



# QUEEN'S GAZETTE

Are uke curious? P5



Fruit flies and the dating game P8



## A HEALTHY SUCCESS



CELIA RUSSELL

Allison Bailey (left) and Shannon Casteels of Human Resources handle a flurry of visitors to the first-annual Healthy U at Queen's Health Fair that took place Oct. 25 in the McLaughlin Room of the John Deutsch University Centre. About 500 employees attended the fair to learn more about services available to them on and off campus.

## Chairs process to include equity

By CELIA RUSSELL

The Canada Research Chairs Program will change its nomination process for chairholders, as a result of a human rights complaint launched by eight female professors against the federal government research program.

A new agreement, ratified last week by the Canadian Human Rights Commission, is designed to reinforce the program's emphasis on excellence by ensuring that all candidates have access to the program in a fair and equitable context. Among other things, the agreement requires that the federal government's policies on non-discrimination and equity in employment become an integral part of the nomination process. The agreement targets equal opportunity for all four groups protected by the Canadian Charter of Rights and Freedoms: women, persons with a disability, Aboriginal peoples, and visible minorities.

It marks the end of a mediation process begun in 2003 after the group, which included

Queen's professor Audrey Kobayashi (Geography), brought a complaint concerning equity in the ranks of chairholders.

Although she is delighted that the Chairs program has taken a proactive approach toward equity, she says that it is too bad that it wasn't part of the program from its inception. Now that the program is ending its five-year mandate, there are only a limited number of chairs left to be filled, Dr. Kobayashi told the Gazette.

"It's very, very late. The next round of recommendations is due in Ottawa in December. It's unlikely that there will be significant impact on the recommendations that go forward in December, even though the CRC program has said that it will apply the new principles to the furthest extent possible in the December round.

"The decision does set a tremendously important precedent: that equity is important and that they are going to apply it in future. I think that says something in principle about the entire process of university

See CHAIRS: Page 2

## Queen's scores well in latest NSSE results

By ANNE KERSHAW

Undergraduate student engagement scores at Queen's were comparable to or higher than those of other Ontario universities in this year's National Survey of Student Engagement (NSSE).

The 2006 survey reflects results for both first-year and senior-year students across five key areas: level of academic challenge; active and collaborative learning; student-faculty interaction; enriching educational experiences; and supportive campus environment.

Queen's scores are higher than the provincial average for both first-year and senior-year

students in the areas of enriching education experiences and supportive campus environment and for first-year students in level of academic challenges.

"These results are in keeping with the rigorous academic programs offered at Queen's, our success in attracting some of Canada's brightest and most highly qualified students as well as a reflection of the wonderful Queen's spirit," says Principal Karen Hitchcock. "At the same time, we should not be complacent and there are many areas for improvement. In particular, we must develop creative ways of improving our faculty. Student interaction and collaborative

learning experiences are a real challenge faced by all of the Ontario universities where government funding levels per student are far below our U.S. peer comparators and the lowest in Canada."

Queen's scores compare to the provincial average on active and collaborative learning (for first year and senior year), student-faculty interaction (first year and senior year) and level of academic challenge (senior year).

With respect to its U.S. peers, Queen's scores are comparable in the areas of level of academic challenge, enriching educational experiences and supportive cam-

pus environment. They are significantly lower on active and collaborative learning and student-faculty interaction, two areas where the impact of differences in funding between Canada and the U.S. are felt.

All Ontario universities participated in NSSE this year as part of a new accountability framework recommended under the Reaching Higher plan, the McGuinty government's plan for post-secondary education. Ontario's Ministry of Education and Training has indicated its intention to use NSSE results to benchmark performance by the education system in years to come.

Conducted by Indiana University's Centre for Postsecondary Research and Centre for Survey Research, NSSE quantifies items such as how often students see faculty outside of class, whether they receive prompt feedback from faculty, to what extent tests reflect course material and to what extent course material challenges them.

Queen's also made a strong showing in the recent Globe and Mail University Report Card, receiving more A+'s than any other Canadian university.

Ranked in the medium-university category (size 12,000 to

See NSSE: Page 2

## V-P Advancement Hood announces retirement

Vice-Principal (Advancement) George Hood is retiring from the university effective Dec. 31, Principal Karen Hitchcock has announced.

"George has made an outstanding contribution to Queen's during his time here, which we deeply appreciate," she says. "The entire university community owes him a debt of gratitude for his efforts."

The time is right to leave, says Mr. Hood, who was appointed in 1998.

"When I began my second term as vice-principal, I indicated to the principal that I intended to retire close to the mid-point of my term."

Under his leadership, Queen's surpassed its fundraising goals for eight straight years. The fiscal

momentum has continued; last month, Advancement secured a \$5-million donation to the Queen's Centre, the university's planned state-of-the-art student-life facility. Mr. Hood led Campaign for Queen's, the most successful campaign in the university's history, which raised \$262 million, about \$62 million more than its target. The largest capital renewal in university history took place during his tenure, with the construction of Chernoff, Goodes and Beamish Munro halls and the Cancer Research Institute. He steered the successful Queen's SuperBuild Growth Fund effort, which yielded \$52 million in provincial government funding, the largest single infrastructure infusion Queen's has received from the province.



DEB SHEA

George Hood

"George was a great strategic thinker and his enduring legacy will be the organization that he leaves behind," says Dean of Applied Science Tom Harris. "He

loved Queen's and everything he did was to make this a better institution."

He set very high goals for the Office of Advancement, realizing that they might not be achieved, but unwilling to set low goals and have them easily realized. As an alumnus who lived the Queen's experience, he could relate to fellow alumni, says Dr. Harris.

Mr. Hood will continue to work with the university to ensure an orderly transition, says Principal Hitchcock, adding that the university is planning a special event to honour and thank him.

Other accomplishments during Mr. Hood's time at Queen's include the design and on-going implementation of the Alumni

Action Plan, the Pathfinder I and II proposals for locally-set tuition, and negotiations with the Alma Mater Society, the university's student society, for \$25.5 million, the largest single student financial contribution in Canadian university history.

## Index

Bulletin Board . . . . .	12
Calendar . . . . .	14
Discovery @ Queen's . . . . .	8
Viewpoint and Letters . . . . .	6

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

Queen's News Centre

## Afua Cooper to deliver Sutherland lecture

Afua Cooper, a Jamaican-born Canadian dub poet, sociologist, and historian, is this year's Robert Sutherland Visitor.

A proponent of the African-Caribbean poetry genre, dub poetry, Dr. Cooper has read and performed her poetry throughout Canada, the Caribbean, the United Kingdom, the United States and West Africa.

She holds a PhD in African-Canadian history with specialties in slavery and abolition.

Her book, *The Hanging of Anglique: The Untold Story of Canadian Slavery and the Burning of Old Montréal*, is short-listed for the 2006 Governor General's Literary Awards (Non-fiction). The book tells the story of the black slave Marie-Joseph Anglique who was executed in



Afua Cooper

Montreal at a time when Quebec was under French colonial rule.

Dr. Cooper will deliver a public lecture, entitled *Acts of Rebellions: Slave Women and Men Engage Slavery in Upper Canada*, on Wednesday, Nov. 29 at 7pm, in the McLaughlin Room, JDUC. The lecture will be followed by a reception and book signing in the Sutherland Room.

A recent winner of the Harry Jerome Award for Professional Excellence, Dr. Cooper was also chosen by the editors of *Essence Magazine* last year as one of the 25 women who are shaping the world.

A dynamic and riveting performer, she has brought her poetry from page to stage in such diverse events as the prestigious Toronto Harbourfront International Reading Series, and *Diaspora Dialogues*.

