dismiss or silence a new voice, but as an invitation to build on Queen's track record for innovation, creativity, and news ideas.

"Like a Yale or a Harvard, Queen's has a certain dramatic largesse in terms of its identity, and there are things about that that are very exciting. But there are ways in which having such a prescribed reputation can also limit the parameters of an institution's flexibility. Because people expect certain things from a place with a clear reputation, there are times when it may feel constrained to turn on a dime or to try new and creative things. At the same time, it's evident that there are many ways that Queen's has nonetheless done some pretty creative and ambitious things."

Dr. Laker believes student affairs has a special role to play in advancing the overall objectives of the university.

"I see Queen's in many ways trying to do two things that don't seem to match at first blush. It is trying to be the big international research powerhouse while at the same time having the intimate communal personal engagement in learning. I believe that student affairs offers the best hope to do both well. And I intend for that to be true, that student affairs will facilitate doing both well."

Arriving on campus at a time



BERNARD CLARK

Jason Laker says it wasn't Queen's reputation that brought him here – it was a connection with the university's people.

when Queen's is attempting to rebuild relations with the community, Dr. Laker is sensitive to the challenges on that front but rejects simplistic solutions and stereotyping. The notion that bad student behaviour flows from a sense of entitlement amongst students is, he says, "a profound simplification of a complex set of social phenome-

non and objectifying of students. "It essentializes them as if the word students refers to one thing when in fact it refers to 18,000 things. It even suggests that any time someone behaves badly it is for one reason. It is disingenuous, dismissive and dehumanizing, and beneath the level of thought and analysis that this school espouses."

## New era for arts in Kingston and Queen's

TETT PROPERTY DEVELOPMENT TO START THIS FALL

By CELIA RUSSELL

Kingston as well as Queen's stands to benefit from the changes that will take place at the J.K. Tett Centre in the months and years to come.

Kingston City Council approved the sale to Queen's of the waterfront land, with the

exception of the J.K. Tett building, at a meeting July 18.

The Tett building houses most of the artistic and cultural groups that rent space from the city.

The university will take over space occupied by the Domino Theatre, and will enter an agreement with the theatre company regarding its ongoing use, says Vice-Principal (Operations and Finance) Andrew Simpson.

The agreement was approved

by Queen's Board of Trustees at a special meeting July 31. Further planning for the site will begin in the fall.

The purchase, which was made possible by a large pledge from Queen's benefactor Alfred Bader, is significant in that it gives Queen's a place to develop a much-needed performing arts centre, including a new conference hall and theatre.

"It will be of enormous value to the departments of

music, drama and film studies. We hope to include additional classroom and office space as well," says Mr. Simpson.

The renewal of the site will also be a great opportunity for the city as well, he says.

"It will be a cultural hub that will foster both visual and performance art within the community."

The Queen's proposal calls for a new performing arts complex that would contain a 300-seat concert hall and a 200-seat

theatre. Public access to the waterfront will be maintained and no arts and cultural groups would be forced from the site. The proposal also includes the development of an outdoor amphitheatre. The new concert hall and theatre would be open for bookings from community groups. The proposal will also take into account the heritage of the buildings currently on the site and would use the acquisition proceeds to renew the Tett building.

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## IN BRIEF

### New award recognizes civic responsibility

Up to three students will be awarded \$2,500 each for their contributions to improving the relationship between the Queen's and the Kingston community.

The 2006-07 school year will mark the establishment of the Queen's University Civic Responsibility Award, which will be granted annually to recognize and reward civic-minded students.

"Every year, Queen's students carry on a proud tradition of giving back to their community through charitable events and innumerable volunteer hours," says Vice-Principal (Academic) Patrick Deane.

"We want to recognize the remarkable wellspring of altruism amongst our students that we see year after year, and formally honour some of those whose activities are exceptional in this regard."

Winners will have demonstrated excellence in one or more of the following areas: fostering an environment of community service and volunteerism; promoting a culture of civility and respect; and advancing awareness of the rights and responsibilities of community membership.

Queen's students in any year or program of study are eligible for receipt of the award. As well as being a reputable member of the Kingston community, students must maintain an academic standing of at least 65 per cent.

Members of the community, faculty, staff, and students are all

encouraged to submit nominations for a student they feel is deserving of the award. Nominations for the award should be submitted to the Vice-Principal (Academic) by Feb. 1, 2007.

For more information, visit [www.queensu.ca/registrar/awards/toolbox/AllScholAwards.htm](http://www.queensu.ca/registrar/awards/toolbox/AllScholAwards.htm)

### Sessional adjuncts agreement

Queen's University and the Queen's University Faculty Association (QUFA) have reached agreement on a new, two-year collective agreement for the university's sessional adjunct faculty members. The agreement is in effect from June 19, 2006 to April 30, 2008. The members ratified the proposed agreement June 14 with 96 per cent of the members who cast ballots voting in favour of the new agreement. The principal approved the agreement on June 19. It provides for a new half-course stipend minimum of \$6,172, with an additional years-of-experience premium and an enrolment premium. It also provides for a 3.05-per-cent scale increase to minimum stipends in Year 2.

The parties addressed a number of other items, including increases to the child care benefit and to the Fund for Scholarly and Professional Development (sessional adjuncts), and enhancement of the evaluation process. The university will also make available 45 laptop computers for sessional adjuncts on a first-come, first-served basis.

# New Queen's email promises to be more robust and secure



PAMELA NEEDHAM

### Plugged In

ITServices is in the process of upgrading the email services it provides; both hardware and software changes are being made. Post and qlink email services will be phased out and a new, more robust and secure service is being provided. The new service will provide the campus with improved performance, including faster, more reliable email service and larger mail storage space (100 megabytes for students, 500 megabytes for faculty/staff). After migration to the new system, each person currently using post or qlink email will have a new email address in

before they are moved to the new system. Once transferred, there will be a series of steps to follow in order to ensure smooth continuation of email service. These steps will be detailed closer to the time of migration.

All email addressed to your old post or qlink addresses will be automatically forwarded to your new mailbox. All email and other mail related files stored on the old email servers will also be moved to the new server. Old qlink and post mail addresses will continue to work for several years to ensure an easy transition between services. All new email addresses will automatically work with Queen's ListServ mailing lists and people will not need to re-subscribe to their ListServ lists.

### The post and qlink servers will continue to host web pages.

the form of netID@queensu.ca (dropping the "post" or "qlink" in the address).

The move to this new service will begin in September and will continue, in phases, through October. Individuals will be notified directly by email shortly

The post and qlink servers will continue to host web pages; this service will not be changing. Also, other departments that manage their own email services are not part of this change.

This change should not be confused with the first.last@queensu.ca email service; those people who have a first.last address will continue to have it; those who do not have it will not automatically get one.

There will also be a new web-mail interface with a more modern look and feel. Forwarding and vacation message services will be made available through the new web mail. People will also see a personal calendar tab in the new web mail, but this is not integrated with the Oracle Calendar that is already used by many departments on campus.

Visit the ITServices web page, [www.its.queensu.ca](http://www.its.queensu.ca), for more information on this new service. The IT support Centre is available at 613 533-6666 to answer questions and help with any problems you may have during this move.

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



<p><b>INCLUDES</b></p> <ul style="list-style-type: none"> <li>Overnight accommodation in Niagara Falls, continental breakfast, tailgate party before the game, tickets in section 335</li> </ul>	<p><b>VS</b></p> <p><b>NEW YORK JETS</b> SEP 23-24 <b>\$269 DOUBLE</b></p> <p><b>VS</b></p> <p><b>NEW ENGLAND PATRIOTS</b> OCT 21-22 <b>\$269 DOUBLE</b></p>
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- Oct 15-18
- Oct 19-22
- Oct 26-29
- Nov 23-26
- Dec 29-Jan 1



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**Oct 20-23**  
Martinsville Speedway

Sep 30	Niagara Wine & Grape Festival	\$139
Oct 3	Wakefield Steam Train & MacKenzie King Estate	\$149
Oct 7	Picton Winery Tour & "TASTE" Festival	\$99
Oct 11 & 29	"WICKED" The Smash Broadway Musical	\$175
Oct 14	The Musical "BEAUTY & THE BEAST"	\$149
Oct 19 & 20	Creative Sewing & Needlework Festival	\$59
Oct 21	DisneyLive! MICKEY'S MAGIC SHOW	\$89/\$79
Oct 22	"LEGENDS" Starring Linda Evans & Joan Collins	\$159
Oct 26	St. Jacobs Country Day Tour	\$79
Nov 5-13	Myrtle Beach: Golf Getaway (7 rounds & cart)	\$849
Nov 5-13	Myrtle Beach - Fall Getaway	\$599
Nov 25	"MOVIN' OUT" The Billy Joel Musical at the NAC	\$149
Nov 25 & 30	Radio City Rockettes: Christmas Spectacular at the Hummingbird Centre	\$165
Nov 25, 27, 28, 29, 30, Dec 1, 3	One of a Kind Christmas Craft Show and Sale	\$59
Dec 1	CHRISTMAS SHOPPING: Vaughan Mills Mega Mall	\$45
Dec 5	Chateau Montebello tour & luncheon & Rideau Hall Christmas	\$119
Dec 8	CHRISTMAS SHOPPING: IKEA or Rideau Centre	\$40
Dec 15	Andre Rieu: Christmas Show	\$169
Dec 30	"ALADDIN" The Magical Family Musical at the NAC	\$99

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## Jacalyn Duffin nominated as Best Lecturer

Jacalyn Duffin of Queen's History of Medicine is among the nominees for TVO's Best Lecturer Competition 2007. The Best Lecturer committee will select 30 semifinalists, to be announced this fall. A panel of independent judges - Globe and Mail columnist Margaret Wente, novelist Camilla Gibb, and Maclean's managing editor Tony Keller - will choose the 10 finalists based on the passion, flair,

clarity, and genuine conviction in the delivery exhibited in the lecture videos. The 10 finalists will deliver their full lectures on TVO's Big Ideas over the course of five weeks in February and March 2007. Viewers will determine the winner of the competition. The winner's school will be awarded a \$10,000 scholarship sponsored by TD Meloche Monnex, a home and auto insurance provider for members of alumni

associations.

Prof. Duffin, who has previously won teaching and lecture-ship awards at Queen's, is cross-appointed to the School of Medicine, the Faculty of Education and the departments of History and Philosophy.

Professors Tony Dimnik (Business) and Edward Lobb (English) were nominated for the award last year. [www.tvo.org](http://www.tvo.org)

## IN BRIEF

### Queen's withdraws from Maclean's survey

After careful consideration, Queen's has decided to withdraw from the annual Maclean's survey of Canadian universities.

In recent years, there has been considerable concern in the university community about the methodology used by Maclean's in their ranking of Canadian universities, says Principal Karen Hitchcock.

To date, 22 universities have withdrawn.

This development that can only further erode the credibility and value of the survey, she says.

Queen's has participated in the past because of its desire to work with other universities and Maclean's to ensure that prospective students and their families have valid information upon which to make their decisions. Queen's is leaving the door open to future participation should Maclean's address concerns about methodology that have been expressed by the university community. The Canadian University Accountability Survey has highly rated Queen's for public accountability and it remains committed to the public disclosure of information, particularly that which may assist prospective students in their decision making. The university will review its website to ensure it continues to provide easy access to key information and data.

### Top teachers take note

Faculty members and teaching assistants who have won Queen's teaching awards during 2005-06 are invited to pose for the annual Gazette photo on Monday, Sept. 18 at 5:30 pm outside Stauffer Library on University Avenue. The date was rescheduled to term time to allow more instructors to attend. Check your listing on the Centre for Teaching and Learning website at [www.queensu.ca/ctl/scholarship/awards](http://www.queensu.ca/ctl/scholarship/awards). Those on the list will be sent an email reminder before Sept. 18. A list of the winners will accompany the photo in a future issue of the Gazette.

### Terry Fox Run needs you

Faculty and staff are invited to join students in participating in the 2006 Queen's-Kingston Terry Fox Run, which takes place Sunday, Sept. 17. Volunteer organizers from the Engineering Society see the run as another opportunity to build Queen's community spirit, says coordinator Sarah Young. The run starts and finishes at the Jock Harty Arena, corner of Union and Division streets. Participants can also walk, skateboard, bike or blade the course. Registration starts at noon with the run beginning at 2 pm.

Queen's community members are encouraged to enter individually or in teams. For details, email [foxrun@engsoc.queensu.ca](mailto:foxrun@engsoc.queensu.ca) Register online at [www.terryfoxrun.org](http://www.terryfoxrun.org)

## Chancellor, board chair appointed to Order of Canada

By MOLLY KEHOE



Baillie

Queen's Chancellor Charles Baillie and Chair of the Board of Trustees John Rae are among 77 new appointees to the Order of Canada.

"You're inevitably going to be thrilled if you're recognized by your country," says Mr. Baillie, who was elevated to officer of the Order of Canada.

As a former chair and CEO of TD Bank Financial Group, Mr. Baillie has brought both business ability and leadership expertise to the position of Chancellor. He has held the position since July 1, 2002. His appointment as officer recognizes his outstanding achievement and service in industry, commerce, and business.



Rae

John Rae has been appointed as a member for his outstanding voluntary services. Among his many contributions, Mr. Rae has served as Chair of Queen's

Board of Trustees since 2000. He steps down from the position this fall.

"We live in a wonderful country. Our not-for-profit institutions are one of Canada's greatest strengths. I have been privileged to serve several of these institutions for many years, including Queen's University," says Mr. Rae. "I am most honoured to be recognized for my contributions."



Marshall

Emeritus professor William Marshall was also appointed to officer for his contributions to the Social Sciences. Mr. Marshall is an emeritus professor in

Psychology at Queen's.

On July 24, her Excellency the Right Honourable Michaëlle Jean, Governor General of Canada announced the new appointments, including 25 officers and 52 members. Established in 1967, the purpose of the Order of Canada is to recognize dedication and outstanding achievement in individual communities and service to the nation.

For a complete list of new appointments go to <http://www.gg.ca/media/doc.asp?lang=e&DoCID=4828>

But 18,063 students were hurt

The outside world doesn't discriminate between who was standing in the crowd and who was throwing bottles. When a party goes out of control, we all feel the pain.

Thousands of people have helped build Queen's reputation. Let's not allow a handful to destroy it.

Queen's UNIVERSITY  
Office of the Vice-Principal (Academic)

## Homecoming continued from page 1

to prevent automobile traffic on Aberdeen Street late in the afternoon of Saturday, Sept. 16. AMS representatives will be working with Aberdeen Street residents that day to attempt to remove movable or flammable objects from the area. They have also secured a donation of 5,000 bottles of water for distribution by community volunteers on Aberdeen to prevent dehydration and control sobriety levels, as well as 5,000 plastic cups for a glass bottle exchange to reduce danger associated with broken glass.

The AMS has arranged for the yard of a house in the Aberdeen area, the scene of large keg parties in previous years, to instead be the site of a first-aid station, with services being provided by volunteers from both St. John Ambulance and Queen's First Aid. Land ambulance services from Frontenac County will liaise with the volunteers. The AMS is also supporting the city to improve street lighting with higher-intensity bulbs in Aberdeen streetlights, or floodlights if needed.

"We are also assisting the Kingston Police in improving relations with students through an ad campaign and appearances by officers at campus events, again with the aim of reducing tensions and helping ensure a smooth evening," says Mr. Quinlan Keech.

"Something I'm particularly proud of is that dozens of upper-year Queen's students will join (AMS President James Macmillan) and me as part of the larger community volunteer force and help contribute to a positive celebratory atmosphere.

"Our plan is about being pragmatic, and living up to our obligation as students to make sure that our fellow students and members of the community are safe that evening."

Other steps that Queen's administration has taken include prohibiting guests in student residences during Homecoming weekend; sending a letter from Principal Hitchcock to all students outlining their responsibility as students and citizens; and reaching out to leaders of Kingston area high schools and Ontario post-secondary institu-

tions requesting that they ask their students not to participate in street parties at Queen's during that weekend.

The university is committed to taking a comprehensive and thoughtful approach to a complex problem, says Vice-Principal (Academic) Patrick Deane. "The measures unveiled at Wednesday's press conference included not only injunctions to students to abide by the Queen's Code of Conduct and to be mindful of the career-damaging penalties that might accrue to them for unlawful or destructive behaviour, but also programs intended to foster student pride and civic responsibility.

Earlier this year, the university introduced new funding to support student initiatives aimed at fostering better community relations. It has also created a civic responsibility award to be granted annually to up to three students who contribute to improving the relationship between the university and the Kingston community.

"The achievement of a long-term solution will require nothing less than a dramatic cultural change, one in which a proper understanding of the hazards of careless drinking coexists with a heightened grasp of civic responsibility. It depends, as well, on giving appropriate attention to those matters about which students have very legitimate complaints, including exploitation by predatory landlords, appalling amenities, and hostility in the community.

"It is important for everyone to understand that to find a long-term solution will take time. The spirit of co-operation that has brought all constituencies together in preparation for Homecoming 2006 is our most compelling promise of success."

The university's student awareness advertising campaign, which urges students to stay off Aberdeen Street during Homecoming, uses graphic photographs from last year's unsanctioned party, along with actual headlines to drive home how partyers and bystanders degrade the value of a Queen's degree. The campaign, launched in the Queen's Journal last week

and in the Kingston Whig-Standard and the Queen's Gazette this week, includes posters and door hangers for distribution across campus and the surrounding student housing area.