For additional information and full program, visit [www.queensu.ca/jduc/rsv.html](http://www.queensu.ca/jduc/rsv.html)

The Robert Sutherland Visiting, established in 1997 by the John Deutsch University Centre, brings to campus a noted speaker with expertise in the areas of equity, community diversity and race relations. Visitors have included Esmerelda Thornhill, academic and Black Canadian historian; Enid Lee, international consultant; Ken Wiwa, journalist and author; Patricia McFadden, activist; Faith Nolan, singer and songwriter; William Commanda, elder, and Romola Trebilcock, coordinator, Circle Of All Nations; George Elliott Clarke, poet and author.

[www.afuacooper.com](http://www.afuacooper.com)

### Chairs continued from page 1

appointments. At Queen's, most of the provisions in the settlement are already reflected in the collective agreement with faculty. Our collective agreement was quite influential moving through this case."

The group launched the complaint under the Human Rights Act because there was no clear statement of equity in the Chairs program, she said.

"The general context was that it was a merit, not an equity program, and our point was that merit and equity are not exclusive," she said, adding that the absence of equity goes against most federal programs including the federal contractor's program. "It became apparent those filling the chairs, meritorious as they might be, were not representative, which raises serious questions about the ways in which the academy reproduces itself.

"The issue isn't about gender," she said. "We have struggled to get across the message that to confine the discussion to gender is in itself inequitable."

In 2001, the program's first full year, women received 14 per cent of Chairs awarded. Because of ongoing collaboration between the program's secretariat and universities, that percentage has increased steadily and in the last round of nominations, 33 per cent of the chairs went to women. Currently, women make up 30 per cent of Canada's university faculties. Women now hold 22 per cent of all chairs, and the proportion continues to rise.

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.

Queen's currently has 49 Canada Research Chairs.

"Thanks to the courageous efforts of the eight women involved, there are some very important advances made in the settlement that will benefit the entire academic community," said CAUT President Greg Allain in a news release.

Working with Canadian universities, the program will set concrete targets for appointments to Canada Research Chairs from the four groups, will monitor progress towards those goals, and will take active steps to encourage universities to meet them, said John ApSimon, executive director of the Canada Research Chairs program.

Established in the 2000 federal budget, the program was provided with \$900 million over five years to create 2,000 new university research chairs.

[www.chairs.gc.ca](http://www.chairs.gc.ca)

### NSSE continued from page 1

22,000), Queen's placed at the top in the following areas: quality of education, academic reputation, quality of student services, libraries, most satisfied students and diversity of extra-curricular activities. Some areas where Queen's scored its lowest marks were in food services, co-op/internship opportunities, availability of merit-based scholarships and fitness and sports facilities.

First introduced in 2002, the Report Card was published this year as a glossy magazine in an attempt to ensure a longer shelf life. It has also increased its survey base this year to 32,600 (6,600 more than last year) and added 11 smaller schools such as Acadia, Mount Allison and St. Thomas.

## SENATE IN BRIEF

### Notes from the Oct. 19 meeting

Dean of the Faculty of Health Sciences David Walker read a tribute to the late E.R. Haynes - the "father of Family Medicine" at Queen's, who served as a senator from 1979 to 1981.

#### Senate approved

•The introduction of a PhD in Nursing in the School of Graduate Studies and Research. The program, which requires a masters in nursing as a prerequisite, is designed to prepare nurse scientists who are capable of independent research and leadership in academe, research centres or clinical and health care settings.

Nurses from baccalaureate programs are currently in demand across North America.

The school's graduate coordinator Marianne Lamb said that the school is in the process of

hiring additional faculty, which will address increased workload associated with the addition of 16 PhD students and the undergraduate enrolment will decrease.

•Elections of the following to Senate committees: John Harder (graduate student) to Academic Procedures; Dale Engen (faculty) to Educational Equity.

•An amendment to the Senate Policy on Student Appeals, Rights and Discipline to ensure the correct administrative name appears in the policy (replacing "Associate Dean of Student Affairs" with "Associate Vice-Principal and Dean, Student Affairs or delegate.")

The next meeting of Senate takes place Thursday, Nov. 30 at 3:30 pm.

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

This year's annual Maclean's ranking, published Nov. 3, saw Queen's move up from fifth to second place in the medical-doctoral category. It was one of 22 Canadian universities that announced recently that they would not be actively participating in the survey given concerns

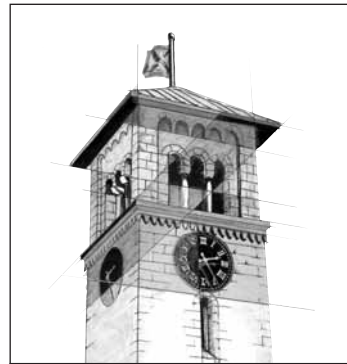
about methodology.

Maclean's noted that where universities declined to complete a questionnaire, the magazine obtained public data wherever possible or where necessary used data from last year's questionnaires, saying year-to-year fluctuations are minimal.

### New tool enhances accountability

Queen's is one of 18 Ontario universities to participate in developing and compiling data to create an on-line tool that will enable prospective students and other interested users to access and even compare information in key areas.

Entitled Common University Data Ontario (CUDO), the initiative's metrics include number of degrees awarded, student enrolment and entering averages by program, student satisfaction and more. For details, visit [www.queensu.ca/newscentre](http://www.queensu.ca/newscentre)



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

Queen's News Centre:  
[www.queensu.ca/newscentre](http://www.queensu.ca/newscentre)  
Subscriptions are \$30 per year.

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

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

### SCHEDULE

Issue date: Monday, Nov. 27  
Ad booking deadline: Nov. 10  
Ad artwork deadline: Nov. 16  
Noon editorial deadline: Nov. 20

Issue date: Monday, Dec. 11  
Ad booking deadline: Nov. 24  
Ad artwork deadline: Nov. 30  
Noon editorial deadline: Dec. 4

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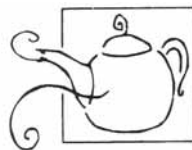
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## Nobel Laureate to speak at Queen's IN BRIEF

Nobel Peace Prize winner and Holocaust survivor Elie Wiesel, who has worked on behalf of oppressed people for much of his life, will deliver a Chancellor Dunning Trust Lecture in the Stauffer Library Atrium, Wednesday, Nov. 22 at 7:30 pm.

Mr. Wiesel, who is the Andrew W. Mellon Professor in the Humanities at Boston University, will deliver a talk entitled *Against Indifference*.

Professor Wiesel's personal experience of the Holocaust led him to use his talents as an author, teacher and storyteller to defend human rights and promote peace throughout the world.

"Mr. Wiesel, like Nelson Mandela, is one of those almost mythic figures of the latter half of the 20th century who have spent a lifetime speaking out

against violence, repression and racism, for which he received the Nobel Prize for Peace in 1986," says Iain Munro, chair of the Senate Committee on Creative Arts and Public Lectures, the committee that supports visits such as this.

It was Principal Karen Hitchcock who had suggested to him the idea of having Professor Wiesel speak at Queen's.

Professor Wiesel recently spoke before the United Nations Security Council and decried the appalling and continuing indifference of the world as they witnessed the degenerating events in Darfur, says Professor Munro. This will be the topic of his speech to Queen's on Nov. 22.

"Wiesel once said that 'Because of indifference, one dies before one dies.' His is a timely and important message, and his



Wiesel

presence on campus will certainly be a sober but invaluable contribution to all of us concerned with the continuing construction of a compassionate and democratic citizenship."

His more than 40 books have won numerous awards, including the Prix Médicis for *A Beggar in Jerusalem*, the Prix Livre Inter for *The Testament*, and the Grand Prize for Literature from the City of Paris for *The Fifth Son*. He has written two volumes of memoirs, *All Rivers Run to the Sea* and *And the Sea is Never Full*, in addition to his accounts of the Holocaust. After the war, Professor Wiesel studied in Paris

and later became a journalist in that city, yet he remained silent about what he had endured in the death camps. During an interview with the French writer François Mauriac, Wiesel was persuaded to end that silence. He subsequently wrote *La Nuit (Night)*, which has been translated into 30 languages and has sold millions of copies since its 1958 publication.

The lecture is part of the Chancellor Dunning Trust Lecture Series and is organized by the Office of the Associate Vice-Principal & Dean of Student Affairs. Tickets are free, but must be picked up in advance at the Performing Arts Box Office, starting Nov. 13. There is a limit of four tickets per person.

[www.bu.edu/religion/faculty/bios/wiesel.html](http://www.bu.edu/religion/faculty/bios/wiesel.html)

### Campaign into home stretch

The Queen's United Way Campaign is about 80 per cent of the way to reaching this year's goal of raising \$300,000. The co-chairs thank all those who have already contributed.

The fall campaign ends next week and the results will be announced on Friday, Nov. 24. Please send in your donations now so that they can be included in the campaign total. If you have questions or need a donation form, please contact Ivanka Franjkovic at ext. 75119 or at [franjkov@post.queensu.ca](mailto:franjkov@post.queensu.ca).

### Celebrating Rembrandt

To celebrate the 400th anniversary of Rembrandt's birth, the Department of Art and the Agnes Etherington Art Centre will bring together an international group of scholars to examine the representation of the emotions in the work of Rembrandt and its broader context: Dutch and Flemish visual culture of the 16th and 17th centuries.

The symposium, *The Motions of the Mind: Representing the Passions in the Arts of the Early Modern Netherlands*, takes place this Friday and Saturday, Nov. 17 and 18. It features an address by Herman Roodenburg (Meertens Instituut, Amsterdam) on Nov. 17 at 5 pm, who will speak on Amsterdam: *Civility and Passion in the Dutch Golden Age*, in Etherington Hall Auditorium.

For registration information, visit [www.queensu.ca/art](http://www.queensu.ca/art) and click on News and Events.

The art centre will join in worldwide celebrations by throwing a gala dinner on Saturday, Nov. 18, hosted by the Advisory Board and the Gallery Association. The evening will pay tribute to this incredible artist, and will also raise funds for the Celebrating Agnes Endowment, inaugurated last year in support of Art Centre exhibitions and programming. During the evening, celebrators will enjoy a private viewing of the Art Centre's Rembrandt, re-installed in the Bader Gallery after having been on display in Amsterdam and Berlin, and be treated to an exquisite Dutch-themed dinner created by Clark Day. Tickets are \$150 per person. For details, contact Annabel Hanson, [hansona@post.queensu.ca](mailto:hansona@post.queensu.ca) or 613-533-6000, ext. 77049.

## New class tool clicks with students

By SARAH WITHROW

Clickers, classroom response tools that allows instructors to query students and instantly view their responses on-screen with their PowerPoint presentations, are fast catching on as a learning-engagement tool in Queen's classrooms.

"Clickers change the mood of the classroom slightly," says Allan Baer, an adjunct instructor who uses the tool to teach *Introduction to Physiology*, a class of 450 students. "They stop a student from feeling 'I am simply a vessel into which information is poured.' They require output as well as input."

**"I like the anonymity it offers – so that people feel more comfortable with the possibility of venturing a response in class."**

Lindsay Davidson

The university is investigating the viability of standardizing on one clicker technology that students might use in many classes. IT Services is currently assessing the performance of the Turning Point clicker.

The clickers in Prof. Baer's classroom are bundled with the course text books, but lecturers interested in trying them with

their own material can contact Luc Wautters, Learning Technology Analyst with IT Services.

Prof. Baer likes the Turning Point model, which is about the size of four stacked credit cards, making it light and easy for students to carry to class. He's already been using the devices for two years and is still exploring how to get the most out of them teaching-wise.

"We want to see how it can enhance learning, so it's not just a matter of it being a cool new toy," says Denise Stockley of the Centre for Teaching and Learning.

Elaine Van Melle, Director of the Office of Health Science Education is also concerned that the use of clickers on campus be "thoughtful."

"We want to avoid the novelty effect. I would rather see instructors use a clicker once wisely, than a whole bunch of times just to use it," she says.

"I've been to conferences where they've been used poorly," says Lindsay Davidson, an associate professor of orthopedic surgery. She is a fan of the benefits of clicker technology, however, and uses them in conjunction with her blended e-learning musculoskeletal course. She likes the fact that students can see class response and realize that they aren't alone in how they may be interpreting certain learning points (i.e. that none of them is alone in getting a wrong answer).

"I like the anonymity it offers – so that people feel more comfortable with the possibility of venturing a response in class,"



SARAH WITHROW

Lindsay Davidson, an associate professor of orthopedic surgery, is a fan of clicker technology.

she says.

She and Professor Baer intend to use the responses (which are automatically recorded once they are clicked in) to help them make decisions on the structures of their lectures.

To help hone clicker-related teaching skills, Ms. Van Melle is bringing in 3M Teaching Fellow and clicker guru Tom Haffie to

campus on Thursday, Nov. 30 to discuss a number of innovative ways to effectively use the technology.

"Tom uses his clickers to explore key concepts in a very thoughtful way," she says. Instructors interested in the presentation can email her at [vanmelle@post.queensu.ca](mailto:vanmelle@post.queensu.ca) for more information.

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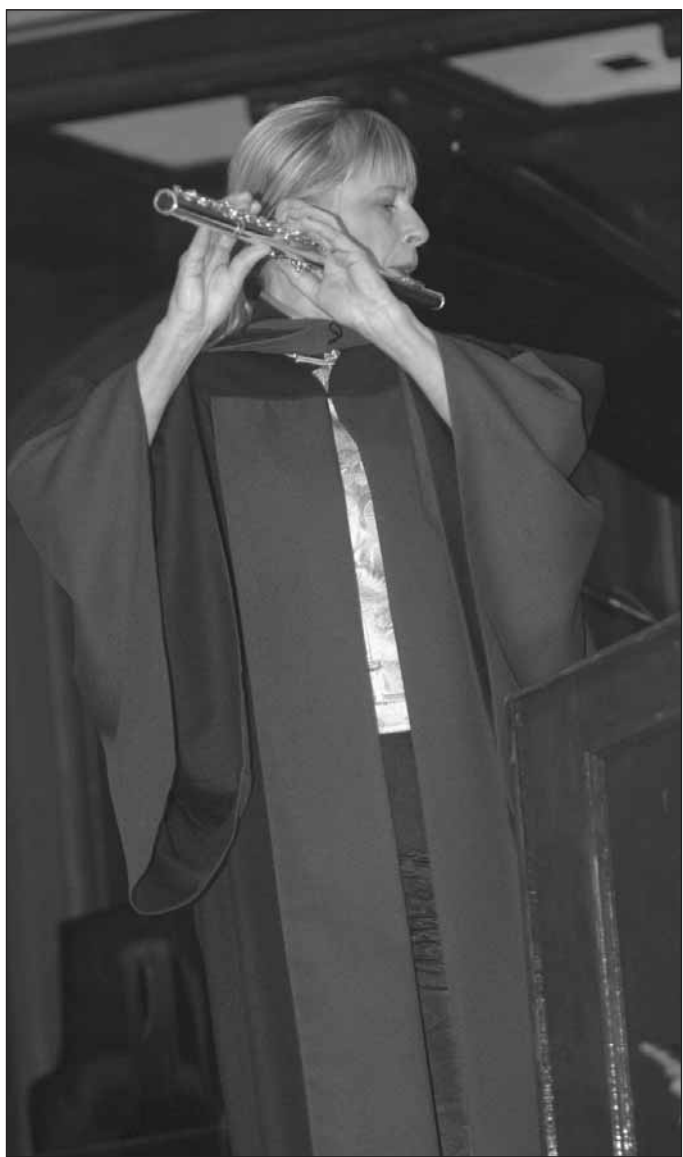
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## IN WORDS AND MUSIC



STEPHEN WILD

Jazz musician and Juno Award winner Jane Bunnett entertains at a Convocation ceremony in Grant Hall. Ms. Bunnett, who received an honorary LLD Oct. 26 also delivered a speech to graduands and their families.