"We wanted to be unequivocal in sending out this message: stay away from Aberdeen Street during Homecoming. Showing up at any street party makes you part of the problem and shows poor judgement," said Dr. Deane.

"The ads are designed to speak to the consciences of those who might see themselves as bystanders but who need to know that just being there makes them complicit with any illegal, unsafe, or inconsiderate behaviour," said Dean of Student Affairs Jason Laker.

"Last year's experience on Aberdeen Street was unacceptable," says Principal Hitchcock. "Illegal behaviour and that which violates the Student Code of Conduct will not be tolerated and will be handled in keeping with university procedures."

The Office of the AMS Judicial Prosecutor, has worked closely with Dr. Deane and intends to ensure students are held accountable for breaches of the Student Code of Conduct through swift and effective disciplinary measures.

At a special meeting last week, Senate heard a progress report from the AMS, SGPS, Residences and Senate committees on the state of the student discipline system. Senators agreed that work would continue to harmonize the groups' policies and procedures and ensure that there are no gaps or overlaps.

At the meeting, Dr. Laker said that it's important to remember that Homecoming is not one issue, but rather a number of congealed issues - "our relationship to alcohol, our connection to broader communities and to each other."

In addition to education about the issues, engagement is important too.

"We need to ask ourselves, what are we stepping up to do to offer different options? The term 'alternative event' is problematic when compared to the term 'official event.' It is an important lesson. Let's not fixate 364 days on one day."

- With files from Celia Russell

## Kilt continued from page 1

"We didn't want to lecture students," said Priyanka Bhuchar. "We're just asking them to step back and think about what they're doing."

The enthusiasm of the six women behind the project paid off. They got an A, and went on to successfully apply for funding from the Civic Responsibility Fund, established earlier this year by the Office of the Vice-Principal (Academic). Some financial support also came in from the Office of the Dean of Student Affairs.

The funds went to pay for promotional gifts and material to promote their website, [underthekilt.ca](http://underthekilt.ca), where students can view information on Homecoming, and enjoy humorous, student-produced videos touching on school pride and taking a quizzical look at extreme behaviour.

The videos make their point by taking examples of excessive behaviour and placing it out of context. For example, a partygoer overturning a couch and jumping on it at someone's house, and a student so excited by a good mark that she lights her exam paper on fire. A concluding statement suggests that since students wouldn't do this anywhere else, why do it at Homecoming?

The commerce group, like most students on campus, was deeply concerned about the harm done to the university's reputation by a fractional number of intoxicated students whose rowdiness and destruction of property, and the resulting fallout with the community, became front-page news in Kingston after last year's Homecoming.

The students chose the mischievous moniker, Under the Kilt, for their campaign to differentiate it from the administration's Homecoming publicity, and to help students warm to a message deliberately kept realistic. The campaign does not set out to admonish students to abstain or drink less, but instead addresses inappropriate behavior, shared responsibility, and school pride in a conversational, down-to-earth tone.

"We decided that humour was an effective method of reaching students," said Ms. Luthra. "Stu-

dents like to be entertained. They don't like to be taught."

Despite full-time summer jobs, the group members volunteered to work hundreds of hours on the project, shopping around for good deals on supplies, making many "Costco runs", interviewing people on the street in Toronto for one of their videos on public perceptions of Queen's, collecting old photos of Homecoming and staying up late with pizza putting [UndertheKilt.ca](http://UndertheKilt.ca) stickers on thousands of pieces of candy to be given away on campus.

"This project taught us so much," said Ms. Bhuchar. "Commerce is very theoretical until you practice it, so this project was very valuable."

Others members of the group are Ruwani Suwandaratne, Amanda Chan and Etienne Amiel.


Four other projects have been awarded funding from the new Civic Responsibility Fund.

The **Student Symposium on Queen's Identity** ([www.queensidentity.org](http://www.queensidentity.org)) is an opportunity for students to learn more about critical issues facing the university and what roles students can play, through discussion with their peers. Symposium organizers will kick off the event at Grant Hall on Sept. 18 with a documentary they produced on post-secondary education in Canada, and specifically at Queen's.

The **Green Scheme** is a long-term community stewardship initiative to link community and student groups to help increase and enhance green spaces in downtown neighborhoods near the campus. Pilot projects have already begun at Sydenham Public School, Elizabeth Cottage and on campus.

Another project is **Corona in the Curriculum**, an audio documentary by a recent graduate, David Mailton, on the controversial place of alcohol use in student life.

A fifth project, **Student Village Awareness Campaign**, seeks to change student views about the residential area around campus where many of them live, from being a "student ghetto" to being considered a nice place to live. Details: [www.studentvillage.blogspot.com](http://www.studentvillage.blogspot.com)



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## Queen's and QUSA sign new agreement

By CELIA RUSSELL

The university and its staff association have recently signed a new memorandum of agreement, effective July 1, 2006 to June 30, 2009

Both university and the Queen's University Staff Association (QUSA) officials say are pleased with the agreement, which features several improvements to the benefits package.

It also includes commitments for the university and QUSA to review the job evaluation system, professional development fund, the feasibility of a drug card, vacation and Christmas closing policies.

QUSA President Spring Forsberg said she was pleased with the university's commitment to review these areas.

"The salary and benefits committee and QUSA executive believe that there are important issues that came to light in our survey in the fall which needed to be considered along with salary increases, benefit enhancements, etc," said Ms. Forsberg. "We were insistent that we get a commitment from the administration that these larger issues,

which may take time to review, are on the radar and on the agenda for review."

"We had a very good round of discussions with the QUSA," says Director of Employee Relations Lorna Baxter. "They brought a group of good issues to the table, many that the university also wanted to discuss."

The agreement includes:

- Increases of 3 per cent in Year 1, 3.05 per cent in Year 2 and 3 per cent in Year 3 to all non-unionized general staff who are either progressing through or at the top of the salary grid system;
- A one-time payment of \$300 in Year 1, \$300 in Year 2 and \$400 in Year 3 to employees who are at the maximum of the grid system;
- Amendment to the major restorative dental coverage from 50 per cent to 75 per cent, effective Year 1 of the agreement;
- Amendment to the Tuition Support Plan to \$300,000 per year, up from \$250,000 with an adjustment to include the possibility of tuition support if registered during the summer term;
- In Year 2 of the agreement, the Supplementary Medical Plan

premium will be fully covered by the employer;

- Effective Jan. 1, 2008, inclusion of before and after school care, PA day program and summer camps will be eligible for reimbursement purposes to a maximum of \$5 per day, \$2,000 per child per year;
- Effective year 3 of the Agreement, the Vision Care benefit will increase to \$250 per year per person, up from \$200 per year.

When the university assumes paying the full cost of the Supplementary Medical Plan premium in Year 2, it will put money back into employees' pockets, Ms. Baxter says. Currently, active employees pay \$14.82 toward single and \$56.99 toward family coverage per month, while the university pays the balance (\$34.57 for single and \$132.97 for family per month).

The advantage of this change is that staff will actually see this money go into their paycheques, unlike salary increases that are affected by taxes, she says.

"With taxes, the percentage and step increases appear to be minimal on a paycheque," said

Ms. Forsberg. "This is a help above and beyond that 'negotiated' increase."

Reviews of the job evaluation system, drug plan, vacation and Christmas shutdown are all needed and timely, says Ms. Baxter.

Currently, 30 per cent of staff are at the top range of their salary grids. At this level, they get a cost-of-living increase but no step increase. To move up, they have to be promoted to a position with a higher salary grid. A job evaluation review would also include ensuring that job descriptions accurately reflect the work done.

Some employees have asked for more steps – a possible solution but a ceiling would be required, says Ms. Forsberg. The job reevaluation is important as many staff are working well above the requirements of their job levels.

"There has been a great deal of frustration expressed by both staff and managers regarding the evaluation process, the generic job descriptions and the links these issues have to departmental budgets. We would like to see

an improved and transparent evaluation system introduced to address this need."

As for the staff professional development fund, it is important to review it regularly to ensure that it is meeting the needs of the majority of the staff group who take courses related to professional development, says Ms. Baxter.

Examining the feasibility of a drug card would also include a broader look at the way the current drug plan works and the additional administrative processes and costs involved if the university were to move to that system.

In addition to reviewing the current vacation policy, the group will also consider the policy surrounding the current Christmas shutdown, specifically a decision regarding working a half-day on Christmas Eve if it falls on a business day.

The university and CUPE locals 229, 254, and 1302 representative begin negotiations for a new contract this week. Their current contracts expired June 30. [www.hr.queensu.ca](http://www.hr.queensu.ca) [www.queensu.ca/qusa](http://www.queensu.ca/qusa)

## Experts address terrorist laws, war trauma on children

### QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Aug. 22 – Sept. 4

**Don Stuart** (Law) comments, in the Globe and Mail on the vague language of terrorist laws and discusses the current issues that Justice Minister Toews' has chosen to address.

**Ken Wong** (Business) discusses why Toronto was not ranked as one of the top 10 U.S. and Canadian destinations by Travel and Leisure magazine in the Toronto Star, and St. Catharines Standard. He also discusses on Global National-TV a new study on washroom habits that suggests Canadians could use more care to avoid spreading germs.

**John Pringle** (Community Health and Epidemiology) continues to discuss his research that explores the effects of war trauma on Gaza children, most recently in the Toronto Star.

**Oded Haklai's** (Political Studies) opinion piece about Hezbollah



Axworthy



Bala



King



Nossal



Wong



Reid

being removed from Canada's list of banned terrorist organizations appears in the Ottawa Citizen. He also comments on the relationship between Canada and Hezbollah on CBC Radio Syndication across the country.

**Kim Nossal** (Political Studies) comments on Harper's view of the UN in the Toronto Star.

**Thomas Axworthy's** (Policy Studies) opinion piece about the implementation gap between vision and reality in Canadian public policy appears in the Toronto Star.

**Ian Janssen** (Kinesiology and Health Studies) discusses his research that helps identify teens at high risk of developing heart disease or having heart attacks later in life in the Kingston Whig-Standard and CBC-Radio's Ontario Morning.

Professor emeritus **Ned Franks** (Political Studies) comments on the role of the Canadian Senate in the Ottawa Citizen and on canada.com.

The appeal of being an interim manager is explained by **Elspeth Murray** (Business) in the Globe and Mail and on globeandmail.com.

**John Casselman's** (Biology) research that investigates how cormorants are depleting the fish population in Ontario is highlighted in the Kingston Whig-Standard.

**Gary vanLoon** (Chemistry) discusses the abolishment of mandatory retirement in a Canadian Press story that appears in the St. John's Telegram and Moose Jaw Times-Herald and on CBC-Radio's Ontario Morning.

**Brian Arthur** (Ophthalmology) discusses a device he has

developed that tests children for glasses, cataracts and lazy eye in the Kingston Whig-Standard, and on cbc.ca.

**Thomas Courchene's** (Policy Studies) opinion piece about equalization in Canada appears in the Peterborough Examiner.

**Jean Cote** (Kinesiology and Health Studies) discusses the relationships between parents, coaches, and children who play sports on CBC-Radio.

**Sunny Lam's** (Environmental Studies) research about cutting greenhouse gas emissions is featured in the Kingston Whig-Standard and on Kingston's CHUM-Radio.

**Nicholas Bala** (Law) discusses young people who threaten others and how many threats actually become realities in the Kingston Whig-Standard.

**Arthur Cockfield** (Law) dis-

cusses the public's sensitivity to Internet threats in the Kingston Whig-Standard.

**John Smol** (Biology) discusses climate change and its effects on the ecosystem across Northern Canada in the Nunatsiak Times.

**Samantha King** (Kinesiology and Health Studies) discusses her research that challenges the corporatization of breast cancer research on CBC-Radio's Ontario Morning and CBC-TV's Ottawa News at 6:00.

**Geoff Roulet** (Education) discusses his new fall education course, Teaching and Learning Online on CKWS-TV.

**Doug Reid** (Business) comments on the appointment of a new member to the WestJet board of directors in the Calgary Herald.

**Jo-Anne Brady** (Registrar) discusses a new funding announcement geared towards first-generation university students in Ontario made by the McGuinty government on Kingston's CHUM-Radio.

Follow the highlights of Queen's experts in the media on Queen's News Centre

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## VIEWPOINT

FRANCES DARWIN



# Queen's students need to start thinking

As Queen's Homecoming 2006 draws closer, many people are worrying about the possible repeat of last year's Aberdeen Street riot, where a car was overturned, along with the university's reputation. For me, a Queen's undergraduate student, the worst part of last year's homecoming wasn't the physical wreckage and property damages, but the issues that arose afterwards.

For example, I was incensed when I learned that the young black man whose photo the Toronto Star had run on the front page wasn't even a Queen's student but rather a high-school student (he wrote a letter of apology to the Kingston community). This was a prime example of media misrepresentation: instead of picturing hundreds of rioting students from Queen's and from other Ontario universities who joined them (a majority of them white), the newspaper chose the most stereotypical candidate to use on its front page.

On campus, students found another scapegoat: Adele Mercier, an outspoken philosophy professor, had written a letter to the Toronto Star expressing her horror and sorrow at witnessing the riot firsthand, saying that the students had acted in typical mob mentality, like that of the Hitler Youth. An extreme comparison, yes, but it was meant to make a point: mob mentality is dangerous because people do not think for themselves. Unfortunately, the point went right over the heads of several Queen's students, who cited racism in an attempt to have her fired.

What disturbed me the most about this was that instead of thinking critically about the issues, students became defensive and pointed fingers. For a university that prides itself in creating "global leaders of tomorrow," this was very disturbing.

Homecoming 2005 was the catalyst to bring forth several issues that have been hiding behind the Queen's façade, issues involving media interpretation, public perceptions of Queen's and the lack of student diversity on campus.

It was at this point that I decided to take action. I set up an initiative called the Student Symposium on Queen's Identity and, with fellow student supporters, began researching the Queen's student identity. By talking to friends and other students (sometimes on film for a documentary about student identity) we realized that most undergraduate students are apathetic or too concerned with schoolwork to care about these issues. Many students I interviewed feel disempowered by their postsecondary education, that they are not given a chance to voice their own ideas and, if they do, they are marked badly by professors who don't agree with them. They also feel they haven't had a chance to apply their knowledge outside the classroom – for that, they're waiting for post-university college courses or a master's degree or "real life."

This attitude will create a generation of shortsighted, uncreative thinkers, and both students and educational systems will be to blame. As Queen's professor Peter Taylor said at a student forum held last year, "We teach our students like children, as if they're not ready to learn."

If we were challenged, we would learn. Students need a chance to critique and thus learn about themselves and what they really believe. Universities need to open themselves up to criticism and give students some responsibility, and students need to realize they have the power to make positive change.

The Student Symposium on Queen's Identity will take place the first Monday evening following Queen's Homecoming 2006. Everyone from Queen's and from the Kingston community is welcome to take part. We will show the documentary film we're making about student identity and then break into discussion groups, mediated by graduate students – no lectures! Discussions will be framed around seven issues that we've identified as important: Queen's identity, Kingston-Queen's relations, student apathy, curriculum, diversity, tuition fees and sustainability.

By giving students the chance to critique, students also get the chance to learn about themselves and discover what they really believe. Students will be teaching each other (as well as administrators, faculty members and local residents) about their perspectives on campus issues and ultimately about who they are and who they will become. The symposium will also be an opportunity to reflect on how students affect others.

In short, it is time to take the critical thinking and theory outside the classroom walls. If our small group of student volunteers is successful, we will have strengthened our community ties, begun the life-long skill of becoming self-aware and – possibly – may have started a new Queen's tradition.

Frances Darwin is in her final year of film studies at Queen's. For more on the symposium, visit [www.queensidentity.org](http://www.queensidentity.org). This article is reprinted with permission by University Affairs magazine. It ran in the August – September issue.

## Viewpoint Policy

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



QUEEN'S UNIVERSITY ARCHIVES

Details about the old Students' Memorial Union are available on the Queen's Archives website.

## Letters

## Fond memories

Your picture of the Students' Memorial Union (June 19 Flashback, page 8), before its tragic fire, Sept. 4, 1947, brought back great memories. It served men only – and was a welcome respite from our boarding-house meals and relative confinement – our haven of refuge!

Up the wooden steps and verandah was a large cafeteria on the left side, complete with long, wooden tables and adjoining benches. A wide staircase led to a second-floor lounge. At the rear was the Veterans' Memorial Study, lined with individual photos of Queen's men who had been killed in World War I. The third floor and corner tower provided rooms for the Alma Mater Society (AMS) executive and the live-in warden. Our principal, Robert Wallace, took immediate action after the fire and for the remainder of the academic year, we had our choice of two new dining emporiums. One was the basement of Grant Hall, complete with overhead wooden beams and pipes. Quite a cosy atmosphere indeed. Also provided was a newly completed wing at the back of McLaughlin Hall, with large, bright windows, overlooking Lake Ontario, distinctly more preferable to the restricted depths of the Grant Hall.

George Toller, Arts '49  
Ottawa, Ont.

What a thrill to see the original Students' Memorial Union (SMU) at the corner of University Avenue and Union Street, featured in the June 19 Flashback. An extract from The Queen's Review that includes the picture and article on the opening on Jan. 3, 1929 and additional details are available on the Queen's Archives website. See [archives.queensu.ca/queens\\_remembers/](http://archives.queensu.ca/queens_remembers/)

Robert Burge, Director  
John Deutsch University Centre

## Dropping Maclean's hurts reputation

Attending a convention 10 years ago on my first trip to Toronto, I passed by one of the University of Toronto's buildings. Like most Americans with whom I have subsequently spoken, I had no idea that Toronto even had a university.