## Arena exams a thing of the past

By CELIA RUSSELL

Exam time won't be the same.

For three-half-decades, each year, in December and April, students have filed into the desk-filled Jock Harty Arena to write exams.

But with the possibility of construction beginning in December, on Union Street next to the arena, the university has put premature halt to the practice. Instead, exams will be administered in classrooms for the foreseeable future, Vice-Principal (Academic) Patrick Deane wrote in a recent email to deans.

The decision not to use the arena this December had to be made the first week in October, when the University Registrar's Exams Office started to prepare the exam schedule. At the time, Physical Plant Services were fairly certain that infrastructure

work on Union Street between University Avenue and Division Street would start in mid-November. However, a delay in approvals now means that road construction may not start until later in December or early in 2007.

Construction work on the Queen's Centre student-life project behind the Jock Harty arena is expected to start shortly after the roadwork begins. The arena is scheduled to be torn down next summer.

In his email, Dr. Deane advised instructors that the Office of the University Registrar is working to ensure the published examination timetable, particularly for examinations that have multiple rooms and buildings, is clear and transparent to students and faculty.

He also mentioned that proc-

uring responsibilities will not change; that is, final and certain mid-year examinations administered through the Exam Office will continue to be proctored and at least one proctor would be assigned per room. It is possible that an examination in one course section may take place in multiple classrooms and possibly in more than one building. Other arrangements for examinations will remain unchanged, such as printing and collection of completed exams.

The Senate Committee on Academic Procedures (SCAP) plans to review the policy on Disrupted Examinations, approved by Senate in 2001.

This is because these new arrangements preclude the possibility of providing security of the same nature that the arena was able to offer, says Dr. Deane.

## QShare: As easy as drag and drop

If you have files you want to share that are too large to send via email, QShare is the solution. This easy-to-use, web-based file storage and sharing solution is now available to faculty, staff and graduate students.

QShare provides secure space for individuals and groups that can be easily shared with other individuals and groups anywhere in the world. Directories and files are available 24 hours a day, seven days a week.

To access QShare, all that's needed is a computer with Internet access and a browser; no additional software is required. QShare provides more network storage than ITServices has made



BY ITSERVICES STAFF

Plugged In

available before, and it can be as easy as drag and drop. It is an alternative to burning files to CD or carrying them around on a USB drive. QShare is also a convenient place to put your web pages.

QShare gives control of when and where files are accessed, unlike email that is delivered to your inbox. You can set permissions to determine who can access your QShare account and determine how long they have access. You can change permissions at anytime.

It includes collaboration tools designed to facilitate workflow management.

File transfers are encrypted using Secure Sockets Layer (SSL) to protect your privacy and the integrity of your files. QShare is backed up to prevent file loss. Virus checking ensures your files are and will remain virus free.

Three types of accounts are available: personal, group, and departmental. Personal accounts are free to faculty, staff, and graduate students, and include 200MB of web storage. Additional space can be purchased. They may be used to store work

in progress, so that it is available when and where you want to work on it. This way, there is only one file copy, not multiple copies in many locations, and the files will be also available from anywhere: home, office, internet café, or while traveling. To get a personal account, visit the QShare web-site and provide your NetID and password. Your account is created automatically upon sign-in.

Group accounts address the need for ad hoc groups that are smaller than a department, or span multiple departments. They may use QShare to store research data, working papers, or learning objects.

Departmental accounts offer 1GB of storage free, with the option to purchase additional space. For example, departments may use QShare to store a phone list that department members could access; budget information that managers could securely access and update as required, minutes of meetings for review by all participants or project information in a central location.

See the QShare website for Service Agreement, group and departmental responsibilities, and fees for additional space.

An information session for DCReps will take place in the Faculty Staff Learning Facility (B176 Mackintosh-Corry Hall) 9 am to noon on Tuesday, Nov 21. A session for faculty will also be held in the same location information session will be held in the same at the same time on Tuesday, Nov 28. Refreshments will be served. [qshare.queensu.ca](http://qshare.queensu.ca)

Faculty of Health Sciences  
Queen's University

## 10th Annual A.A. Travill Debate

Be it resolved that  
*"This House believes that a devastating influenza pandemic is imminent."*

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Monday, November 27th, 2006  
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## New look for Law website

Although websites premiere and are relaunched regularly, the new Faculty of Law website stands out from the rest.

It is the largest university website to be constructed with QLenya. Apache Lenya is the open-source content management system Marketing and Communications and IT Services are piloting as a platform to develop a unique content management system (hence QLenya) to meet the web needs of the Queen's community. It is a flexible, customizable, easy-to-use system built upon a foundation of web standards and accessibility supported by ITServices.

Through using the QLenya tool, the Law site has embraced RSS technology, and created

feeds for news, alumni news as well as general announcements. Mark Heeler, who managed the website renewal for the Faculty of Law, says QLenya has provided the faculty with a website that is dynamic, intuitive and simple to update.

Other sites built with Lenya include the Department of Electrical and Computer Engineering, [www.ece.queensu.ca](http://www.ece.queensu.ca), the Queen's Centre, [www.queensu.ca/queenscentre](http://www.queensu.ca/queenscentre) and the Web Standards and Accessibility Guide [www.queensu.ca/www/wsaguide](http://www.queensu.ca/www/wsaguide).

Several other groups are working with the technology and are in line to come aboard in the near future. [law.queensu.ca](http://law.queensu.ca)

## Ukulele virtuoso serves up Don Ho with a side of Hendrix

JAMES HILL EAGER TO SHARE HIS PASSION FOR THE "UKE" WITH QUEEN'S COMMUNITY

By CELIA RUSSELL

A ukulele virtuoso known for his genre-bending original compositions will be on campus later this month as a musician-in-residence at the School of Music.

James Hill will give a master class and visit with students on Monday, Nov. 27. He and cellist Anne Davison will also give a free, one-hour recital that day at 5:30 pm in room 120 Harrison-LeCaine Hall. Both the master class and the recital are free and open to the public.

**He is so keen on ukulele that it is totally infectious. And he is on a mission to bring more uke pickers into this world."**

Roberta Lamb

Described by Stuart McLean, host of CBC Radio's Vinyl Café, as the "Wayne Gretzky of the ukulele," Mr. Hill became hooked on the instrument at age nine in his hometown of Langley, BC, where ukulele instruction has been mandatory in many schools for many years.

During his teenage years, he honed his skills as a key member of the renowned Langley Ukulele Ensemble. In 2002, Mr. Hill embarked on a solo career and has a repertoire that stretches from Schubert to Beatles and beyond. Seven of 10 tracks in his recently released third solo album, *A Flying Leap*, are genre-bending originals ranging in style from the bluegrass-tinged *Song for Cheri* to the jazzy *Fleas My Dog Has* to the remarkable *One Small Suite for Ukulele*, an ambitious work in three movements written for ukulele and string quartet. *A Flying Leap* has been described in reviews as one part Earl Scruggs, one part Django Reinhardt garnished with a pinch of Don Ho and served with a side of Hendrix.

Music students and faculty are excited about Mr. Hill's visit, says



COURTESY OF JAMES HILL

The ukulele is hotter than ever, says musician James Hill.

music professor Roberta Lamb. "He is a young man not too much older than our undergraduate students. He is so keen on ukulele that it is totally infectious. And he is on a mission to bring more uke pickers into this world."

The school also invited Mr. Hill because it has been looking for ways to improve its music education course offerings to make them both practical and appropriate for learning music pedagogy, says Dr. Lamb.

"Teaching the early adolescent (Grade 5 through 8) is a major challenge," she says. "We have to find high interest and challenging methods that are not too challenging or too expensive. Many early adolescents do not

like to sing in front of their peers. We were looking for something to meet all of these needs. As music faculty, Dr. Karen Frederickson and I chose ukulele and recorder as the means to achieve the goal."

Music students can gain facility on uke and recorder within a one-term course, and then extend their learning to become proficient afterwards, says Dr. Lamb.

In addition, the ukulele and recorder are instruments that most parents can afford to buy or that parent councils can easily raise the funds for a classroom set.

The Ontario music curriculum specifies experience with instruments as one of the curriculum aims for older elemen-

tary students.

It is possible to put together small groups or chamber ensembles of ukuleles and recorders for early adolescent students to have a quality experience with instrumental music, including performing and composing. This is much more effective for 10- to 13-year-olds than the traditional model of a concert band, especially since instrumental programs in almost every K-8 school in Ontario have been eliminated, says Dr. Lamb.

"Offering this course at Queen's is another way that our School of Music is unique and flexible."

www.ukulelejames.com  
www.annedavison.net

## IN BRIEF

### Get ready for flu season

Queen's is placing a special focus on student health this fall and winter, with pizza as an incentive. All students who receive a flu shot can enter their name to win a pizza party for themselves and up to 20 friends.

Flu-shot clinics for students will take place Nov. 21, 22, 23, 28, 29 and 30 from 5 to 7 pm. The clinics will take place at Health, Counselling and Disability Services (HCDS), LaSalle Building, 146 Stuart St. Students should bring their student and provincial health cards. Don't want to wait? The flu vaccine is now available for students at HCDS during regular clinic hours (Monday, Tuesday, Thursday and Fri 9 am - 4:30 pm, Wednesday 10 am - 4:30 pm). No appointment is needed and the vaccine is free.

Kingston Frontenac Lennox & Addington Public Health will also hold a clinic for the Queen's and Kingston communities on Monday, Nov. 27 in Wallace Hall in the John Deutsch University Centre from 10 am to 4:30 pm. Public Health will also be running other clinics throughout the community.

A reminder to all - frequent hand washing is another important way to reduce your risk of contracting influenza.

www.queensu-hcgs.org

### Donate books to Kenya


Help a community college in Kenya to grow by donating your used text books.

Students at the Kimathi Institute of Technology currently do not have texts books for use in class or library, says Queen's alumnus Tara Carnochan, MA'05, who is working as a Canadian International Development Agency (CIDA) intern in Kenya.

While all books would be greatly appreciated, books in the area of information technology or business would be particularly useful. Growth of the institute is crucial to the region as there are too few post-secondary spots, given the number of qualified candidates.

The Society for Graduate and Professional Students is coordinating the effort and books can be dropped off at the office (JDUC, lower level, off Union Street).

www.kimathiinstitute.ac.ke

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For registration information, visit News and Events at [www.queensu.ca/art](http://www.queensu.ca/art).

University Avenue at Bader Lane, Kingston, ON K7L 3N6 613.533.2190 [www.aeac.ca](http://www.aeac.ca)

## VIEWPOINT

DON TAYLOR



# Mandatory retirement: how will we end age discrimination?

In the summer of 2005, Queen's announced the end of mandatory retirement, in consistency with provincial legislation ending age-related retirement in Ontario's workforce. Since then, the total silence from the administration and the faculty union implies that this satisfactorily ends an obvious instance of age discrimination. I believe it does nothing of the sort, and in fact, it leads to inequities that will have major impacts in the academic workplace.

In the political arena, the ending of mandatory retirement in the workplace was proclaimed as a basic human right. Political slogans rarely translate successfully into reality, however, and the problem is that the provincial action makes some implicit assumptions that are valid in most workplaces but not in academia.

One assumption is that pay scales themselves are not age discriminatory, so that each worker's salary fairly reflects his or her current performance. The academic salary scale, however, is quite different from those in industry, with professors in their early 60s earning at least 50 per cent more than professors in their 30s doing essentially the same work. It is difficult to justify such a large discrepancy based on experience. This was not a serious issue in the past when every professor progressed through the same salary scale and retired at age 65. Every individual was treated the same, so one could argue there was no age discrimination. But now that professors can choose to retire late, or never, the age-related inequities in our salary scale mean that professors who retire earlier are unfairly treated. Indeed, there is now a strong inducement for professors to postpone retirement and reap substantial economic rewards.

Another assumption in the provincial legislation is that there is effective workplace management that gives managers the power to close positions when justified by economic circumstances and to dismiss workers whose performance becomes unacceptable. In principle, Queen's administration has these powers. However they have been exercised very rarely in the past, and now that faculty members are unionized, the prospect of their being used in the future is remote. This means the administration has few if any tools to deal with professors who choose not to retire and whose performance in teaching and research falls below expectations.

Thus, "tenure" effectively means that employment continues until death if a professor so chooses. In the case of those exceptional scholars who carry on acclaimed teaching and research to an advanced age this is no cause for concern. However, the assumption that it would be the highly qualified professors who choose not to retire while their less successful colleagues would be glad to retire promptly is wishful thinking in the extreme. Anecdotal information suggests that the opposite is often the case. No one can doubt that there will be a few eccentrics from time to time who are determined to never quit. Thus, we can expect instances of considerable discrepancy between performance and salary that would not be tolerated in any other workplace.

The ending of mandatory retirement will also affect the climate of collegial interaction and faculty morale. Consciously or unconsciously, in most departments a culture has developed in which senior professors tend to be favoured in the assignment of the most desirable courses, the best offices, etc. Indeed this as much as the salary structure has traditionally made the university environment more attractive than in many industries in the mature stages of one's career. Younger professors will in future be unlikely to accept this culture with equanimity if they realize that senior professors can retain their privileges indefinitely.

I don't believe there are simple solutions to the problems described. The institution of a salary freeze, a more rigorous performance review, or even office relocation after age 65 would, of course, be blatant age discrimination.

The only acceptable remedy is to establish a comprehensive age-neutral system for performance review and salary decisions. Experience could still be a factor in performance evaluation, but it must be less important. Salary adjustments could be averaged over a number of years but salaries must be able to move down as well as up when the evidence is clear.

This will not be a welcome issue for Queen's University Faculty Association (QUFA) leaders, but to do nothing is to increase and entrench age discrimination in academic salaries. It will be a challenge to implement an effective system, but it must be done if the university is serious about dealing with age discrimination.

Don Taylor is a (happily) retired physics professor.

## 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 FLASHBACK: NOVEMBER, 2001



CELIA RUSSELL

Students protest tuition deregulation in a demonstration outside Stauffer Library.

## Letters

## Article portrayed students unfairly

In response to the article (More work on human rights needed, Oct. 10, page 1) I would like to address several issues regarding the incident involving PhysEd orientation leaders ("coaches") and the Queen's Committee on Racial and Ethnic diversity (QCRED).

The article quotes Andrew Stevens, president of the Society for Professional and Graduate Students (SGPS), as calling for the vice-principal (academic) and the dean of student affairs to "publicly condemn the hostile reception given to some members of QCRED last month."