When my daughter Liza began applying to colleges four years ago, she had two primary parameters: Big school in a big city. Recalling my Toronto visit, she and I checked out the U of T online and in Maclean's Magazine. Liza was accepted at the U of T, and after visiting the school, she decided to enroll. She begins her fourth year there this fall.

When my son William and I started to investigate colleges in the summer of 2005, before his senior year in high school, he insisted that we skip American colleges altogether. We had the latest rankings from Maclean's and he selected a couple of colleges to visit and a couple more to apply to. He applied to a variety of Canadian universities (no U.S. schools) and decided to attend Queen's.

Whenever my wife and I meet new people and the subject of children and universities arises, we tell people that our daughter attends college in Toronto. The invariable response is something like this: Oh McGill. I've heard that's a really good school. Apart from Americans' general geographic cluelessness, the McGill response reveals our countrymen's lack of recognition about the many fine post-secondary school opportunities available for American students in Canada.

At a time when largely under-subscribed Canadian universities still represent a real bargain for American students, it's a shame that Queen's and other universities are placing another veil between our borders. The decision to withhold information from the annual Maclean's rankings will only minimally impact Canadian high school students already familiar with those colleges. However, the decision will have the unintended consequence of shrouding Canadian colleges from international students. Since Maclean's will likely continue to publish the rankings issue anyway, students will be making decisions to attend colleges with incomplete, or even inaccurate, data. The colleges' decisions to thumb their noses at Maclean's may well turn out to be more in the nature of full frontal proboscis excisions, leaving egg splatterings on university faces. It would be in the best interests of everyone concerned if the colleges and Maclean's could collaborate and come up

with a college guide that would serve the colleges, Maclean's, and primarily the public.

Patrick Mattimore  
San Francisco, CA

## Increases eat increase

Today, I received my annual salary letter and monthly salary summary for July, 2006. I couldn't resist comparing it to my previous month's salary summary. After receiving the full benefit of the QUSA agreement with both step and scale increases, my gross monthly salary had increased about 5.59 per cent over the previous month. But my take-home pay had increased a mere 2.17 per cent, reflecting increases in federal/provincial tax, CPP, EI, life insurance benefit, Queen's Pension Plan, semi-private, medical insurance, LTD, basic life insurance, parking and dental insurance deductions. It gave me no solace to know that my \$6 QUSA dues had not increased. While I congratulated the QUSA Salary and Benefits negotiators on reaching an agreement with the university, I did not vote in favour of this agreement because it was not good enough and I suspect will drop the compensation for non-union staff at Queen's further behind other employee groups on campus.

Do we need a union? I don't know, but I do know that even a union requires a strong, engaged membership to communicate the needs, rights and value of its members to this institution. Without majority participation, no association or union can effectively and adequately lobby for its members, especially in an organization with such competing priorities for its resources and with professionals hired to keep these priorities in line.

My additional 2.17 per cent will not cover the increases in the other necessities of life like food, shelter, transportation and education for my family. Many of you did not get a step, and some got no increase at all. However, most staff are not even members of the staff association, which at \$6 would be a real deal if Queen's had to really negotiate with an organization which truly represented all staff. But, in the end, I guess we got what we paid for.

Mark Publicover,  
Program Coordinator, Geography  
Member, Board of Trustees



# Choice affects experience

Curriculum. It is an oft-forgotten word at Queen's today. As debate about diversity and equity, inclusion and exclusion, and the changing face of Queen's increases, frank and public discussion of curriculum seems oddly missing. Questions as, "How does curriculum relate to diversity?" or "What effect does it have on the student experience?" rarely surface.

The word comes directly from Latin and means a track or course. In many ways, curriculum is the unique track each student chooses to follow. The choice of courses offered determines the selection of tracks available. Curriculum, however, is more than just a matter of which courses are offered. It also consists of when they are offered, how they are taught, the materials selected to be included, and which are required and elective.

From a student's standpoint, the process of timetabling, deciding in which semester or time period classes are taught, is one of those mysteries of the university. Although some may complain about night courses or a lack of summer courses, they see these decisions as beyond their influence. Students studying part-time, however, for financial, social, medical or familial reasons, or just by preference, feel these choices acutely. The fewer night, correspondence and Spring/Summer courses offered, the more difficult it becomes for non-traditional students to gain access to the university. A mother returning to school part-time, for example, could have her degree extended from five years to six or seven. Queen's would do well to value the diversity that her maturity and life experience bring.



DANIELLA MOSS

## Diversity

Similarly, the manner in which a class is taught, and the teaching methods used, are factors controlled by the instructor, not the pupil. The only method of review open to students currently is the USAT evaluation, which many students regard as inconsequential, and which doesn't offer questions in regards to equity or diversity in class material. Even courses that purport to offer differing viewpoints can make visible or invisible minorities feel excluded or exoticized, if their viewpoint is highlighted as separate from the norm. A contemporary Canadian history class, for instance, which devotes one specific lecture to the views of Asian immigrants, but excludes their view from the rest of the class, is separating out a minority and conveying the message that minority's voices are not the "Canadian" voice, not the norm. Textbooks can also be exclusive in the same manner, using boxed texts to explore "different" viewpoints, while the main text deals solely with the views of the majority.

Any course of study includes required and elective courses. Different universities, faculties, and departments have different rules governing course requirements and they, therefore, vary

greatly. Queen's Arts and Science, for example, leaves such decisions to the discretion of the individual departments; it requires no universal core courses for all students, although it could choose to do so. On the other hand, the Bachelor of Commerce at Queen's has an equity course requirement. All of its students must take COMM 104 (Business Ethics and Corporate Social Responsibility). Although Arts and Science students are just as likely to confront issues of equity in their daily lives, they are not required to study them. Requiring students to take equity courses could better enable them to address the pressing issues facing a more diversified global community.

Yes – there are considerations and possibly even constraints on what is possible. Given a limited amount of resources, courses offered in Spring/Summer or core equity courses may necessitate shifting resources away from other areas of the university.

Academic freedom for professors is also vitally important and must be balanced with equity concerns. As a student, I would like to see the whole Queen's community involved in making these vital decisions. The university is in the business of providing students with a knowledge base and with experiences that will shape our shared future. We have choices, and only through a community-wide discussion, can we ensure that we make the right ones.

Daniella Moss worked as a SWEP student at the Ban Righ Centre for Mature Women Students this past summer. She is entering her fourth year, pursuing a medial in Development Studies and History.

# Engaging our students

As another school year begins, many of us are wondering how we can best engage the students in our courses, especially first-year students who may not yet have acquired some of the skills necessary for success at university. Student engagement has become increasingly important topic in Canada, as evidenced by the growing number of universities participating in the National Survey on Student Engagement (NSSE).

Developed in the United States, NSSE is a survey of good practices in undergraduate education. It was formally launched in 2000 and almost 1,000 institutions in Canada and the U.S. have participated. It is designed to obtain, on an annual basis, information about student participation in programs and activities that institutions provide for their learning and personal development. The survey is administered to first-year and senior-level students who have attended their institution for at least two terms. The results provide an estimate of student engagement.

Student engagement is a composite of several factors including the time and effort students are willing to devote to learning activities, their persistence and their enthusiasm for such activities, their use of deep processing strategies to enhance their learning, and the extent to which they perceive these activities as academically challenging. Evidence from decades of studies indicates that the level of challenge and students' time on task



JOY MIGHTY

## Teaching and Learning Issues

are positively related to persistence and subsequent success in university, and that the degree to which students are engaged in their studies impacts directly on the quality of their learning and their overall educational experience. Thus, NSSE results serve as a proxy for quality or effective educational practice.

Student engagement is the responsibility of both the student and the entire university, although some students may not always agree that they have any responsibility in the matter. Campus units may have different approaches to creating conditions that promote engagement.

One of the most effective ways that faculty can promote student engagement is to use active learning strategies. In its most basic form, active learning requires that students participate in the learning process and that they use content knowledge, not just acquire it. Learning is not a spectator sport.

The essence is captured in the well-known Chinese proverb: "Tell me and I will forget. Show me and I might remember.

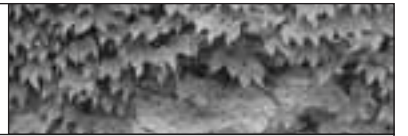
Involve me and I will understand."

And therein lies the difference between teaching approaches that engage and those that don't – understanding. With active learning pedagogies, students are engaged in deep learning processes as opposed to surface learning. Deep learning involves a personal commitment to understand the material which is reflected in using various strategies such as reading widely, combining a variety of resources, discussing ideas with others, reflecting on how individual pieces of information relate to larger constructs or patterns, and applying knowledge in real world situations. It also involves integrating and synthesizing information with prior learning; seeing things from different perspectives. By contrast, students taking a surface approach to learning focus on the substance of information and emphasize rote learning and memorization. Active learning pedagogies influence students to take a deep approach to learning, which in turn engages them.

To learn more about active learning pedagogies that promote student engagement, I encourage you to participate in any of the relevant programs offered by the Centre for Teaching and Learning. This year, we have developed an exciting new program on inquiry-based learning about which you will hear more in the coming weeks.

Joy Mighty is director of the Centre for Teaching and Learning.

## UNIVERSITY ROUNDUP



### Dog days at college

People chew the fat while dogs chew the bones. A growing number of institutions are hosting back-to-school events that encourage professors and staff members to bring in their beloved pets to help new students become more comfortable on campus. At the same time, health officials say it's a good way to help freshmen learn about health services available to them. Kathy Bradley, director of the Health and Counseling Center at Gettysburg College, in Pennsylvania, is believed to be the first to think of the concept. But she gives all the credit to Nicky and Chloe, her two young dogs that she proudly refers to as "all-American mutts." She thought, "why not have a few days where the 'threatening' professors and staff could bring in their dogs to help new students realize that we're real people, too."

*insidehighered.com, Aug. 16*

### Cities' new economic engines

As higher education replaces industry in some cities, colleges face both support and unrealistic expectations. In Michigan and the other Great Lakes states, officials hope they can leverage the intellectual vitality of the Big Ten universities to counteract the financial frailty of the Big Three automakers. Philadelphia's 80 colleges have teamed with businesses in the city to try to stem its brain drain of young college graduates. Even Boston, the nation's best-known college town and home to successful biotechnology and pharmaceutical spinoffs, has taken note. Mayor Thomas M. Menino has named a higher-education liaison to encourage collaboration between the city and its colleges.

*Chronicle of Higher Education, July 14*

### The art of anticipation

"The rape allegations leveled against athletes at Duke University this past spring will undoubtedly be the inspiration for case studies and lessons learned for years to come. As administrators, we watch with a sinking feeling as the talking heads on cable news shows dissect what they know – or don't know – about a particular campus's response to an incident. Every administrator in any position of responsibility should be asking himself or herself, 'What will I do when it happens on my watch?' Anticipation in the administrative context is more than a hunch or a feeling about what may come next. It is the developed skill of imagining all the possible outcomes that could unfold from a single act, assessing the relative probability of each occurring, predicting the multiple implications for the campus of the most likely outcome(s) and planning a response to manage the outcome to the best interests of the institution. It is a skill that can be learned and taught, and one that is certainly burnished by experience, but it is rarely among the attributes of successful college and university administrators."

*Russell C. Carey, vice-president and secretary of Brown University, in the Chronicle of Higher Education, July 14*

### Gender gap widens

To overachiever Michelle Rissky, the difference between a passing grade and a failing one is the difference between an A and a B. "I think I was geared at a young age that I could accomplish a lot and I had the capabilities and I should try," the Kansas University senior says. Statistics show women both outnumber and outperform men at KU and other higher education institutions across the nation. A recent report by the American Council on Education found that the gender gap is widening in higher education. "I see the phenomenon all the time," KU psychology professor David Holmes says of his students. "The top 10, 15 percent of the class is largely women all the time." Guys are just lazy, KU freshman Brian Ortega says. "In high school, they can get by with it. And then they get to college, and it's too different for them. I'm smart and I'm lazy, so we'll see what happens."

*Lawrence Journal, Lawrence, KS, Aug. 21, 2006*

### Troubles with tech transfer

Canadian academic institutions are having trouble securing funding for early-stage commercialization, according to the Canadian Licensing Survey for fiscal 2004 undertaken by the Association of University Technology Managers. For the first time since the U.S. organization began annual surveys of its members in 1991, it published Canadian results separately, saying this reflected a maturing of the Canadian technology transfer profession. The survey garnered responses from 34 Canadian institutions (which include some hospitals and research facilities as well as universities) for a response rate of just under 45 per cent. "The data shows that, far from there being an academic venture capital complex that pounces on the results of taxpayer-funded research and reaps enormous profits from products that are ready for the marketplace," the report says, "the initial steps on the road from lab to market are fraught with difficulties." Printed copies of the survey summary are available for a fee to non-members from the AUTM website [www.autm.net/index.cfm](http://www.autm.net/index.cfm).

*University Affairs, August-September*

Compiled by Celia Russell

## Hezbollah is no IRA

The idea that Hezbollah should be removed from Canada's list of banned terrorist organizations was raised recently following the visit of three Canadian MPs to Lebanon. At the very least, the argument goes, the law should be changed to allow direct talks with Hezbollah.

Liberal MP Boris Wrzesnewskyj was quoted likening Hezbollah to the IRA, with which the British government ended up negotiating the Good Friday peace accord. NDP MP Peggy Nash noted that some Lebanese regard Hezbollah as resistance fighters. The MPs seemed to suggest that negotiating with Hezbollah is likely to enhance peace and stability.

As the Canadian government rejected offhand the idea that Hezbollah should be removed from the terrorists list, it is worthwhile to examine the validity of the claims made by the opposition MPs. After all, like the IRA and Sinn Fein, Hezbollah has a political wing and a military wing. If the British government had not negotiated with the political wing, it is likely that the conflict in Northern Ireland would have continued.

And yet, there is a qualitative difference between the two cases that makes the comparison weak. The IRA was resisting the authority of the British government. It was fighting against "British occupation of Northern Ireland," so to speak. Its objective was to liberate Northern Ireland, not to destroy a neighbouring country.

Hezbollah is not resisting any foreign occupation of Lebanon, since Israel withdrew from Lebanon to the international



ODED HAKLAI

### Expert Outlook

border more than six years ago. If anything, this organization is allied with foreign elements (Syria and Iran) who meddle in internal Lebanese affairs.

Hezbollah has an independent militia that challenges the authority of the Lebanese government, rather than a foreign occupier of Lebanese territory. That it also happens to have a political party and provides social services does not reduce the severity of the crime of maintaining an independent militia. And there's a direct link between Hezbollah's military capacity and the political and social side of its activism. Its ability to provide social services, due to large financial support from Iran, allows it to sustain a powerful political base, in turn enabling its armed wing to go unchallenged.

Furthermore, given the different objectives, one could have assumed in the 1990s that a negotiated political solution to the conflict in Northern Ireland was feasible with increased autonomy for the local population of Northern Ireland. Conversely, Hezbollah's stated objectives and association with Iran suggest that this organiza-

tion's hostility toward Israel cannot be mitigated by negotiated political solutions.

If the goal is to bring about stability, the central government of Lebanon – which is the legitimate representative of all Lebanese – must be strengthened. Those who challenge the authority of the Lebanese state from within, in turn, need to be delegitimized.

If Hezbollah were to be taken off the list at this particular point, Canada would be sending the message that it was accepting of Hezbollah having an independent militia, attacking a neighbouring state without the consent of the Lebanese government and, ultimately, representing Lebanese interests no less than the Lebanese government. That is a wrong message to send when a democratically elected government is challenged by an independent militia. Given that Hezbollah's actions have terrible consequences for all of Lebanon, such a misguided step is all the more severe.

With the deployment of the Lebanese army in southern Lebanon, now is the time to support the central government of Lebanon. Canada should be enhancing the capacity of the Lebanese state to extend its sovereignty over all of the territory under its legal jurisdiction.

Accepting Hezbollah as a player outside the framework of the Lebanese government works diametrically against this end.

Oded Haklai is a professor in the Department of Political Studies. This column originally appeared in the *Ottawa Citizen*.

### Mindset continued from page 1

of Canada ruling that Quebec's Bill 101 was in violation of the guarantee of freedom of expression, signs in Quebec continued to be predominantly in French only, as the government immediately invoked the notwithstanding clause.

- There have always been people taking Prozac. Heart-lung transplants have always been possible. People (initially only in France and China) have always had the "morning-after" birth-control drug RU486.

- People in their world have always talked about *global warming* and *the greenhouse effect*; there have always been zebra mussels in the Great Lakes.

- They were barely cooing when Benazir Bhutto became the first Islamic woman prime minister, chosen to lead Pakistan.

- The Internet has always been there, ... and so has the Internet Worm.

- They shared their first four years with *thirtysomething*, their first eleven years with *Murphy Brown*, and their entire life to this point with *48 Hours*.

- They have always had YTV, Canada's kids' television network, and have always been able to check Canadian forecasts on *The Weather Network*.

- Their earliest sounds included their parents' newest albums, Paul Simon's *Graceland* and U2's *Joshua Tree*.

- The year they were born, CDs outsold vinyl for the first time.

The first time their parents left them with a babysitter it may have been to see a movie, choosing from *Rain Man*, *Mississippi Burning*, *Who Framed Roger Rabbit*, *A Fish Called Wanda*, *Die Hard*, and *Bull Durham*.