Mr. Stevens should examine the facts of the incident before laying blame, especially since he was not present at the training event. According to Head Coach Warren Brown, PhysEd and Commerce orientation leaders were presented with the well-known picture of a young man standing atop an overturned car from Homecoming last year and were asked to discuss whether or not printing this particular picture was an act of racism. A lively, heated debate ensued. The claim that "orientation leaders harassed members of QCRED" during this debate is absolutely false. At no point in the training session were any type of racist comments directed at the presenters.

In his report to the Board of Trustees Sept. 30, Mr. Stevens stated that the presenters had "concerns for personal safety," inferring they were in danger of being personally assaulted by the orientation leaders (*see editor's note*).

The article states that QCRED "ended their presentation early" due to the "barrage of hostile comments." In actuality, QCRED ran out of time and did not finish their presentation because of

the debate.

I would like to address the idea that the "exact same presentation [was] made to the Gaels (Arts and Science) who received the message extremely well." The QCRED presentation to the group of Gaels took place in the large lecture hall in the Biosciences Complex. The presentation to PhysEd and Commerce groups was in a much smaller classroom. Perhaps the size of hall and the Gaels' larger group size prevented such a debate from happening. In his report, I believe Mr. Stevens is implying that students in the Commerce and Phys Ed faculties are somehow more prone to racism than those in Arts and Science. This insinuation is completely unjustified and should not have been legitimized by a front page article in the *Gazette*.

As a fourth-year PhysEd student, I have been told countless times by professors to examine the reliability and validity of a statement before using it as evidence. The statements made by Mr. Stevens are neither valid nor reliable, and I resent the fact that they are being used as evidence of discrimination amongst PhysEd students. Raising questions and critically assessing the content of material presented in a seminar is something positive.

This incident demonstrates that there are shortcomings in orientation week training that need to be addressed before next September. I look forward to examining ways of improving training, for both the presenters and leaders, so that orientation leaders are better equipped to effectively combat discrimination on campus.

Hailey Banack

Co-President  
Physical and Health Education  
Student Association

*Editor's note: At the Sept. 30 board meeting, after Mr. Stevens presented his report, he was informed*

that his remark about QCRED members fearing for their own safety was not true and that the members cut short their presentation because they ran out of time.

## To your health

Healthy U at Queen's kicked off with a first ever at the university – a health fair designed solely for Queen's employees. With 20 different vendors and nearly 500 employees who came out to the health fair, it was a resounding success.

With vendors ranging from massage therapy and naturopathy to the Physical Education Centre and public health, we strived to reach as many different individuals as possible and provide them with the relevant and important information for not only themselves, but also their coworkers, friends and family. Employees truly support this new initiative. I have received extremely positive feedback from many that attended. There was a great appreciation for the gift bags they were greeted with at the entrance of the fair, the fantastic giveaways and information from vendors, and the interactive elements of the fair.

The initiative focuses on the wellness aspect of individuals, not only at work, but in their everyday lives. The Healthy U at Queen's website, [healthyu.hr.queensu.ca](http://healthyu.hr.queensu.ca), will grow and develop as our program continues to expand, and stay tuned for more events and material. Thank you very much to the employees and vendors for supporting this event. We are excited and looking forward to making Queen's a healthy place to work.

Shannon Casteels  
Workplace Advisor  
Accommodation and Wellness  
Human Resources

## Letters Policy

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

# Whose law and order?

Author Stephen A. Scott defines the rule of law as "an underlying constitutional principle requiring government to be conducted according to law and making all public officers answerable for their acts in the ordinary courts."

In the world of native and non-native relations, these matters are never quite so neat and tidy. The rule of law is not neutral. Scott's "public officers" and the "ordinary courts" to which they answer reflect and perpetuate the power of the dominant society. Many among us in our various communities believe that the law and order that they uphold is not ours. It is a legal order that often ignores the traditions, customs, values and aspirations of our people or Canada's historic obligations to us.

The recent and distressing events at Caledonia are a case in point, bringing the issue of Aboriginal people's relationship with the law into the spotlight. The "residents" of Caledonia (the non-native settler population as native peoples are rarely depicted in the media as such) see Mohawk protesters as lawbreakers, criminals who are flouting law and order.

The Mohawk people, by contrast, argue that the increasing non-native encroachment on their ancestral lands violates the



GEORGINA RIEL

Diversity

treaties that they negotiated with the Crown as a sovereign nation and its military allies.

## Sadly, the conflict at Caledonia is no isolated event but the latest chapter in native people's struggles with Canadian governments and legal institutions.

Sadly, the conflict at Caledonia is no isolated event but the latest chapter in native people's struggles with Canadian governments and legal institutions.

From Oka (Kanesatake) to Ipperwash and Burnt Church, native people have continued the struggle for recognition of our ancestral land claims, treaties and basic human dignity.

These conflicts and the ongoing debates they have created are the inspiration for the theme of this year's Four Directions Aboriginal Student Centre's 8th Annual Symposium Race, Identity and the Law. The symposium features speakers from various backgrounds. Native leaders, academics, elders, community activists, dancers and drummers will convene at Lower Ban Righ Hall from Nov. 17 to 19 to discuss these issues with the broader university community.

All are welcome to participate in the discussion. For further information on symposium itinerary and additional events, please contact the Four Directions Aboriginal Student Centre Director Georgina Riel at rielg@post.queensu.ca or ext. 77997 or symposium coordinator Heather Green at hg4@post.queensu.ca or ext. 36970.

Georgina Riel (Waabishki Maqwa Qwe) is the Director of the Four Directions Aboriginal Student Centre at Queen's.

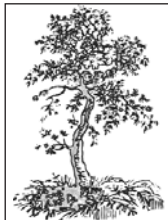
# Undergrads deserve research experience too

Inquiry@Queen's is an initiative to promote undergraduate student inquiry across the university, the undergraduate learning experience. We believe in this project, and hope to convince you to get involved.

When we say inquiry, we mean research in all its various forms and guises. We argue that research is not only for graduate students and faculty members. Research is learning, and is a type of learning that can be of great benefit to undergraduate students. When students learn how to ask good questions, find productive ways to answer their questions and then share what they learn with others, they are participating in the knowledge-building processes that define a university. It is exciting, and engaging.

**When students learn how to ask good questions, find productive ways to answer their questions and then share what they learn with others, they are participating in the knowledge-building processes that define a university.**

Educator Jack Mezirow (1997) has argued that "...to prepare a productive and responsible worker [or scholar] for the twenty-first century we must empower the individual to think



VICKI REMENDA AND SUSAN WILCOX

Teaching and Learning Issues

as an autonomous agent in a collaborative context rather than to uncritically act on received ideas and judgments of others." Inquiry can provide the learning experience Mezirow describes.

In meeting with people across campus, we have found that deans, VPs, students, faculty, student services staff, librarians, and TAs are quick to recognize the value and the incredible potential of inquiry-based learning. The experiential, learner-driven inquiry process fosters curiosity, creativity and cross-disciplinarity. It engages learners deeply in the meaning-making that makes us human and allows us to contribute to society. And students at all levels of learning can undertake it, depending upon how we structure and support their learning experiences.

An undergraduate conference March 2007 is a hallmark activity in this first year of the Inquiry@Queen's initiative. The I@Q conference will provide a stimulating multidisciplinary forum for the presentation and discussion of undergraduate scholarship and research. Students are invited to submit a proposal to present any in- or out-of-course inquiry projects they have

undertaken. (The submission deadline is Jan. 31, 2007 and both poster and podium presentations are encouraged.) Support will be provided through the Learning Commons, to help students develop the skills inherent in making a scholarly presentation.