- If their parents stayed home,

they could have rented a recently released video such as *Fatal Attraction*, *Good Morning Vietnam*, *The Untouchables*, or *Lethal Weapon*... or curled up with a newly published book, possibly *Alaska*, by James Michener, *A Brief History of Time* by Stephen Hawking, *Cat's Eyes* by Margaret Atwood, or *Breathing Lessons* by Anne Tyler.

- When they were born, Tom Cruise was married to Mimi Rogers; Bruce Willis was married to Demi Moore.

- As they began life, Alfred Uhry won the Pulitzer Prize for his first non-musical play *Driving Miss Daisy*.

- In their lifetime, Wayne Gretsky was never an Edmonton Oiler.

- They are the same age as hockey player Sidney Crosby.

Figure skaters have always been able to do a quadruple toe loop (Canadian Kurt Browning).

- They have never shared life on this planet with Andy Warhol, Fred Astaire, Lorne Greene, Rene Levesque, or Rudolph Hess.

- The new National Gallery of Canada building in Ottawa has always been there.

- The Reform Party, with Preston Manning as its leader, was barely on the scene when they arrived.

There was only the Northwest Territories and no Nunavut until they were 11. And there was never a community called Fro-bisher Bay; it has always been Iqaluit.

- Queen's has always had "Wally World," with Waldron Tower having been a Queen's co-educational residence since the year they were born.

- Karen Hitchcock is the third principal of Queen's during their lifetime.

### New events continued from page 1

students, and faculty. The topic is certainly timely, and its one that some people are very passionate about."

Among the other new events planned for Homecoming Weekend '06 are a series of panel discussions and forums intended to appeal to a range of interests and ages including young alumni and current students.

Survived and Thrived, an hour-long panel discussion in which four young alumni will present their perspectives on life in the real world, will take place at 3 pm on Friday. It was designed with students and younger alumni in mind.

On Saturday morning, three forums will be held concurrently, starting at 11 a.m.

The Arts and Healing will feature psychology professor Lola Cuddy, student Bill Thompson, and German studies professor Jill Scott.

Bullying will feature Psychology professor Wendy Craig and a member of Peace by Peace, a Toronto group that facilitates university students in teaching kids about bullying.

Humanitarian Engineering will look at ways of developing sustainable engineering projects outside the Western world, and will feature civil engineering professor and alumnus Kevin Hall and several graduate students who are working in the field. Melanie McEwen says many alumni have expressed interest in lifelong educational programming opportunities, and the Homecoming line-up is a key step in that direction. I hope every alumnus who attends this falls reunion will attend one or part of one of these events, she says.

For a Homecoming schedule of events, see page 23.

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# New Alzheimer's drug reverses early memory impairment

DISCOVERY MAY DELAY PROGRESSION OF DEBILITATING DISEASE

By NANCY DORRANCE

A new drug being developed by Queen's researchers provides hope for more effective treatment of the debilitating effects of Alzheimer's Disease and dementia.

In the study, led by Pharmacology and Toxicology professor Brian Bennett, the new compound has been shown to reverse visual memory impairment in rats with brain lesions similar to Alzheimer's in humans.

"The drug, which mimics the body's naturally occurring nitric oxide signaling system, has been in Phase 1 clinical trials in normal, healthy volunteers," says Dr. Bennett. "The next step is to identify pharmaceutical partners to manage further clinical testing and evaluation of the compound in the Alzheimer's population."

Other members of the team from Queen's are James Reynolds (Pharmacology and Toxicology) and former Chemistry professor Gregory Thatcher, now at the University of Illinois at Chicago. Researchers Glen Prusky and Robert Sutherland from the University of Lethbridge, and Robert Douglas from UBC are also on the team.

"Our findings are particularly exciting because current treatments for Alzheimer's are very limited in scope and duration: they can improve symptoms for

awhile but inevitably patients lose the benefits of the drug," says Dr. Bennett. The compound being developed shows evidence of treating the symptoms while acting through a completely different mechanism, he explains. "This opens up new opportunities for treating this disorder, and potentially delaying disease progression as well."

In the Queen's study, lesioned rats were tested on their ability to navigate a water maze before and after administration of the new, nitrate-like compound. Instead of picking up visual cues from the environment to guide them, the animals were required to remember or recognize a visual image, which then guided them in performing the task.

"This is the first demonstration of its kind using a rat-based test that is applied in humans, and is a sensitive indicator of dementia," says Dr. Reynolds. "Our results show that the drug actually improves working memory back to the levels that were there before the lesion was given to the animals."

"We now have a compound with proven efficacy that we believe will make a difference in the quality of life of Alzheimer's patients," Dr. Bennett adds. "We expect it will help those who don't respond to or can't tolerate current drugs, and will fulfil an unmet medical need."

Funding for this study was provided by GB Therapeutics Ltd., the Heart and Stroke Foundation of Ontario, and the Institute for the Study of Aging.



STEPHEN WILD

Researchers Brian Bennett and James Reynolds of Pharmacology and Toxicology are developing a new drug to reverse early memory impairment in Alzheimer's patients.

## SAMP project awarded \$800,000 to monitor trade in Southern Africa



PETER MACKENZIE

Female traders in Southern Africa face formidable legal and other obstacles.

Queen's Southern African Migration Project is working with Imani Development of South Africa to facilitate trade in that area. Called the Regional Trade Facilitation Program (RTFP), the £10-million project is funded by the Department for International Development in the UK.

Informal trade networks span the African continent and are critical to the livelihood strategies of the poor – including many women and female-headed households – explains Queen's project director Jonathan Crush.

"We are responsible for examining the scope and scale of informal trade across the Southern Africa region," he says. "The Southern African Development Community is moving rapidly towards regional integration and free trade, but no one actually knows the volume of current trade flows. This is because an estimated 50 per cent of trade is of an informal nature, involving small-scale entrepreneurs buying and selling goods across the region."

As the economy of countries like Zimbabwe implodes, more and more people are turning to the informal sector as a means of survival. Traders move backwards and forwards across bor-

ders selling goods in both directions, often traveling in groups as a form of protection and facing considerable resistance from local informal sector operators. Attacks on traders are increasingly common in countries such as Botswana and South Africa, while female traders in particular face formidable legal and other obstacles.

In the two-year, \$800,000 project, SAMP will place trade monitors at 20 border posts throughout the Southern African region and record informal trade flows. The resulting data will be critical in understanding the magnitude of informal trade, in addressing the obstacles to the freer movement of goods and in facilitating the entrepreneurial activities of these innovative small-scale entrepreneurs.

Queen's and its partners are also examining the regulatory framework governing informal trade for the RTFP with a view to recommending policy reforms to the governments of the region.

"This latest grant from DFID to Queen's is further international recognition of the considerable expertise at the university on issues of international trade, migration and development," says Dr. Crush.

## IN BRIEF

## Engineers win teaching grant

Queen's is one of four Canadian universities to receive a Hewlett-Packard Canada (HP) Technology for Teaching grant, valued at more than \$80,000. This is the first year of the grant program in Canada.

Applied Science will receive a faculty stipend and a premium package of high-end HP products to enhance their learning through the use of technology.

"The HP wireless Tablet PCs will be used to further enhance communication and creativity in our final year design courses," says Mechanical and Materials Engineering Professor Brian Surgenor.

In the final-year engineering course, multidisciplinary teams will expand their learning experience in a pilot project that will use the PCs to apply theoretical knowledge to real-world design projects that are typically offered by industry-based clients. "This new technology enables Queen's to go above and beyond what most other universities offer their engineering students in final-year design projects," says Dr. Surgenor.

## Yui named Fields Institute Fellow

Mathematics professor Noriko Yui has been named to a prestigious Fields Institute Fellowship. This lifetime appointment is conferred on people who have made outstanding contributions to the Institute, its programs, and to the Canadian mathematical community.

An expert in arithmetic algebraic geometry, Dr. Yui is the organizer of an ongoing, successful series of Fields weekend workshops on algebraic varieties and Calabi-Yau manifolds. She also serves on the Fields Institute editorial board, where she has been highly active in soliciting and reviewing manuscripts.

Founded in 1922, the Fields Institute is a centre for mathematical research activity, currently located in Toronto. Funding comes from the Natural Sciences and Engineering Research Council, the Ontario Ministry of Training, Colleges and Universities, 14 universities and several corporate sponsors.

## Solving a slippery problem

MIXING (THEN UN-MIXING) OIL AND WATER MAY HELP BOTH INDUSTRY AND ENVIRONMENT, SAYS CHEMISTRY PROF

By NANCY DORRANCE

Researchers have devised a "green chemistry" solution to one of the oil industry's biggest problems – and in a cost-effective way.

Chemistry professor Philip Jessop leads a team that's tackling the recurring problem of separating oil and water mixtures, encountered when cleaning up oil spills and extracting oil deposits from tar sands and reservoirs. Other potential beneficiaries of this research are plastics manufacturers, chemical and pharmaceutical companies, mining companies and makers of cleaning products.

Also on the team from Queen's are graduate student Yingxin Liu (Chemistry) and Chemical Engineering professor Michael Cunningham, and from the Georgia Institute of Technology Charles Eckert and Charles Liotta.

The new process can be used whenever industry requires an emulsion (the mixture of two liquids in which droplets of one are suspended evenly throughout the other), explains Dr. Jessop. This might occur when cleaning

spills, extracting oil from the ground, de-greasing metal equipment or metal surfaces, and manufacturing chemical products such as plastics.

Since oil and water don't normally mix, it's necessary to add a "surfactant" (surface active agent) in the layer between them before you can create an emulsion. In many situations, however, you later want the water and oil to separate again.

Old-fashioned soap can be made to "switch" but that requires large amounts of acid to be added, says Dr. Jessop, Canada Research Chair in Green Chemistry. The surfactant is completely reversible and does not require metals, acid, or light. Exposure to carbon dioxide (CO<sub>2</sub>) activates it, while bubbling air through the liquid turns it off again. CO<sub>2</sub> and air were chosen because they are cheap, non-toxic and environmentally benign: the CO<sub>2</sub> can be recycled material from power plants.

"You can do this over and over, timing it for exactly when you want the switch to occur," Dr. Jessop notes. And when the surfactant is turned off, causing oil and water to separate, the now-clean water may be returned to its source or recycled.

"Right now there are big separation problems causing enormous headaches in the oil industry," he says. "If 'green chemistry' can solve these problems, then the environment benefits and companies profit financially as well. It's very much a win-win situation."



PETER MACKENZIE

Chemistry professor Philip Jessop and graduate student Yingxin Liu demonstrate one stage of new oil and water emulsion process.

## Susan Cole appointed first Bracken Chair

By NANCY DORRANCE

One of the university's most distinguished cancer researchers has been appointed as the first Bracken Chair in Genetics and Molecular Medicine.

Susan Cole (Pathology and Molecular Medicine) will continue her groundbreaking research through original work and collaborative interactions, and will teach in the fields of genetics and molecular medicine. The Chair is a five-year, renewable appointment valued at \$2.8 million.

An internationally recognized leader in the field of cancer resistance to chemotherapeutic drugs, Dr. Cole made the seminal discovery of multi-drug resistance protein 1 (MRP1) in 1992 with her collaborator Roger Deeley (Medicine). She has about 200 career research publi-



Susan Cole

cations and is the co-holder of seven patents that have arisen from her research. In 2001 she was named Canada Research Chair in Cancer Biology.

"Dr. Cole is a most distin-

guished Canadian scientist," says Dean of Health Sciences David Walker. "This faculty is excited and proud that she is to hold this endowed chair, the funding of which will allow further progress in her very important and productive research."

Among several honours, Dr. Cole is co-recipient (with Dr. Deeley) of the Robert L. Noble Prize of the Canadian Cancer Society/National Cancer Institute of Canada, which recognizes outstanding achievements in cancer research. Dr. Cole has also received an Ontario Distinguished Researcher Award and is a Fellow of the Royal Society of Canada. She is a highly regarded educator who has taught in four Health Sciences departments and supervised many graduate and postdoctoral students.

The estate of Dr. C. Franklin and Helene Bracken has provided more than \$16 million to the Faculty of Health Sciences. Those funds have been used to support scholarships in nursing and medicine, many functions in the health sciences Bracken library, the building of the Queen's Cancer Research Institute, the Brain Imaging Centre, the Bracken Chair in Clinical Skills, and now the Bracken Chair in Genetics and Molecular Medicine.

"The generosity of Dr. Bracken, a distinguished graduate of this medical school, his wife and family, has had and will have forever an indelible effect on our mission – to educate future health professionals in an environment of excellence in scholarship and discovery," says Dr. Walker.

## Expert challenges "corporatization" of breast cancer research

By LORINDA PETERSON

New research by a Queen's researcher questions the effectiveness of privately funded efforts to stop the epidemic of breast cancer among North American women.

"Breast cancer has been transformed into a market-driven industry," says Kinesiology and Health Studies professor Samantha King. "It has become more about making money for corporate sponsors than funding innovative ways to treat breast cancer."

Dr. King's research, just published by University of Minnesota Press in a controversial new book, Pink Ribbons Inc., traces breast cancer's transformation from a stigmatized disease and individual tragedy to what she describes as "a market-driven industry that feeds off breast cancer survivors".

According to her research, only 64 per cent of the money raised from one high-profile corporation's walk for breast cancer actually went to breast

**"Breast cancer has been transformed into a market-driven industry."**

Samantha King

cancer organizations.

Dr. King documents how the event and its logo have become products bought and sold by North American corporate

sponsors and "the extent to which fundraising for breast cancer has become a highly valued commodity in itself."

"Fundraising for breast cancer has developed into a highly competitive market in which large foundations and corporations compete with one another to attract the loyalty of consumers – in this case, well-intentioned members of the public wanting to do their part in the fight against the disease," she says.

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# Identifying heart-risk teens

RESEARCHERS DEVELOP NEW CRITERIA TO PREDICT YOUTHS' RISK OF HEART DISEASE

By NANCY DORRANCE

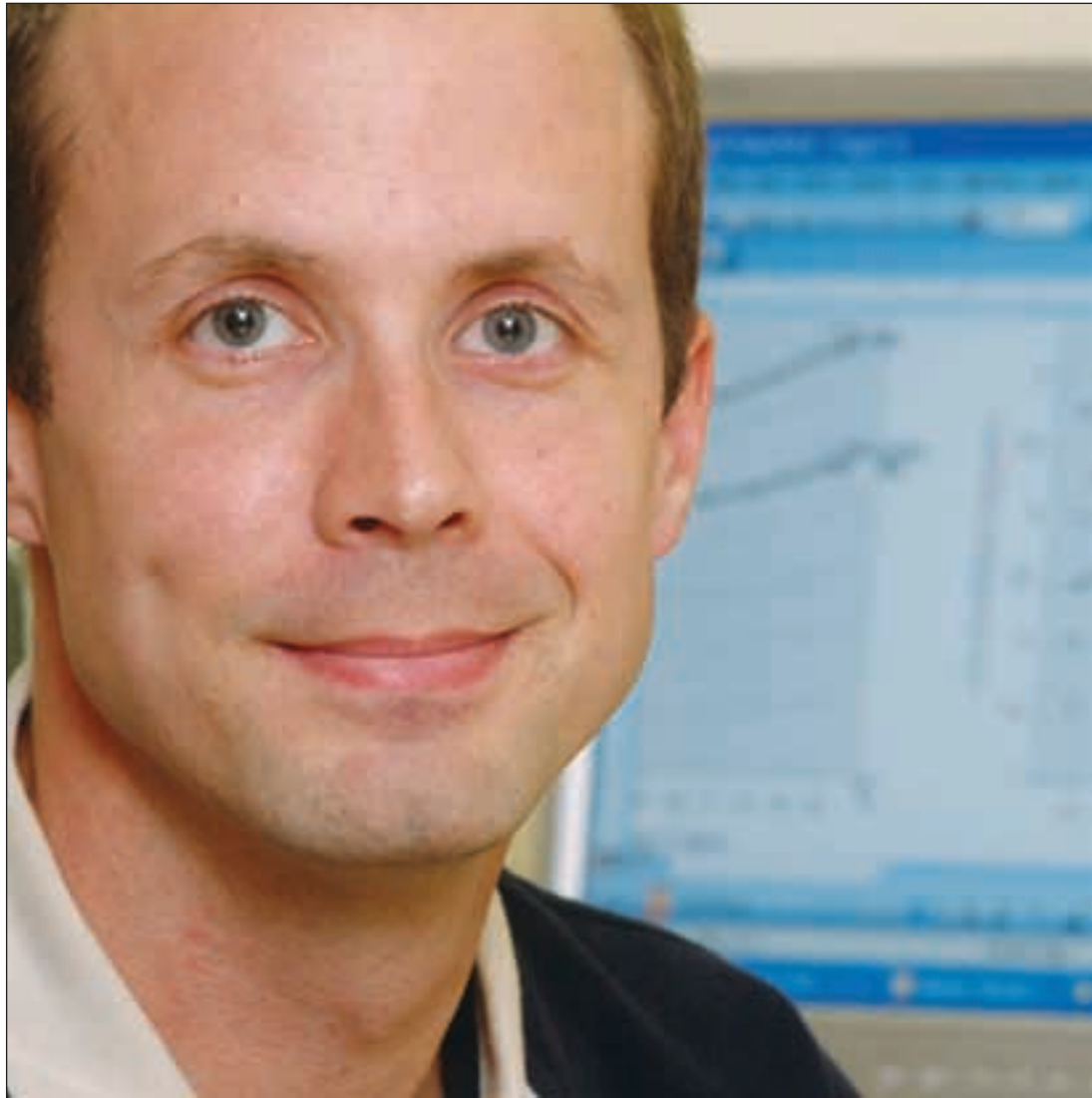
Researchers in the School of Kinesiology and Health Studies have developed new criteria to identify teenagers with abnormal blood cholesterol levels that place them at risk of cardiovascular disease later in life.

"Several landmark studies have established that the buildup of fatty plaque in the arteries that can lead to potentially deadly conditions starts in childhood," says Ian Janssen, co-author of the study with master's student Courtney Jolliffe. "This is the first attempt to develop an age- and gender-based cholesterol evaluation system from adolescents."

Currently used thresholds identify people ages two to 19 years old with abnormal total cholesterol, low-density lipoprotein (LDL) cholesterol, high-density lipoprotein (HDL) cholesterol and triglyceride levels. But research has shown that those thresholds have limited ability to identify those teens who, as adults, will have high-risk blood cholesterol and fat levels.

"Right now, cut-off points to determine which teens have high-risk blood cholesterol and fat levels don't take age into account," Dr. Janssen explains. "This is problematic since as adolescents age, blood cholesterol levels that place them at high risk of developing cardiovascular disease in adulthood change naturally."

To create the new classification system, the researchers used total cholesterol, LDL cholesterol, HDL cholesterol and triglyceride measurements of more than 6,000 people ages 12 to 20 years. The data were used to develop age- and gender-specific growth curves similar to the



School of Kinesiology and Health Studies researcher Ian Janssen with charts showing thresholds for determining unhealthy cholesterol levels in teens.

ones that monitor height and weight patterns in children and adolescents. The curves were then linked to adult blood cholesterol and fat levels that are known to predict cardiovascular risk.

"By linking the teen thresholds to adult thresholds that have been proven to carry cardiovascular risks, we have created

real risk-associated cut-off points," says Dr. Janssen, adding that the new guidelines reflect the natural fluctuations in cholesterol levels that occur with growth and maturation. "This will help to ensure that teens may not be misdiagnosed simply because they are on a different part of the growth curve than other teens."

Because the process of developing cardiovascular disease begins at a very early age, it is imperative to start considering whether people are at risk when they are younger, the researcher believes. "This new system should provide an improved strategy for identifying teens at high risk, so we can intervene earlier."

## IN BRIEF

### Eisenhauer to head NCIC

Oncology professor Elizabeth Eisenhauer has been appointed president of the National Cancer Institute of Canada (NCIC).

One of Canada's leading researchers in cancer clinical trials, Dr. Eisenhauer is an internationally recognized oncologist. As president, she will chair the institute's board of directors, steer it in its mission to reduce the incidence, suffering and mortality from cancer, and play a critical leadership role in determining how the board will distribute more than \$60 million per year to fund the top cancer researchers in Canada.

"We are closer than ever to understanding, treating and controlling the many diseases called cancer," says Dr. Eisenhauer.

Since 1982, Dr. Eisenhauer has been director of the Investigational New Drug Program at the Queen's-based NCIC Clinical Trials Group, where she has made significant inroads into the identification of new anti-cancer drugs and the development of clinical trials to test them.

In taking on the two-year position as NCIC president, Dr. Eisenhauer succeeds Dr. Gerald Johnston of Dalhousie University.

### Analyzing democracies

A new report from the Centre for the Study of Democracy (CSD) is calling on the Harper Government to review the "lessons learned" by some of the world's newest democracies and to create an institute to promote democracy abroad.

Four Transitions to Democracy studies look at the progress of democracy in Afghanistan, Bosnia/Herzegovina, Hong Kong and Taiwan. The studies are being offered to foreign-policy stakeholders by the Queen's-based CSD.

"These studies demonstrate the variety of ways that Canada can play a part in helping to grow democracy and viable governments in war-torn, or formerly authoritarian states," says Centre chairman Thomas Axworthy.

The studies analyze how these fledgling democracies can improve their viability.

### New technology for video gamers

A new School of Computing study confirms that video-gamers feel more immersed and have more fun in virtual environments when they play with commercial eye tracking technology.

These "new controls" replace the mouse click as a means to allow players to interact more naturally with their digital environments.

"Eye tracking technology allows us to build interfaces that respond to users' intentions rather than just their actions. This makes computers feel more natural than ever before," says the study's co-author David Smith, a PhD candidate in computing.

The study, also authored by Computing Professor Nicholas Graham, shows that players enjoy the way eye tracking enhances their involvement in the role-playing game *Neverwinter Nights*.

# Help the environment: buy local



EATING HOME-GROWN FOOD COULD CUT GREENHOUSE GAS EMISSIONS, STUDY SHOWS

By MOLLY KEHOE

An Environmental Studies master's student has calculated that if Kingstonians ate foods that they are able to grow in their local food system instead of eating foods that are shipped into the area from across the globe, they would save over 20,000 tonnes of greenhouse gas emissions. That equates to removing more than 6700 cars from the road annually.

"The study gives citizens further proof that eating closer to home, supporting Kingston farmers and growing your own food is definitely a good thing," says student Sunny Lam, whose advisor is Geography Professor Alison Blay-Palmer. "This research is just scratching the surface of what we could do. Just think if every city and town made the switch."

Mr. Lam suggests that one of the biggest contributors to

increased energy consumption and emissions is the use of fossil fuels, particularly with regard to transport of foods. It is expected that usage will continue to climb in our energy-hungry world.

"It's not just greenhouse gases but also air, water, and land pollution from wasteful energy use that affects our overall health now and in the future," adds Mr. Lam.

The study examined 58 commonly consumed foods. Results showed that if all of Kingston's total imports were sourced locally or regionally, the region could reduce greenhouse gas emissions significantly – over 6700 cars' worth.

According to Mr. Lam's findings, beef accounts for nearly 30 per cent of emissions, while the next highest food that contributes to emissions is lettuce, which accounts for nine per cent.

The researchers used the concept of "food miles" to determine their findings. Food miles are defined as the distance that our food travels from point of production to point of consumption, and the environmental impact of getting the food across that distance.

## Queen's partners with Jamaican university

FUND RECOGNIZES THE WORK OF OPHTHALMOLOGIST GARTH TAYLOR

By CARA SMUSIAK

A new fund for ophthalmology at Queen's will help foster international teaching relationships and focus attention toward eye care in developing countries.

The Dr. Garth Taylor Fund for Excellence in International Ophthalmology, established by Ray Bell, Meds'80, of Victoria B.C., will pay tribute to the impressive life's work of the fund's namesake.

"I'm very happy to be able to do it, and recognize Garth's contribution to the university," says Dr. Bell, who gave \$25,000 to the fund.

Dr. Bell's vision was for a fund to bring guest speakers with high achievement in teaching and experience in international ophthalmology to Queen's, but Sherif El-Defrawy, head of the Department of Ophthalmology, expanded the idea to include an educational partnership with the University of the West Indies (UWI).

Each year, two Jamaican students will come to Queen's for three to four weeks of clinical and instructive training in ophthalmology. Every two months, a Queen's ophthalmology professor and resident will travel to Jamaica for a week to run clinics, perform surgeries, and give lectures on their subspecialty. The bimonthly training program will cycle through all seven subspecialties of ophthalmology. With only three ophthal-

mology professors at UWI, this fund will help broaden the depth of the program, while fostering international social responsibility in Queen's faculty and students.

"We see the importance of being able to extend help worldwide," says Dr. El-Defrawy. The program will be mutually bene-

ficial to Queen's and UWI as it is an important educational tool for residents and doctors, he says.

Dr. Bell's friend and colleague, Dr. Taylor, who completed the Queen's ophthalmology program in 1976, was a distinguished ophthalmologist and professor at Queen's who

died last Nov. 19. Born in Montego Bay, Jamaica, he studied medicine at UWI before coming to Queen's for his ophthalmology residency. It was at Queen's that he and Dr. Bell became lifelong friends and colleagues. While Dr. Taylor planned to return to Jamaica, the political climate kept him rooted in

North America.

After he completed a fellowship in Miami, Dr. Taylor set up a practice in Cornwall, Ontario, where he became the chief of Ophthalmology at Cornwall Community Hospital. Microscopic eye surgery, cornea transplants, and laser eye surgery were his specialties. He was also on staff at Queen's in the Department of Ophthalmology from 1977 to 1991.

His commitment to educating and his long involvement with the Department of Ophthalmology at Queen's were important factors in the establishment of this fund.

"It was very important for us to remember Garth. He was a very dear part of our department, and he was seen as a model for giving that we would want to emulate," says Dr. El-Defrawy.

Dr. Taylor is best known and remembered for his commitment to international ophthalmology programs. For more than 20 years, he was a volunteer with ORBIS, a non-profit organization that sends ophthalmologists to developing countries to provide treatment to help eliminate preventable blindness. He worked for more than 110 of ORBIS's sight-saving programs, and helped train fellow ophthalmologists around the world through lecturing and surgical training programs.

Although he is excited by the scope of the fund, Dr. Bell says that it is a bittersweet experience.

"It would be nice to have Garth here to see it – that's the downside to it. But as one friend says, he probably knows."

To read another tribute to Dr. Taylor, visit [www.orbiscanada.ca](http://www.orbiscanada.ca)



Garth Taylor examines a patient at a clinic.

PETER BREGG

## Student recognized for volunteer efforts

By CARA SMUSIAK

The phone rang as fourth-year student Mireille Gomes was about to head to the lab she was working in over the summer. It was the Ministry of Citizenship and Immigration calling to tell her she had won the Ontario Medal for Young Volunteers.

Ms. Gomes said she was shocked she had won, considering the great things others were doing. "I was flabbergasted," she said in a recent interview.

The Minister of Citizenship and Immigration presented the award to the seven winners at a small ceremony at Queen's Park on June 28. The Lieutenant Governor of Ontario and other government members also attended.

The nomination itself was unexpected, says Ms. Gomes.

"When my MPP's office first approached me to nominate me, I was shocked because there are so many incredible people that you meet along the way."

Ms. Gomes, a Biomedical Computing student, was born in India and moved to Oman before her family arrived in Canada when she was 12. She has been volunteering since elementary school. She has won several awards for her volunteering activities, but she looks at this one as particularly meaningful.

"The award was much more meaningful because it was for young volunteers," Ms. Gomes said. "I'm glad young people

have that sort of encouragement. It's cool that youth of our generation have heroes among them. But that's not the way it's portrayed by the media, and that's quite disheartening."

In her three years at Queen's, Ms. Gomes has been involved in numerous volunteer projects. Most recently, she was undergraduate chair for the First Canadian Student Conference on Biomedical Computing. More than 100 delegates from 15 schools attended the conference. She defined the conference goals, assembled a panel to select papers, and was involved in raising \$25,000 to fund the conference.

She also founded and served as co-chair of CHAMP, the Computing High School Academic Mentorship Program, which involved raising \$80,000 to fund in-class workshops, lectures, events, and mentoring to get high school students interested in university science and technology programs. The group targets Aboriginal schools and remote communities in particular, and has developed a number of programs for students and teachers. CHAMP has partnered with IBM USA and IBM Canada to secure \$60,000 in funding, supplementing the \$16,000 the group has raised through other initiatives. Ms. Gomes said she is grateful for all the support she has received from members of the Queen's community.

"Everybody from Principal Hitchcock to the secretary at the School of Computing has been a great help."

While at Queen's, Ms. Gomes has been a member of the Computing Students' Association, volunteered at Martha's Table (a local soup kitchen), coordinated volunteer activities

with the Schizophrenia Society of Kingston for members of the Canadian Millennium Scholarship Foundation-Queen's Chapter, and produced a weekly news and documentary show at CFRC.

Queen's is a good fit, she says. "It embodies all the values I hold dear – from the academic pursuit, to creating productive

members of society with communities based on justice and integrity. And benevolence."

Ms. Gomes will be in Austria completing an internship during the 2006-07 school year before returning to Queen's for the final year of her program. She said she is excited to see how the international volunteer sector works.



Biomedical Computing student Mireille Gomes displays her Ontario Medal for Young Volunteers, one of seven given out this year by the Ministry of Citizenship and Immigration.

## Queen's prof, alumnus guide citizens in electoral reform

By CARA SMUSIAK

Earlier this month, 103 strangers met at Osgoode Hall Law School. Jonathan Rose, a professor in the Department of Political Studies, was on hand as their academic advisor, but it was no ordinary university lecture. It was a meeting of citizens from across Ontario to determine the fate of the province's electoral system.

One person from each provincial riding was chosen at random by Elections Ontario to represent the citizens of their riding in the Citizens' Assembly on Electoral Reform. The Citizens' Assembly will determine if the current electoral system in Ontario matches the values and meets the needs of the province's residents. If it doesn't, they will recommend a different system.

Chair of the Assembly, Queen's alumnus George Thomson and Dr. Rose (also a Queen's alumnus) will help the members of the assembly make an informed decision. Dr. Rose will teach the members about the different electoral systems, and Mr. Thomson will lead the meetings and will also head up the assembly's secretariat.

The assembly is about two

things: Engaging citizens by giving them direct choice, and an assessment of Ontario's electoral system, says Mr. Thomson.

In its 130-year history, Ontario has never examined the effectiveness of the electoral system it inherited. To date, Ontario is only the third government in the world – behind British Columbia's provincial government, and the Netherlands – to give its citizens the power to change the electoral system.

The assembly may choose to stay with the single member plurality system that is already in place, or they could choose one of three other systems: the mixed-member system where there is local representation and a second tier of proportional representation; the single transferable vote, in which the candidates are ranked; or the majoritarian system, in which citizens vote multiple times until one candidate earns a majority of votes. If the assembly recommends a change, the Ontario government has guaranteed Ontarians will have the final say in a referendum.

There is no doubt the federal government is keeping a close



CARA SMUSIAK

Queen's alumnus George Thomson and Political Studies professor Jonathan Rose are helping Ontario citizens recommend changes to the provincial electoral system.

eye on the situation, says Dr. Rose. This kind of change in the electoral system would affect the structure of the legislature, the way politicians behave, and the role of citizens. It could have big implications for the Canadian government, because the system may no longer match the values of Canadians nearly 140 years after Confederation.

Dr. Rose will deliver neutral presentations about the values and principles associated with the different electoral systems so the assembly can determine which values are most important in their lives and match them with a system. To prepare, he did something he says professors

rarely do: he practiced. He's delivered his lectures to focus groups to get feedback on how to improve the lectures so they can be understood by a variety of people.

"The challenge is to teach people who are high school drop-outs and people with university educations. We take for granted a lot of things: language, presentation, pace..."

After the educational phase is complete, assembly members will consult with Ontarians in their riding to determine which values are most important to them. In February, they will take this information back to meetings to deliberate and eventually

decide on a system.

As neutral chair appointed by the provincial government, Mr. Thomson helps facilitate members in making a decision. He believes he was chosen for his expertise in electoral systems, as well as his experience in leading people toward decisions. Thomson has been a teacher, a judge, and a deputy minister.

The assembly will deliver its final report on or before May 15, 2007.

While the result is anyone's guess, there's no disputing one fact, says Mr. Thomson.

"The Ontario of 2006 is very different from the Ontario when it had its first election."

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## IN BRIEF

### You go, engineering girl

On Saturday, Oct. 14, engineering faculties across Ontario will hold a free, one-day event for girls in grades 7-10 and their parents.

The Queen's session of GoEngGirl! takes place in Beamish-Munro Hall and will include hands-on activities to demonstrate the endless possibilities of an engineering career. For more information and register, visit [appsci.queensu.ca/community/goEngGirl/](http://appsci.queensu.ca/community/goEngGirl/)

### Women's association welcomes new members

The Queen's Women's Association (QWA) annual membership reception and tea takes place Wednesday, Sept. 20 from 10:30 am to 3 pm at Summerhill on the Queen's campus.

For many years, the QWA has been a means of social interaction for women associated with Queens. Please join the group at Summerhill to learn more about the various interest groups and other activities available to its members. For details, call Jane Kalin 549-8025 or Mary Moore, 544-7258.

# Latvian university honours Peat

## PEOPLE

The Riga Stradins University (RSU) in Riga, Latvia recently awarded the degree of Doctor of Medicine, Honoris Causa, to **Malcolm Peat** (executive director, International Centre for the Advancement of Community Based Rehabilitation) and former director of the School of Rehabilitation Therapy. The award recognized Dr. Peat's contributions of the development of post-graduate programs in Latvia and the development of CBR in the Latvian Health Care System and internationally. In October 2004, **Sandra Olney** (director, Rehabilitation Therapy) was awarded a similar degree by RSU in recognition of the partnership between both universities.

At its most recent annual meeting, **Bob Dalrymple** (Geology) assumed the office of President of SEPM (Society for Sedimentary Geology), the largest scientific society in the field of sedimentary geology with approximately 4,000 members worldwide. He and former post-doctoral fellow **Don Cummings** also received recognition for the best oral presentation for their talk at the 2004 annual meeting dealing with the dispersal of mud in the world's oceans.

**Guy Narbonne** (Geological Sciences and Geological Engineering) presented the keynote address at the recent annual meeting of the Canadian Science Writers Association in St. John's. He spoke on Earth's earliest animals: The Mistaken Point fossils



COURTESY OF MALCOLM PEAT

Officials at the Riga Stradins University (RSU) in Riga, Latvia recognize Malcolm Peat (Rehabilitation Therapy) with an honorary degree.

of Newfoundland also ran a field trip to Mistaken Point to present this candidate UNESCO World Heritage Site to Canadian science writers.