Faculty can contribute by encouraging student involvement in inquiry and student participation in the conference. In addition, faculty volunteers are welcomed to help review and vet abstract submissions.

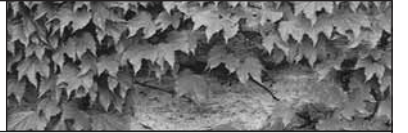
After the conference, students will have an opportunity to submit their work to an 'on-line' I@Q journal (currently in development) for review and possible publication. Once again, students will have access to Learning Commons support, as they prepare their work for publication.

Workshops on how to incorporate inquiry learning in their courses and an 'inventory' of faculty who are implementing inquiry learning (whether or not that is the precise word they use) are activities planned for faculty. In May 2007, faculty can participate in the annual Cross Faculty Teaching Forum that will focus on inquiry learning strategies and outcomes.

No matter your position at Queen's, there is a role for you to play in promoting inquiry learning. For further information, contact Vicki Remenda (remenda@geol.queensu.ca) or Susan Wilcox (wilcox@post.queensu.ca).

Vicki Remenda is an associate professor of Geology and Queen's Chair in University Teaching and Learning. Susan Wilcox is an associate professor and Educational Developer at the Centre for Teaching and Learning.

## UNIVERSITY ROUNDUP



### New millennium law at Harvard

For the first time in 100 years, Harvard Law School is overhauling its curriculum so that it will be more heavily focused on international law, problem-solving skills and modern lawmaking by governmental bodies. The law faculty unanimously approved the move away from the old first-year programs, which concentrated on torts, contracts, civil procedure and criminal law in favour of honing the skills necessary to practice law in the 21st century. Elena Kagan, dean of Harvard Law School said the changes "will give our students the best possible training for the leadership positions they will soon occupy."

*The Chronicle of Higher Education, Oct. 20*

### Canadian profs rule RateMyProfessors

Canadian professors are disproportionately represented on RateMyProfessors.com list of the Top 50 Hottest Professors – with Queen's Chemistry professor Bill Newstead sitting pretty in the number two spot (321 of his students weighed in on his abilities on the site, also giving him an overall quality average of 4.9 out of 5). The web site allows students to assign a chili pepper to professors they deem hot, and has recently allowed students to upload pictures of their profs as proof. Right now, 18 of the top 50 hottest profs work at Canadian universities. Ryerson and the University of Toronto boast the highest number of hotties, each has three sizzling profs among the Top 50.

*Ratemyprofessors.com, Nov. 3*

### Well-educated in short supply

Employees with university degrees are getting hard to find in Canada, according to an international survey of 32,000 employers in 26 countries conducted by Manpower Professional. The Talent Shortage and Wage Inflation Survey revealed that 24 per cent of Canadian employers are hiking salaries to attract higher quality employees and that 26 per cent of them would have hired more professionals if they had been available. Those hiring in Quebec and Atlantic Canada had the hardest time finding qualified applicants. Globally, the most difficult qualified employees to find were accountants, IT programmers, managers, executives and experienced sales representatives. For a look at the full report, go to the Research Centre at [www.manpower.com](http://www.manpower.com).

*www.manpower.com, October*

### Meet the Teutonic Ivy League

Karlsruhe, the University of Munich, and the Technical University in Munich have been deemed "elite" by a German government committee charged with designating the so-called Teutonic Ivy League from a field of 376 institutions of higher learning in the country. Each of the winners will receive more than \$100 million over the next five years. The move was made to assertively address a perceived decades-long decline in the quality of German academia rooted in a 1972 German Supreme Court ruling that any high school graduate, regardless of achievement, was entitled to a government-funded place at university. Germany plans to select another handful of elite universities next October.

*The New York Times, Oct. 19*

### Fernandes steps down from Gallaudet

The Board of Trustees at Gallaudet University for hearing-impaired people voted to terminate president Jane Fernandes on Oct. 29 after more than a month of violent protests from the university community over her appointment. Disgruntled students complained on nationally televised protests that Dr. Fernandes was not a good leader. The Board of Trustees also issued a statement saying that there would be reprisals for those who had violated the University's Code of Conduct. On one occasion, the university used a front-end loader to clear out a student camp of protestors injuring several in the process.

*News.gallaudet.edu., Oct. 29, and Washington Post, Oct. 26*

### Students' debt burden climbing

Students who attend colleges are seeing their debt loads rise, while debt levels for university students remain stable. That's one of the findings in Student Debt: Trends and Consequences by the Canada Millennium Scholarship Foundation (CMSF). The average debt remains higher for university students, with 59 per cent of university students graduating with an average debt of \$24,047. But 44 per cent of their college colleagues leaving school with more than \$10,000 in debt – representing a 32 per cent higher debt load than they were carrying in 2003.

*www.millenniumscholarships.ca/en/newsevents, Nov. 1*

# When fruit flies play “the dating game”

SEXUAL SELECTION  
COSTLY FOR  
OFFSPRING, NEW  
STUDY SHOWS

By MOLLY KEHOE

Queen's biologists have discovered that seeking out the most attractive mate may be unhealthy for any offspring.

Using a “virtual fruit fly dating game,” Biology professor Adam Chippindale and graduate student Alison Pischedda have found that mating with a “fit” partner actually leads to dramatically lower rates of reproductive success in the next generation.

The research also raises questions about how masculine and feminine traits may be expressed through genes.

**“Sexually antagonistic genes may be harmful.”**

*Adam Chippindale*

The findings suggest quite a twist on evolutionary thinking: On average, the lowest quality couple produced the best offspring while the highest quality pair produced the worst offspring.

The team measured the inheritance of “fitness” (quality and number of offspring) using samples of low-and-high-fitness males and a separate set of low-and-high-fitness females to uncover what occurs as a result of sexual selection, the Darwinian process by which organisms compete for, and choose, their mates.

In some traditional models, sexual selection is the search to provide offspring with ‘good genes’ to increase their reproductive success.



STEPHEN WILD

Biologist Adam Chippindale's fruit fly research shows that seeking an attractive mate may result in lower quality offspring.

But the researchers suspected that things were not so simple, at least in their flies. If sexually antagonistic genes, or genes that benefit one sex while harming the other, are prevalent, then females who seek out high-fitness males will find that they produce high quality sons, but this will have detrimental effects on their daughters, says

Dr. Chippindale, a Canada Research Chair in Evolutionary Genetics.

The findings support the notion that sexually antagonistic genes exert powerful effects and mostly inhabit the X chromosome, which only females pass onto sons.

So when females choose successful mates they will see no

benefits to sons and will only incur the cost of less-fit daughters, says Dr. Chippindale.

“Sexually antagonistic genes may be harmful or compromise fitness by reducing fertility of the opposite sex.”

Dr. Chippindale suggests that this phenomenon may operate in far more organisms than the fruit fly.

“If there are genes which have effects that feminize or masculinize each individual, then the expression of a wide variety of such genes will produce a continuum of gender. People wonder why there is so much gender diversity in the human population – this kind of mechanism may help us get a handle on that.”

## University recognizes research excellence

NICK BALA AND  
STAN BROWN RECEIVE  
EXCELLENCE IN  
RESEARCH PRIZES

By NANCY DORRANCE

Experts in organic chemistry and family and children's law are the 2006 recipients of Queen's Prizes for Excellence in Research.

Stan Brown (Chemistry) and Nick Bala (Law) received their awards at fall convocation ceremonies last month. They were selected for this honour by the Queen's Advisory Research Committee.