At the 132nd General Assembly of the Presbyterian Church in Canada held recently in St. Catherine's, **Brian Osborne** (professor emeritus, Geography) was awarded the Rev. Dr. Melville T. Bailey Congregational History Prize for his volume, "The Rock and the Sword: A History of St. Andrew's Presbyterian Church, Kingston, Ontario."

Angels' Voices, composed by **John Burge** (head, Music), has received the Association of Canadian Choral Conductors 2006 Outstanding New Choral Composition Award. Dr. Burge wrote Angels' Voices in 2005 for the Michigan State University Children's Choir, Mary Alice Stollack, conductor. The work was premiered in March of 2005, with Gustav Meier, conducting. The work was also performed in April 2005 at Carnegie Hall with four different choirs accompanied by the New England Symphony.

**Paul Smith** (director, Career Services) reports that a Career Services project was featured in a recent issue of Campus Career Counselor, a monthly journal

published in Bloomington, MN. The project is "Our Stories" a collection of personal career experiences provided by Queen's alumni.

**Hok-Lin Leung** (director, Urban and Regional Planning) was elected a fellow of the Canadian Institute of Planners (CIP) at the recent World Planners Congress in Vancouver. CIP's College of Fellows is like "the hall of fame of Canadian planners." Queen's students **Markus Moos** and **Keith Batstone** were among four winners of national scholarships at the conference.

Recent graduate **Sana Halwani** (BSc) is among 15 young Canadians to receive a \$20,000 Action Canada Fellowship. Selected for her outstanding leadership initiative and commitment to Canada, she will participate in Action Canada's unique, 10-month program focused on leadership development and Canadian public policy issues.

Third-year political studies student **Steven Loleski** earned second place in annual Fraser Institute Student Essay Contest, sponsored by the W. Garfield Weston Foundation. The Whitby, Ont., native won \$500 for his essay, Living in a Fool's Paradise: The Overly Optimistic Nature of Development Aid. This

year's topic, Trade or Aid? What is the Solution to Poverty in Africa? attracted more than 400 entries from university and high school students across Canada, the United States, and around the world.

**Wendy Leigh McArthur** (Ed'91), principal of the International School of Belgrade, in Belgrade, Serbia, has been selected as the United States Office of Overseas Schools Department of State sponsored Schools' 2006 National Distinguished Principal. In October, Ms. McArthur will travel to Washington, D.C., to receive her award.

**Peter Taylor** (head, Mathematics and Statistics) has received the 2006 Adrien Pouliot Award for his outstanding contributions to the teaching and learning of mathematics in Canada. His passion for revealing the aesthetics in mathematics is best illustrated by the course Mathematics and Poetry that he teaches jointly with a colleague in the English department at Queen's. He will receive his award at the CMS Winter Meeting in Toronto this December.

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)

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## Bulletin Board

### Submission information

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

### Appointments

Principal Karen Hitchcock announces the following appointments:

#### John Dixon reappointed Associate Vice-Principal (Academic/International)

John Dixon has been reappointed Associate Vice-Principal (Academic/International) for a 4-year term starting July 1, 2006.

Dr. Dixon's responsibilities as associate vice-principal have included faculty-staffing matters such as appointments, tenure and promotion reviews, salary reviews, and administration of the collective agreements between the university and the faculty association. In his second term, he will be devoting more attention to the international aspect of the portfolio in order to expand the university's international profile and opportunities for Queen's students.

Dr. Dixon joined Queen's as an assistant professor of structural geology in the Department of Geological Sciences in 1974 after earning a BSc at McGill University (1970) and an MS (1972) and PhD (1974) at the University of Connecticut. Dr. Dixon became professor and head of Geological Sciences in 1986 and associate dean in Arts and Science in 1993. He took up his current position in April 2000.

#### Charles Pelley appointed Acting Associate Dean (Academic), Applied Science

Charles Pelley has been appointed Acting Associate Dean (Academic) in the Faculty of Applied Science for a 10-month term starting Sept. 1, 2006.

Dr. Pelley was on the faculty of Mining Engineering from 1984 to 2004 and served as Stollery Professor from 1998 to 2003. Prior to joining Queen's, he worked in the mining industry for 11 years with the Iron Ore Company of Canada, Canada Wide Mines, and Asbestos Corporation Limited. Dr. Pelley has a degree in geology from Memorial University of Newfoundland and MEng and PhD degrees in mining from McGill University.

#### Brian Hunter appointed Acting Associate Dean, Applied Science

Brian Hunter has been appointed Acting Associate Dean in the Faculty of Applied Science for a five-month term commencing Aug. 1, 2006.

Dr. Hunter was on the faculty of the departments of Chemistry and Chemical Engineering until 2002. Dr. Hunter has BSc and MSc degrees in chemistry from the University of British Columbia and a PhD from the University of Western Ontario. He has served on several Arts and Science committees and, more recently, served as academic progress chair in Applied Science. He is also a visiting fellow at the International Study Centre at Herstmonceux Castle.

#### Jim Vair appointed Associate Vice-Principal (Faculty Relations)

Jim Vair has been appointed Associate Vice-Principal (Faculty Relations), effective Oct. 1, 2006. Mr. Vair obtained an honours BA in Geography in 1982 and an LLB in 1986, both from the University of Western Ontario. He was called to the Bar in 1988 and is a member of the Law Society of Upper Canada. He comes to Queen's after eight years at the Waterloo Region District School Board where he is executive superintendent of human resources and organizational development.

Principal Hitchcock thanks the advisory committee members and also expresses her appreciation to John Dixon and Douglas Morrow who assumed interim responsibility for this portfolio.

#### Paul Juniper appointed Director, Industrial Relations Centre

Paul Juniper is the new director of the Industrial Relations Centre (IRC) in the School of Policy Studies effective Aug. 15, 2006.

Mr. Juniper has many years of experience as a human resource professional and in industrial relations. He was the interim CEO of the Human Resources Professional Association of Ontario (HRPAO), and was the VP (HR) of Allianz Canada and Equifax Creditel/Creditel of Canada Ltd. He completed his graduate work at York University in Toronto.

Dr. Hitchcock also thanks Carol Beatty for her years as director of the IRC.

#### Acting Director, Institute for Intergovernmental Relations/Committee

Tom Courchene, Jarislowsky-Deutsch Professor of Economic and Financial Policy, has been appointed Acting Director of the Institute of Intergovernmental Relations (IIGR) following the resignation of Sean Conway, who has moved to the position of Special Advisor to the Principal (External Relations).

Principal Hitchcock has appointed a selection committee to advise her on the appointment of a new director of the IIGR. Members are: Pattie Candido, IIGR; Tom Courchene, Economics, Policy Studies; Janet Hiebert, Political Studies; Arthur Sweetman, Policy Studies (chair); Ron Watts, Political Studies.

University community members are invited to submit the names of possible candidates for the directorship to Dr. Sweetman, arthur.sweetman@queensu.ca by Friday, Oct. 27, 2006. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

#### Sean Conway appointed Special Advisor to the Principal for External Relations

Sean Conway has been appointed Special Advisor to the Principal for External Relations, effective Aug. 14, 2006.

Mr. Conway has been the director of the Institute of Intergovernmental Relations in the School of Policy Studies for the past year. He is also a policy advisor with Gowling, Lafleur, Henderson LLP and a public affairs analyst on TV Ontario. Before joining Queen's, he served as a member of the Ontario Legislature for 28 years, including five years as a member

of Cabinet. He is a Queen's alumnus (MA History) and also holds a BA in history from Wilfrid Laurier University. He has been a visiting fellow in Policy Studies and has also taught at Wilfrid Laurier. He will also continue to be involved in selected special projects undertaken by the Institute of Intergovernmental Relations.

#### Keith Poole reappointed Acting Head, Microbiology and Immunology

Keith Poole has been reappointed Acting Head of the Department of Microbiology and Immunology for the period July 1, 2006 to June 30, 2007. Dr. Poole joined the department in 1988 and was promoted to the rank of associate professor and granted tenure in 1994 and then promoted to the rank of professor in 1999. He was appointed acting head in July 2005.

A world leader in the fields of bacterial antibiotic resistance and bacterial iron metabolism, Dr. Poole has been continuously funded by the Canadian Institutes of Health Research with substantial funding from other sources such as the Canadian Cystic Fibrosis Foundation, the Networks of Centres of Excellence Program, and industry.

#### John Hoey appointed Special Advisor to the Principal on Population and Public Health Development

John Hoey has been appointed Special Advisor on Population and Public Health Development for a three-year term from June 23, 2006 to June 30, 2009.

He will be responsible for providing academic leadership in the development of academic programs in population and public health at Queen's, for chairing the Population and Public Health Executive and Advisory Committees, and for liaising with the director of the Research Institute in Population and Public Health. In addition, he will serve as director of the Postgraduate Medicine Training Program in Community Medicine and will be teaching in the undergraduate, postgraduate and graduate programs in the School of Medicine. Dr. Hoey received his undergraduate and medical education at McGill University and did post-graduate work at The Johns Hopkins University and at Stanford University. He taught medicine, epidemiology and public health at McGill University and played an active role in various positions during the transformation and modernization of public health in the province of Quebec. He was editor of the Canadian Medical Association Journal (CMAJ) for 10 years before moving to Queen's.

#### Elsie Culham appointed Acting Director, Rehabilitation Therapy and Acting Associate Dean (Health Sciences)

Elsie Culham has been appointed Acting Director of the School of Rehabilitation Therapy and Acting Associate Dean (Health Sciences) for the period July 1 to Dec.31, 2006.

A physical therapist, Dr. Culham was appointed to the school as a lecturer in 1990. She received her PhD in 1992 and was promoted to assistant professor. She was granted tenure and promoted to associate professor in 1996 and to professor in 2005. Dr. Culham has also held a cross-appointment

## THE NEW DECOR-REST CHAIR GALLERY



20 BEAUTIFUL STYLES...

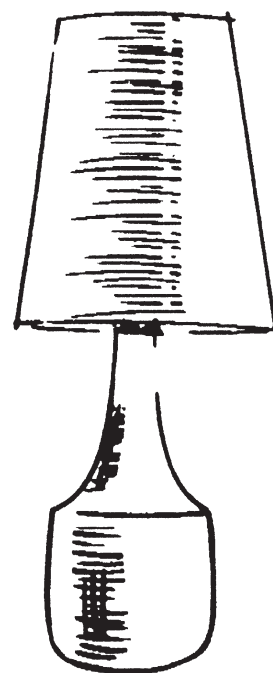


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in Anatomy and Cell Biology since 1995. She has served as chair of the Physical Therapy program since January 1995 and, under her leadership, two new entry-level programs have been implemented. Recognized as a leader in research in rehabilitation science, Dr. Culham has a consistent record of funding and publication in peer-reviewed journals. She is a three-time recipient of the Blue Star Award from the Rehabilitation Therapy Society for excellence in teaching.

Principal Hitchcock expresses her appreciation for the leadership provided by Sandra Olney during her two terms of service as director of the school and as associate dean (Health Sciences).

### Douglas Babington reappointed Director, Writing Centre

Douglas Babington has been reappointed Director of the Writing Centre, for a third five-year term, beginning July 1, 2006.

Dr. Babington has overseen significant expansion of programming, which includes increasing numbers of one-on-one consultations with students, French-language and summer tutorials, a graduate-level course on the Principles of Academic Writing, workshops and seminars which are conducted across the campus, and outreach to ESL students at both the undergraduate and graduate levels.

Dr. Babington received his BA in English from Amherst College, and his MA and PhD in English from the State University of New York, Buffalo. He came to Queen's in 1982 as an adjunct assistant professor and was promoted to associate in 1993.

### New Faculty Appointments

#### Faculty of Applied Science

Kevin Deluzio, associate professor, Mechanical and Materials Engineering (July 1)

#### Faculty of Health Sciences

William Ruddock, Family

Medicine; Michael Beyak, Medicine/Gastroenterology; Alan Lomax, Medicine and Physiology; Phillip Wattam, Medicine; Robert Campbell, Ophthalmology; Patricia Farmer, Pathology & Molecular Medicine; Alan Lowe, Psychiatry; Dianne Groll, Psychiatry; Alice Aiken, Rehabilitation Therapy; Jennifer L. Carpenter, Emergency Medicine (July 1).

Jessica Burjorjee, Anesthesiology; Christopher Parker, Medicine, Respirology & Critical Care Medicine (Aug. 1).

### Committees

#### Directorship, Agnes Etherington Art Centre

Janet Brooke's term as director of the Agnes Etherington Art Centre ends June 30, 2007. Ms. Brooke has agreed to consider another term, should it be the wish of the university community. An advisory committee chaired by Vice-Principal (Academic) Patrick Deane will be established to review the present state and future prospects of the art centre and its leadership. Suggestions for membership should be submitted in writing to the Office of the Vice-Principal (Academic) by Sept. 22, 2006.

University community members are invited to offer their views on the present state and future prospects of the art centre and on Ms. Brooke's leadership. Comments should be submitted in writing to Dr. Deane. Respondents should indicate whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

#### Headship, Anatomy and Cell Biology

Stephen Pang's second term as head of the Department of Anatomy and Cell Biology ends June 30, 2007. In accordance with the terms of the Collective Agreement between Queen's University and the Queen's University Faculty Association, Principal Karen Hitchcock is establishing a selection committee to consider the present state and

future prospects of the department and to provide advice on the selection of Dr. Pang's successor.

**Elected members:** David Andrew, Anne Croy, Charles Graham, Leslie MacKenzie and Conrad W. Reifel, (Anatomy and Cell Biology).

**Appointed members:** Michael Flavin (Paediatrics), Ahmed Kayssi (undergraduate medical student representative), Anita Lister (Anatomy and Cell Biology) and Richard Sullivan (graduate student representative).

**Non-voting member:** Brenda Brouwer (associate dean, Graduate Studies and Research)

**Chair:** Kanji Nakatsu (associate dean, academic, Health Sciences) Faculty, staff and students are invited to submit their comments on the present state and future prospects of the department and the names of possible candidates for the headship to Dr. Nakatsu, chair. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

#### Principal's Advisory Committee, Dean, Applied Science

Principal Karen Hitchcock announces the membership of the committee to advise her on the appointment of the dean of the Faculty of Applied Science. Members are: Caroline Baillie, Chemical Engineering; Luke Bisby, Civil Engineering; Irène Bujara, director, Human Rights Office and Interim University Advisor on Equity; Paul-Philippe Champagne, graduate, Chemical Engineering; Janice Deakin, dean, Graduate Studies and Research; Patrick Deane, vice-principal (academic), chair; Saeed Gazor, Electrical and Computer Engineering; Rick Holt, Mechanical and Materials Engineering; James Lee, acting associate dean, Arts and Science; John Connor Langford, Queen's Engineering Society; Allen Lucas, Utilities Kingston; Merrilees Muir, Office of the Vice-Principal (Academic), secretary; Kathy O'Brien, Office of Advancement (Applied Science); Dave Pardy, Applied Science; Vicki Remenda, Geological Sciences and Geological Engineer-

ing; Kerry Rowe, vice-principal (research); David Strong, Integrated Learning Centre.

University community members are invited to submit their comments regarding the selection of a dean in writing to the Office of the Vice-Principal (Academic). Respondents should indicate whether they wish to have their letters shown, in confidence, to advisory committee members.

#### Director search, Computing

Jim Cordy's term as director of the School of Computing will end June 30, 2007. Dr. Cordy has declined to consider reappointment. The principal has appointed a selection committee to advise her on the appointment of his successor.

**Elected faculty:** Purang Abolmaesumi, Hossam Hassanein, Hagit Shatky, David Skillicorn, James Stewart.

**Appointed members:** Irene LaFleche, staff; Danielle Pace, undergraduate student; Michelle Crane, doctoral candidate; Peter Taylor, Mathematics & Statistics. **Non-voting members:** Alistair MacLean, dean, Arts and Science; Eleanor MacDonald, associate dean, Graduate Studies & Research; Naraig Manjikian, Electrical & Computing Engineering.

**Chair:** Greg Lessard, associate dean, Arts and Science.

**Recording secretary:** Diane Reid, Arts & Science.

University community members are invited to submit comments on the present state and future prospects of the school and names of possible candidates for the directorship to chair Greg Lessard, lessardg@post.queensu.ca by Friday, Sept. 22, 2006. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

#### Director search, Environmental Studies

Brian Cumming is acting director of the School of Environmental Studies until June 30, 2007. The principal has appointed a selection committee to advise her on the appointment of a director.

#### Elected faculty members:

John Andrew, Stephen Brown, Linda Campbell, Mick Smith, Louise Winn.

**Appointed members:** Kelly Smith, staff; Jessica Wright, ENVS undergraduate; Hilary Davies, MES candidate; Bob Dalrymple, Geological Sciences.

**Non-voting members:** Brenda Brouwer, associate dean, Graduate Studies & Research; Alistair MacLean, dean, Arts & Science. **Chair:** Laurene Ratcliffe, associate dean, Arts & Science.

**Recording secretary:** Diane Reid, Faculty of Arts & Science. University community members are invited to submit comments on the present state and future prospects of the school and the names of possible candidates for the directorship, to Dr. Ratcliffe, ratcliff@biology.queensu.ca by Friday, Sept. 22, 2006. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

#### Headship committee, Family Medicine

Walter Rosser's term as head of the Department of Family Medicine will end June 30, 2007. Dr. Rosser does not wish to be considered for reappointment. Queen's Principal Karen Hitchcock, President and Chief Executive Officer, Kingston General Hospital Joseph de Mora, President and Chief Executive Officer, Providence Continuing Care Centre Cathy Dunne and Executive Director, Hotel Dieu Hospital, Hugh Graham, have established a joint search committee to provide advice on the headship and on the present state and future prospects of the department. **Members are:** Jason Archambault, student; Margaret Atkinson, Hotel Dieu Hospital; Richard Birtwhistle, Family Medicine; Susan Chamberlain, Obstetrics and Gynaecology; Sherif El-Defrawy, Hotel Dieu Hospital and Ophthalmology; Leslie Flynn, associate dean, Postgraduate Medical Education and Psychiatry; Stacey Kitz, resident, Family Medicine; John Latimer and Janet MacDonald, Family Medicine; Peter Munt, chief of staff, Kingston General Hospital and Department

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of Medicine; Heather Murray, Emergency Medicine; Gregory Patey, community physician, and Family Medicine; John Puxty, chief of staff, Providence Continuing Care Centre and Department of Medicine; Eleanor Rivoire, senior vice-president, Patient Care Programs Kingston General Hospital; Karen Schultz, Family Medicine; John F. Jeffrey (chair), associate dean, Clinical, Health Sciences; Gail Knutson (secretary), Health Sciences.

Members of the university and hospital communities are invited to submit their opinions in writing on the present state and future prospects of the department and the names of possible candidates for the headship to Dr. Jeffrey in c/o Gail Knutson, Macklem House, 18 Barrie St., email to knutsong@post.queensu.ca Respondents should state whether their letters may be shown, in confidence, to the members of the search committee.

### Associate Dean, Research and Vice President Research Health Sciences, University Hospitals Kingston

Samuel Ludwin's appointment as associate dean, research and vice-president, research development, Faculty of Health Sciences, University Hospitals Kingston will end Dec. 31, 2006. Dean David Walker has appointed a committee, co-chaired by Kanji Nakatsu and David Lillcrap, to provide him with advice on Dr. Ludwin's successor. This position is open to all full-time Health Sciences faculty. Applications and nominations are invited. Applications should include expression of interest and an up-to-date curriculum vitae. Nominations are to include the reasons for supporting the candidate. Send submissions by Friday, Sept. 29 in c/o Gail Knutson, Faculty of Health Sciences, Macklem House, 18 Barrie Street, Kingston ON, K7M 6K3, or by email to knutsong@post.queensu.ca. To obtain a copy of the role description, contact Mrs. Knutson by email or by telephone at 613-533-6000 ext. 74063.

### Advisory committee, Centre for Neuroscience Studies

In accordance with the Senate Policy on Procedures Governing the Establishment, Reporting and Review of Research Centres, Institutes and Other Entities at Queen's University, Vice-Principal (Research) Kerry Rowe announces the membership of the Advisory Committee for the review of the Centre for Neuroscience Studies (CNS):

Brenda Brouwer, associate dean, Graduate Studies and Research; Jim Brien, Health Sciences; Bruce Hutchinson (chair); Donna Janiec, Risk Management and Audit Services; Vern Quinsey, Psychology; Laurene Ratcliffe, associate dean, Arts and Science; Steve Scott, Anatomy and Cell Biology; Sonja Verbeek, Office of the Vice-Principal (Research) (secretary).

University community members are invited to submit their comments on the present state and future prospects of the centre to Dr. Hutchinson, c/o the Office of the Vice-Principal (Research), by Oct. 2, 2006. For details on the centre, visit [www.queensu.ca/neurosci/](http://www.queensu.ca/neurosci/)

### Headship review, Physics

David Hanes's term as head of the Department of Physics ends June 30, 2007. Dr. Hanes has agreed to consider a second term, should this be the wish of the university community.

In accordance with the terms of Article 41.3.2 of the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, a partial selection committee has been struck to determine if there is a clear departmental consensus in favour of renewal of Dr. Hanes's term as head.

**Elected faculty members:** Mark Chen, Lynann Clapham, Stephane Courteau, Robert Gooding, Robert Knobel.

**Non-voting members:** Brenda Brouwer, associate dean, Graduate Studies & Research; Alistair MacLean, dean, Arts & Science; Kim McAuley, Chemical Engineering (Applied Science delegate).

**Chair:** Greg Lessard, associate dean, Arts & Science.

**Recording secretary:** Diane Reid, Arts & Science.

Department members are requested to express their views on the possible renewal of Dr. Hanes as head, in writing to the committee. Send letters to the chair, Dr. Lessard, lessardg@post.queensu.ca, by Friday, Sept. 22, 2006. Letters will be reviewed by the committee and will become part of the record of decision-making.

### Headship committee, Psychiatry

Julio Arboleda-Flórez's term as head of the Department of Psychiatry will end June 30, 2007. Dr. Arboleda-Flórez has indicated that he does not wish to be considered for reappointment.

Queen's Principal Karen Hitchcock, President and Chief Executive Officer, Kingston General Hospital Joseph de Mora, President and Chief Executive Officer, Providence Continuing Care Centre Cathy Dunne and Executive Director, Hotel Dieu Hospital, Hugh Graham, have established a joint search committee to provide advice on the headship and on the present state and future prospects of the department.

**Members are:** Jo-Ann Black, Psychiatry; Marnie Dahl, Hotel Dieu Hospital; Joseph de Mora, Kingston General Hospital; Paul Dungey, Emergency Medicine; Sherif El-Defrawy, Ophthalmology; Rene Fitzpatrick, Psychiatry; Nicole Kozloff, student; Beth Marie Michalska, Psychiatry; Peter Munt, chief of staff, Kingston General Hospital, and Department of Medicine; Simon O'Brien, Providence Continuing Care Centre and Department of Psychiatry; David Pichora, chief of staff, Hotel Dieu Hospital and Department of Surgery; John Puxty, chief of staff, Providence Continuing Care Centre, St. Mary's of the Lake Hospital Site and Department of Medicine; Allen Prowse, Providence Continuing Care Centre Mental Health Services Site; Louis T. Van Zyl, Psychiatry; Kevin Varley, resident, Psychiatry; David Walker (chair),

dean, Health Sciences; Gail Knutson (secretary), Health Sciences.

University and hospital community members are invited to submit their opinions in writing on the present state and future prospects of the department and the names of possible candidates for the headship to Dr. Walker in c/o Gail Knutson, Macklem House, 18 Barrie Street, or by email to knutsong@post.queensu.ca.

Respondents should state whether their letters may be shown, in confidence, to the members of the search committee.

### University Librarian

Paul Wiens's term as university librarian ends March 30, 2007. Mr. Wiens has agreed to consider another term, should it be the wish of the university community. A committee chaired by Vice-Principal (Academic) Patrick Deane will be established to review the present state and future prospects as well as the leadership of Queen's University Libraries. Submit suggestions for membership on the advisory committee in writing to the Office of the Vice-Principal (Academic) by Sept. 22, 2006. University community members are invited to offer their views on the present state and future prospects of the Queen's University Libraries and on Mr. Wiens's leadership. Comments should be submitted in writing to Dr. Deane. Respondents should indicate whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

### Governance

#### Don't be late: Nominate!

The Special Recognition for Staff Award recognizes staff members who consistently provide outstanding contributions during their workday, directly or indirectly, to the learning and working environment at Queen's at a level significantly beyond what is usually expected. For details and nomination forms, visit [www.queensu.ca/secretariat/StaffAward/index.html](http://www.queensu.ca/secretariat/StaffAward/index.html) or the

University Secretariat, B400 Mackintosh-Corry Hall, Deadline: Oct. 15, 2006.

### Senate promotion procedures

Faculty who are not covered by the provisions of a collective agreement or the Statement on Promotion Policy for Geographically Full-Time and Adjunct-1 (non-Bargaining Unit) Appointees of the Faculty of Health Sciences (September 2004) may be eligible to apply for promotion according to the Senate Statement on Promotion Policy (revised June 1994). Deadline: Nov. 30. The document is on web at: [www.queensu.ca/secretariat/senate/policies/](http://www.queensu.ca/secretariat/senate/policies/) or available from the University Secretariat, B 400 Mackintosh-Corry, 533-6095.

### 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 have reached the following milestones.

#### June 2006

- 35 years:** Bruce Murduck, Education.
- 30 years:** Shirallee Palmer, Arts and Science.
- 25 years:** Antonio Del Prete, Physical Plant Services (PPS); Jennifer MacIntyre, Bracken Library; Karen Spilchen, Postgraduate Medical Education; Paul Finn, Advancement Data Management; William Sparrow, Athletics.
- 20 years:** Carol Wallace, Graduate Studies and Research; Cheri Horton, Office of the University Registrar; Reginald Byrom, Residences.
- 15 years:** Christian Boer, Microbiology and Immunology; Jane Reeves, Bracken Library; Maggie Ohtake, Bracken Library; Rhonda Hodgson, Education Library.
- 10 years:** Darlene Jones-Moar, National Cancer Institute of



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Canada (NCIC); Sheila Hutchison, Career Services.  
**5 years:** Alison Cummings, International Centre; Csop Glew, Business; Elizabeth Thomas, Policy Studies; Geoff Crowson, Applied Science; George Sweetman, Integrated Learning Centre; Margaret Goslin, Human Resources; Melanie Walker, (NCIC); Michelle Lean, Alumni Relations and Annual Giving; Xiaojing Yang, Rheumatology.

**July 2006**

**35 years:** Linda Bastos, Serials.  
**30 years:** Helen Campbell, Nursing; Carol Edwards, Creative Services; Inara Metcalfe, Admission Services; Laurie Rushworth, Chemistry; Joyce Titley, Student Awards.  
**25 years:** Margot Coulter, Human Rights; Deborah Lahey, Serials; Elizabeth Macdonald-Pratt, Bracken Library; Bonnie Staveley, Human Resources.

**20 years:** Janet Creasy, Physiology; Larry Harris, Creative Services; Johana Ng, Mathematics and Statistics; John O'Neil, PPS; Beth Simard, Admission Services.

**15 years:** Maria Dickson, Pathology and Molecular Medicine; Susan Doucette, Information Technology Services (ITS); Kenneth Edwards, PPS; Margaret Hogan, ITS; Marcia Maradyn, Engineering Science Library; Raoul Mohammed, PPS; Merrilee Muir, Office of the Vice-Principal (Academic); John Witjes, Engineering.

**10 years:** Nancy Barber, Medicine; Susan Charlesworth, Law; Tracy Elliott, University Secretariat; Jane Emrich, Law; Laura Esford, International Programs Office; Linda Hagerman, NCIC; Diana Hall, Medicine.

**Five years:** Shaun Cahill, Business; Llynwen Osborne, Residences.

**August 2006**

**35 years:** Susan Office, Archives; David Parry, Applied Science.

**30 years:** Kathleen Reed, Research Services; Laurie Young, Spanish and Italian.

**25 years:** Donna Addison, Health, Counselling and Disability Services; Tim Couling, PPS; Darcia Fuller, Advancement; Carol Tennant, Special Reader Services.

**20 years:** Bonny Lloyd, Stauffer Library; Carol MacAdams, Printing Services; Robert Snetsinger, Biology; Lee Watkins, Community Health and Epidemiology; David Wilson, Athletics.

**15 years:** Michael Cahill, Residences; Lawrence Killen, Medicine; Neli Martinez, Health, Counselling and Disability Services; Judith Vanhorne, Anatomy and Cell Biology; Elizabeth White, ITS.

**10 years:** Jane Good, Career Services.

**Five years:** Mark Andersen, Residences; Valerie Bartlett, Alumni Relations and Annual Giving; Gwenaelle Conseil, Cancer Research Labs; Christine Coulter, School of Business; Paola Durando, Bracken Library; Lyndsay Hull, Chemistry; Suzan Moase, NCIC; Deborah Pennell, Education; Changnian Shi, Anatomy and Cell Biology; Kelly Smith, Athletics; Theodora Voskoglou-Nomikos, NCIC.

**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**

**Girls and engineering**

Registration has begun for GoEng-Girl! a special event directed towards high-school girls interested in finding out more about engineering. The event, on Saturday, Oct. 14, is an exciting girls-only event for students in Grades 7 through 10 and their parents. For more information and to register, visit [appsci.queensu.ca/community/goEngGirl/](http://appsci.queensu.ca/community/goEngGirl/)

**Golf tournament results**

A total of 94 golfers took part June 20 in the annual Queen's Faculty & Staff golf tournament at the Colonnade Golf & Country Club. The Repeaters (John McFarlane, Tom Thayer, Bob Weisnagel and Frank Dixon) and The Oxydorons (Lew Johnson, Tom Anger, Eric MacCormack and Brent Gallupe) both scored 61, with The Repeaters being declared overall men's winners after a tie-breaking procedure. Top co-ed team with a score of 63 was Carol & the Coaches (Bert Kea, Pat Sheahan, Scott Lynn and Carol Jeffery). Top women's team with a score of 72 was Kathy Jackson, Linda Grant, Lisa Eyles and Janean Sergeant. Longest drives: Men - Scott Lynn; Women - Kim MacKinder. Closest to the Pin: Men - Klaas Berga; Women - Lisa Eyles.

## Queen's Pension Plan

### Quarterly Investment Report – 30 June 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 June 30, 2006 are as follows:

	3 months	12 months
S&P/TSX Composite (Canadian Stocks)	-3.5%	19.6%
MSCI World (Global Stocks ex Canada)	-5.0%	6.2%
SCM Bonds (Canadian Bonds)	-1.0%	-0.7%
ML Master II (High Yield Bonds)	-4.5%	-4.9%
91 day T-Bills (Treasury Bills)	0.9%	3.2%

**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
Stocks	Canadian	25% – 55%	33%
	Global (ex. Canada)	10% – 25%	25%
Regular Bonds	20% – 70%	37%	34%
High Yield Bonds	0% – 10%	5%	4%
Cash	0% – 20%	0%	0%

**Queen's Performance**

**1. Compared With Other Pension Plans**

The fund lost 2.3% in the second quarter. This put the QPP at the first quartile break in RBC Global's universe of pension funds. The one-year return of 8.8% and the four-year return of 10.6% were 1st quartile while the ten-year return of 9.3% was 3rd quartile. The quartile breaks for RBC Global's universe are as follows:

	3 months	1 yr	4 yrs	10 yrs
1st quartile	-2.3%	8.4%	9.5%	10.4%
Median	-2.9%	6.7%	8.9%	9.7%
3rd quartile	-3.3%	4.8%	7.9%	8.6%

**2. Relative to the Benchmark**

	3 months	1 yr	4 yrs	10 yrs
Fund return	-2.3%	8.8%	10.6%	9.3%
Benchmark return	-2.9%	8.1%	9.0%	8.6%
Fund performance relative to benchmark	0.6%	0.7%	1.6%	0.7%

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

**General Comments**

- Most world equity indices had negative returns for the second quarter of 2006, led primarily by losses in the month of May.
- Canadian bond yields continued to increase across all maturities during the second quarter of 2006, negatively impacting bond prices. The yield curve continued to flatten over the period with only a 0.40% yield differential between the overnight rate and 30-year long bond.
- The return for the second quarter was about 60 basis points above the benchmark.
- Letko Brosseau (global balanced) and Addenda Capital (Canadian fixed income) had solid second quarter results, posting gains of 151 and 92 basis points above their respective benchmarks. AllianceBernstein (global equities) and Greystone (Canadian equities) were also above benchmark for the quarter.
- We continue to hedge approximately 50% of our U.S. dollar equity and high yield exposure back to Canadian dollars.
- The Canadian dollar closed at 89.7 cents U.S. at June 30th, appreciating 4.7% from 85.7 cents U.S. on March 31st.

**NEWS and MEDIA SERVICES**

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## PhD Examinations

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

### Monday, Aug. 14

**Nissim Mannathukkaren**, Political Studies, Communism and the Appropriation of Modernity, Kerala, India: A Critique of the Subaltern Studies and Postcolonial Theory. Supervisor: J.K. Lele, C326 Mackintosh-Corry Hall, 1 pm.

**Kitty Kar Yan Wong**, Department of Electrical & Computer Engineering, The Soft-Output M-Algorithm and Its Applications. Supervisor: P.J. McLane, 302 Walter Light Hall, 1:30 pm.

### Tuesday, Aug. 15

**Jonathan Lee Witmer**, Management, Topics in International Cross-Listing. Supervisor: L. Gagnon, 403 Goodes Hall, 10 am.

### Friday, Aug. 18

**Pawel Adam Dmochowski**, Electrical & Computer Engineering, Design and Analysis of Pulse-Shaped Space-Time Block Code Based Symbol Timing Recovery Algorithms. Supervisor: P.J. McLane, 302 Walter Light Hall, 1:30 pm.

### Monday, Aug. 21

**Douglas Stewart McNeil**, Physics, Engineering Physics and Astronomy, Effects of Type I Migration on Terrestrial Planet Formation. Supervisor: M.J. Duncan, 201 Stirling Hall, 1:30 pm.

### Thursday, Aug. 24

**Peter Charles Coffman**, Art, Secular Rivalry, Denominational Identity, and Gothic Revival Architecture in Newfoundland. Supervisors: P. du Prey, M. Thurlby, Douglas Library, 2nd Fl, Graham George Room, 9:30 am.

### Friday, Aug. 25

**Constantin Siriteanu**, Electrical & Computer Engineering, Maximal-Ratio Eigen-Combining for Smarter Antenna Array Wireless Communication Receivers. Supervisor: S.D. Blostein, 302 Walter Light Hall, 1:30 pm.

Tuesday, Aug. 29

**Sabine Margot McConnell**, Computing, Distributed Predictive and Descriptive Data Mining. Supervisor: D.B. Skillicorn, 524 Goodwin Hall, 1 pm.

### Thursday, Aug. 31

**Jessica Louise Fraser-Thomas**, Kinesiology & Health Studies, An In-Depth Examination of Youth Sport Dropout and Prolonged Engagement. Supervisors: J. Côté, J.M. Deakin, 517 Watson Hall, 1:30 pm.

### Thursday, Sept. 7

**Alan Ableson**, Mathematics & Statistics, Inferring Interpretable Pattern-Based Classification Models From Data Using Frequent Pattern Discovery Algorithms and Maximum Entropy Probability Distributions. Supervisors: D.J. Thomson, J.I. Glasgow, 521 Jeffery Hall, 10 am.

### Friday, Sept. 8

**Patrizia Gentile**, History, Queen of the Maple Leaf: A History of Beauty Contests in Twentieth Century Canada. Supervisor: K.E. Dubinsky, 207 Watson Hall, 1 pm.

**Jonathan Sidney Greene**, Political Studies, Visibility, Urgency, and Protest: Anti-Poverty Activism in Neo-Liberal Times. Supervisor: M.J.H. Little, C326 Mackintosh-Corry Hall, 9:30 am.

### Monday, Sept. 11

**Tuan Vu Bui**, Physiology, Compartmentalization of the Dendritic Trees of Spinal Neurons Involved in Motor Control: The Role of Dendritic Conductances. Supervisor: P.K. Rose, 449 Botterell Hall, 2 pm.

**Kathryn Rebecca Elmer**, Biology, Genetic Diversity Across Spatial and Evolutionary Scales in Neotropical Amphibians. Supervisor: S.C. Loughheed, 3108 Biosciences Complex, 2 pm.

### Wednesday, Sept. 13

**Jinsong Wu**, Electrical & Computer Engineering, Exploiting Diversity Across Space, Time and Frequency for High-Rate Communications. Supervisor: S.D. Blostein, 302 Walter Light Hall, 2 pm.

### Friday, Sept. 15

**Sureyya Sahin**, Mechanical and

Materials Engineering, Kinematics, Force and Stiffness Analyses of Parallel Manipulators. Supervisor: L. Notash, 312 McLaughlin Hall, 9 am.

**Bruno Charbonneau**, Political Studies, In the Name of France and Civilization: The Making of (In)Security and the Re-Legitimization of French Security Policy in Sub-Saharan Africa. Supervisors: K.R. Nossal, W.S. Cox, C326 Mackintosh-Corry Hall, 11 am.

**Tanya Louise Butler**, English, This Place is "History" The Short Fiction of Alistair MacLeod. Supervisor: T. Ware, 406 Watson Hall, 2 pm.

### Monday, Sept. 1

**Gurjit Sandhu**, Education, In the Skin of a Princess: Literacy and the Discourse of Brown Bodies. Supervisor: R. Luce-Kapler, McArthur Hall, The Vernon Ready Room, 9:30 am.

**Joseph Daniel MacMillan**, Physics, Engineering Physics and Astronomy, The Isolated Collapse of Dark Matter Halos. Supervisors: R.N. Henriksen, L.M. Widrow, 201 Stirling Hall, 2:30 pm.

### Wednesday, Sept. 20

**Joel Laurent Lanovaz**, Mechanical and Materials Engineering, Development, Validation and Application of a 3D Dynamic Finite-Element Model of Total Knee Replacement. Supervisor: R.E. Ellis, 312 McLaughlin Hall, 9 am.

### Thursday, Sept. 21

**Rui Lily Cao**, Microbiology & Immunology, Identification and Characterization of the *nalC* and *nalD* Regulatory Genes Involved in the Hyperexpression of MexA-OprM, a Multidrug Efflux System in *Pseudomonas Aeruginosa*. Supervisor: R.K. Poole, 816 Botterell Hall, 9 am.

**Dominic Nhm**, Microbiology & Immunology, Interaction Among the Components of the MexA-MexB-OprM Multidrug Efflux System of *Pseudomonas Aeruginosa*. Supervisor: R.K. Poole, 816 Botterell Hall, 1 pm.

### Friday, Sept. 22

**Jorge Benavides**, Geological Sciences & Geological Engineering,

Iron Oxide-Copper-Gold Deposits of the Mantoverde Area, Northern Chile: Ore Genesis and Exploration Guidelines. Supervisors: T.K. Kyser, A.H. Clark, 100A Miller Hall, 2:30 pm.

**Minette Sandy Hershcovis**, Management, The Prediction and Consequences of Workplace Aggression: A Meta-analytic Approach. Supervisor: J.I. Barling, 403 Goodes Hall, 2 pm.

**Ali Jahed**, Anatomy & Cell Biology, Differentiating Olfactory Ensheathing Cells From Schwann Cells. Supervisor: M.D. Kawaja, 912 Botterell Hall, 1:30 pm.

**Alla Myzelev**, Art, Crafting Collections: Collecting and Revitalizing Peasant Handicraft in Victorian England and Imperial Russia 1895 - 1918. Supervisor: J. Helland, D209 Mackintosh-Corry Hall, 3 pm.

### Monday, Sept. 25

**Stephen Richard Walker**, Geological Sciences & Geological Engineering, The Solid-Phase Speciation of Arsenic in Roasted and Weathered Sulfides at the Giant Gold Mine, Yellowknife, NWT: Application of Synchrotron microXANES and microXRD at the Grain Scale. Supervisor: H.E. Jamieson, 100A Miller Hall, 2:30 pm.

### Tuesday, Sept. 26

**Quanhong Wang**, Electrical & Computer Engineering, Cost-Effective Lifetime - Oriented Network Planning in Wireless Sensor Networks. Supervisors: H.S. Hassanain, G.K. Takahara, 302 Walter Light Hall, 2 pm.

## Volunteers

### Menopause study

The Clinical Exercise Physiology Laboratory, Kinesiology and Health Studies, is looking for pre- and postmenopausal women, ages 42-54 who are physically active and are not taking oral contraceptives or hormone replacement therapy to take part in a study examining the effects of menopause on breathing, blood acidity, and bone health. Details: Megan Preston at (613) 533-6284, email [menopause\\_study@hotmail.com](mailto:menopause_study@hotmail.com).

## 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

continued on page 24

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## Looking for us?

### Career Services

School of Graduate Studies and Research

Office of the Associate Vice-Principal and Dean of Student Affairs

Office of the University Registrar  
(Student Awards, Admission Services, Student Records & Services)



Over the summer, we moved into the newly renovated  
**Gordon Hall!**  
74 Union Street  
(directly across from the Physical Education Centre)

*We look forward to welcoming you to our new space!*

## Calendar

Unless otherwise specified, all events are free.

### Art

#### Agnes Etherington Art Centre

##### Events:

**Sept. 21:** Highlights tour, 12:15 pm.

**Sept 24:** StART your year with, a free open house for students. Short talks, art-making and refreshments. 1-5 pm.

**Sept. 28:** Art Matters. Doctoral candidate Michelle Veitch gives a talk about the exhibition Mr. Man.

### Exhibitions:

Lyla Rye, Hopscotch, The Davies Foundation Gallery, to Oct. 1. Mary Rawlyk and Martha Rosler, slow boil, Frances K. Smith Gallery, to Oct. 29.

An Artist After All: Daniel Fowler in Canada, Historical Feature and Samuel J. Zacks Galleries, to Dec. 3. Neutrinos They are Very Small, curated by Corinna Ghaznavi, Contemporary Feature Gallery, to Dec. 10.

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

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

Wrought Emotions, European Paintings from the Permanent Collection, The Bader Gallery, to Jan. 26, 2007.

University Avenue at Bader Lane, [www.queensu.ca/ageh](http://www.queensu.ca/ageh)

### The Studio

Still life paintings by Julie Withrow, to Oct. 19. Opening reception:

Thursday, Sept. 21, 6 to 8 pm. Gallery Hours: Tuesday-Thursday, noon to 2 pm or by appointment. Contact Angela Solar, [solara@educ.queensu.ca](mailto:solara@educ.queensu.ca), (613) 533-6000 ext. 77416. B 144 Duncan McArthur, Faculty of Education, corner of Sir John A. Macdonald Blvd. and Union Street.

### Union Gallery

Main gallery: Mirage, Alison Norlen, to Oct. 3. Project room: Literaraoke, Vincent Perez and Troy Leaman, to Oct. 3. First floor, Stauffer Library [uniongallery.queensu.ca](http://uniongallery.queensu.ca).

### Music

#### Friday Sept. 22

##### Ban Righ Foundation

Connie Kaldor and Ferron in concert, Grant Hall 8 pm. Doors open at 7:30 pm. Tickets: \$35 at the Ban Righ Centre, Brian's Record Option, Trugs, Renaissance Music. Details: Karen Knight, 533-2976, [kk9@post.queensu.ca](mailto:kk9@post.queensu.ca).

### Departmental Seminar Schedules

#### Colloquia or public lecture?

About four years ago, the Gazette discontinued publishing departmental seminars and colloquia of interest to limited or highly specialized audiences – the reason being the newspaper was no longer the main internal communications vehicle for the university, thanks to the web and email. If, however, your unit's seminars or colloquia are of potential interest to the larger community, and you wish to encourage others from outside your department to attend, they can and should be listed in the Gazette Cal-

endar section. Email your submissions to [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca) in the following format: date, host department, speaker's name and affiliation, title of lecture, place, time and cost, if appropriate. Gazette deadlines are usually at noon one week before the publication date. Seminars, lectures and other public events can also be posted on the web events calendar at [adv.queensu.ca/calendar](http://adv.queensu.ca/calendar)

### Ban Righ Centre

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

### Biochemistry

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

### Biology

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

### Business

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

### Cancer Research Institute

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

**Centre for Neuroscience Studies** [queensu.ca/neurosci/seminar.html](http://queensu.ca/neurosci/seminar.html)

### Chemistry

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

### Computing

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

### Economics

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

### Environmental Studies

[biology.queensu.ca/~talkensc](http://biology.queensu.ca/~talkensc)

### GeoEngineering Centre at Queen's – RMC

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

### Geography

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

### Human Mobility Research Centre

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

### Law

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

### Microbiology and Immunology

[microimm.queensu.ca/events/seminar2006.html](http://microimm.queensu.ca/events/seminar2006.html)

### Pharmacology/Toxicology

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

### Physiology

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

### Policy Studies

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

### Physics, Astronomy, and Engineering Physics

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

### Public Lectures

#### Wednesday, Sept. 20

##### Queen's Qualitative Research Lecture Series

Jackie Duffin, Queen's. Research in History: What Good is it for Health Care? Glaxo-Wellcome Clinical Education Centre, Louise D. Acton Building, 4 pm. Details: [3dmf@qlink.queensu.ca](mailto:3dmf@qlink.queensu.ca)

### Special Events

#### Friday, Sept. 15 – Sunday, Sept. 17

##### Homecoming

See page 23 for details.

#### Monday, Sept. 18

##### Student Symposium on Queen's Identity

Grant Hall, 6 pm.

Details: Frances Darwin, [francesdarwin@queensidentity.org](mailto:francesdarwin@queensidentity.org).

#### Wednesday, Sept. 20

##### Queens Women's Association (QWA)

Annual membership reception and tea. Summerhill, Queen's Campus, 10:30 am to 3 pm. For many years,

the QWA has been a means of social interaction for women associated with Queen's. Learn more about the various interest groups and other activities available to members. Details: Jane Kalin, 549-8025 or Mary Moore, 544-7258.

#### Saturday, Oct. 14

##### Applied Science

GO ENG Girl, a free, province-wide event for girls in grades 7-10 and their parents. Beamish-Munro Hall. Register online now at <http://appsci.queensu.ca/communitiy/goEngGirl/> Details: Liz May, 533.6000, ext. 74134.

## Gazette Schedule

The deadline for Bulletin Board and Calendar items for the Sept. 25 issue is at noon on Monday, Sept. 18. For news and information between issues of the Gazette, visit [www.queensu.ca/](http://www.queensu.ca/)

## NEWS and MEDIA SERVICES

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.

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## A Footnote on Health

### CONNECT TO BETTER WELLBEING



Whether they're large or small, complex or simple, we all face challenges at some point in our lives, and sometimes we need help addressing problems or issues that cause us emotional upset or make us feel overwhelmed.

Your Employee Assistance Program (EAP) is an excellent resource to better understand a problem, handle a crisis, help manage somebody else's problem, or even develop a new life skill. It's also there when you simply need an objective person with whom to talk.

There is no cost to use the EAP and the program is completely confidential. When you contact the EAP a caring professional will help you select a support option that works best for you from a variety of services that the program offers. You can receive support over the telephone, in person, online through WS E-Counselling®, and through a variety of issue-based health and wellness resources.

- Connect with your EAP now to receive support around:
- Personal wellbeing including stress, depression, grief and loss, aging/midlife issues, life transitions, crisis situations, or trauma;
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- Addressing workplace challenges workplace conflict, workplace performance, career planning or work-life balance; or
- Legal situations including family law, custody, separation/divorce, bankruptcy, summons/subpoenas, consumer protection or estate planning;
- Financial problems, bankruptcy, budgeting, financial aspects of separation/divorce, alimony and child custody or early retirement;
- Child and elder care resources including child care, adoption, maternity/parental leave, schooling options, elder day care programs, nursing/retirement homes, or special needs programs;
- Overcoming addictions including alcohol, drugs, tobacco, or gambling.

Your EAP can help you tackle almost any day-to-day challenge or larger life situation – it's your key to a healthier sense of personal wellbeing and a better life balance.

*Need more information on personal wellbeing? Your Employee Assistance Program (EAP) can help; a confidential off-site program available to faculty and staff.*

# JOIN US FOR HOMECOMING 2006

## SEPTEMBER 15-17

Homecoming 2006 is a celebration of the University – and you're invited! Across campus, a great line-up of events is planned, plus many faculties and departments are holding open houses. Drop by Grant Hall to pick up a program for all of the information that you need to make this a great Queen's Homecoming!

### NEW FOR HOMECOMING 2006: EDUCATION PROGRAMMING

Thought-provoking. Topical. Inspiring. Our new Alumni Education Programming will give you a first-hand look into issues in the headlines and some of the latest breakthroughs at Queen's.

For more information and to register online go to:  
[alumni.queensu.ca/studiesandtravel/EducHomecoming.htm](http://alumni.queensu.ca/studiesandtravel/EducHomecoming.htm)

#### FRIDAY SEPTEMBER 15

- **Survived and Thrived** – panel session with young Queen's alumni discussing life after convocation  
3-4pm – Ellis Hall Auditorium
- **Queen's Great Debate: Our military in Afghanistan: the right mission for Canada?**  
DEBATERS: Douglas Bland, MPA'84, PhD'90, Queen's Policy Studies, and Steven Staples, Polaris Institute.  
MODERATOR: Avril Benoit  
4:30-6:30pm – Room 1101, Biosciences Complex

#### SATURDAY SEPTEMBER 16

Three interactive forums featuring Queen's faculty, experts in the field, and alumni, sharing their perspectives and research on the following themes:

- **The Arts and Healing** – Enriching our lives, with the potential to heal.
- **Bullying** – Not "just a phase", this behaviour often continues into adulthood.
- **Humanitarian Engineering** – Featuring Dr. Faqir Kohli, Sci'48 – developing solutions to meet basic human needs.  
11am-12:30pm – Kingston Hall

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[HOMECOMING.QUEENSU.CA](http://HOMECOMING.QUEENSU.CA)



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#### FRIDAY SEPTEMBER 15

- **Queen's Bands**  
7:30pm – Grant Hall

#### SATURDAY SEPTEMBER 16

- **Coffee with the Principal**  
10-11am – Agnes Benidickson Field (look for the tent)
- **Sidewalk Sale and Tailgate Party**  
11am - 2pm – behind Grant Hall  
Fifth Field Company Lane
- **Kids' Korner**  
11am - 2pm – behind Grant Hall  
in the tent  
Children's entertainers, singing dancing, face painting, (and a school cheer with the Queen's Cheerleaders)
- **Parade to the Stadium with Queen's Bands**  
12:30pm – leaving from Grant Hall for Richardson Stadium
- **Queen's Football Golden Gaels vs Windsor Lancers**  
2pm – Richardson Stadium

#### SUNDAY SEPTEMBER 17

- **Breakfast**  
9:30am - 1pm – Leonard Hall (cost \$5)  
Tickets available at the door
- **Ecumenical Sunday Service**  
10am – University Chapel,  
Theological Hall

## SCHEMING IN GREEN



STEPHEN WILD

Green Scheme members weed the grounds at Navy Memorial Park, behind the Marine Museum on Ontario Street on Aug. 29. The student group, one of several funded by the Office of the Vice-Principal (Academic) civic responsibility fund, has been busy this summer beautifying the downtown core. It recently received a \$5,000 grant from the city's Healthy Community Fund to further its work. Members of the city and student governments and the WRENS Association attended the Aug. 29 event, which was followed by a community barbecue.

## HELP LINES

continued from page 21

### 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 Protection of Privacy

Diane Kelly, Access and Privacy Coordinator  
613 533-2211

### Employee Assistance Program

1 800 387-4765

### University Chaplain:

Brian Yealand  
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.



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