“This prize is the university's highest recognition for research conducted during an academic appointment at Queen's,” says Vice-Principal (Research) Kerry Rowe. “This year's recipients continue to exemplify the impressive range of outstanding research happening here, from family and children's law to organic chemistry. We are very pleased to invite the campus and Kingston community to join us in learning

more about the work of Professors Bala and Brown at their public lectures.”

Professors Bala and Brown will present public lectures on their research on Tuesday Nov. 21 at 7pm in Stirling Hall B Lecture Theatre.

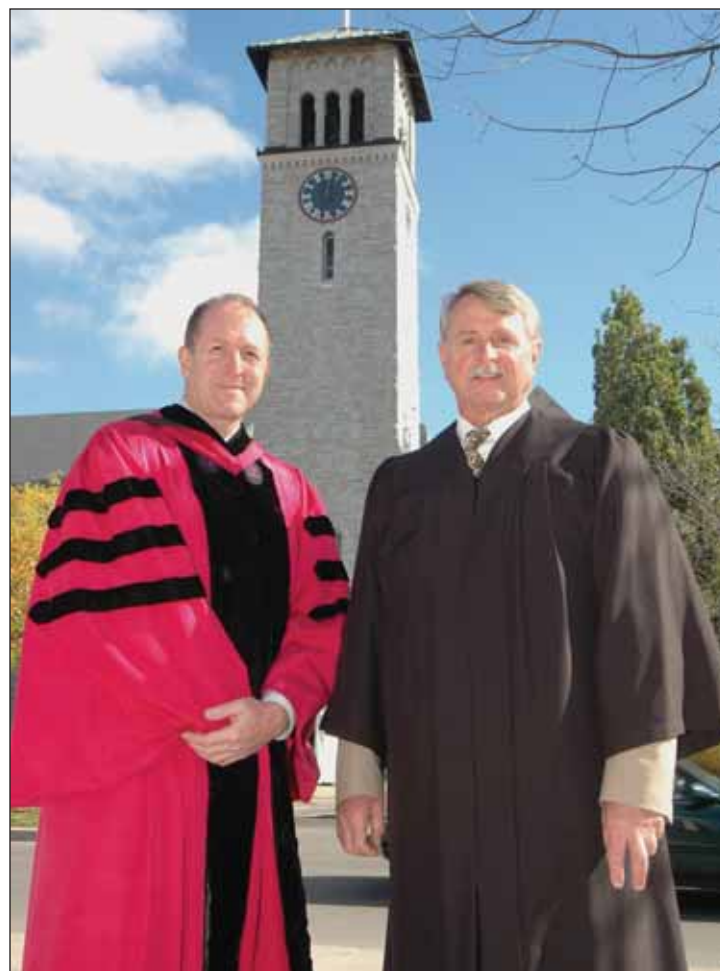
Over a 30-year span, Dr. Brown's research has encompassed diverse areas in organic chemistry, generating more than 140 research publications in leading journals and seven book chapters. A recipient of the Alfred Bader Award in Organic Chemistry and a Killam Research Fellowship, he was voted 2006 “Professor of the Year” by the fourth-year graduating class in chemistry.

His research focuses on determining how organic chemical reactions occur. The findings and interpretation of much of this work has now been incorporated into textbooks at the undergraduate and graduate levels and forms an integral part of the teaching of organic chemistry in universities around the world. While at Queen's, his group has embarked on a completely new

set of studies to develop methods to catalytically decompose pesticides and chemical warfare agents.

The recipient of two teaching awards, Dr. Bala has written or co-authored 13 books and more than 100 articles and book chapters. His article on the role of mental health professionals in family court earned him the 2006 Meyer Elkin Award for the best article in the international journal, *Family Court Review* – the first Canadian to be so honoured.

Dr. Bala leads an interdisciplinary research team studying child witnesses: their findings have resulted in law reforms that have significantly improved the treatment of children in criminal cases. His work in case law involving young offenders, children in divorce, and child abuse is frequently cited by judges in the Supreme Court of Canada. An invited lecturer in Australia, Hong Kong, Great Britain and the USA, he has played a role in the international debates on same-sex marriage and polygamy.



STEPHEN WILD

Professors Nick Bala (Law) and Stan Brown (Chemistry) received their Prizes for Excellence in Research at fall convocation.





LAUREL BASCIANO

Ron Peterson examines secondary sulfates forming from mine waste at a site in Rio Tinto, Spain last year. These minerals are similar to those thought to occur on the surface of Mars.

## IN BRIEF

### Recognition for innovation

Queen's is one of 12 university partners to share the prestigious NSERC Leo Derikx University-Industry Synergy Award for Innovation with the IBM Canada Centre for Advanced Studies (CAS) in Toronto.

School of Computing Associate Director Pat Martin, an IBM Faculty Fellow and long-time CAS collaborator, represented Queen's at the gala presentation in Winnipeg.

The award, for innovative models of longstanding interaction in the pre-competitive stages of research and development, is named in honour of former NSERC Director General of Research Partnerships Leo Derikx.

The school has collaborated with IBM's CAS Lab since the lab's inception in 1990. Members of the school have won the Best Paper award at IBM's annual CAS conference in 2000, 2004 and again this year. Today CAS Toronto is recognized worldwide as the innovative model for industry-university collaboration.

Also recognized with a 2006 NSERC Synergy award was a collaborative telecommunications initiative in which Queen's is a partner, called the Agile All-Photonic Networks (AAPN). Led by McGill and Nortel, AAPN was launched in 2003 to target the most demanding issues in optical communications systems and technology.

### Prof's discovery nets \$287,000

A new technology for use in proteomics research developed by Chemistry professor Richard Oleschuk has attracted \$287,000 from the Natural Sciences and Engineering Research Council's (NSERC's) Idea 2 Innovation Program.

The funding will finance further development of a microsphere nanospray emitter: a device that enables researchers to more fully exploit the capabilities of mass spectrometry as a tool for proteomics analysis. Mass spectrometry is an important analytical tool for protein studies, which hold promise in both uncovering biological markers to diagnose disease, and identifying proteins for therapeutic treatments of disease.

PARTEQ Innovations, the university's technology transfer office, has filed patent applications for the nanospray emitter, which was initially funded by Genome Prairie. The technology is licensed to Advanced Integrated Microsystems Ltd. (AIMS), an early stage nanobiotools company based in Edmonton. AIMS will match the grant with cash and in-kind contributions.

## Discovery explains mountains on Mars

GEOLOGIST REVIEWS RESEARCH FINDINGS WITH NASA

By MOLLY KEHOE

Geologist Ron Peterson has discovered a mineral that could explain the mountainous landscape of Mars, and have implications for NASA's next mission to the planet.

"Satellites orbiting Mars show us images of canyons and gullies that appear to have been created by a flood or rapid out-washing," says Ron Peterson (Geological Sciences and Geological Engineering). "These rovers, currently moving about on the planet's surface also show us that there is currently

no visible water on the surface of Mars, but that there was in the past."

**"These findings may help us better understand the surface of Mars."**

*Ron Peterson*

He suggests that Mars was likely wetter in the past. All of the images that are transmitted from the rovers show layering in the rock, which is indicative of sediment manipulated by water. This kind of out-wash would require a fair amount of water on the planet at some point.

The study suggests that these findings may provide insight into how to retrieve a sample of Mars surface and return it to earth. Dr. Peterson shared his findings with NASA at the Johnson Space Centre in Houston recently, providing insight into designing the next Mars exploration rover and planning its mission.

The discovery was made in Dr. Peterson's unheated garage using epsomite, also known as Epsom salts. The solution was left to crystallize for several days at temperatures below freezing, which formed crystals that have unusual properties. The crystals then rapidly melted, which created mould-like channels and gullies - similar to what we see on the surface of Mars.

Martian terrain may have been created in a similar fashion. Dr. Peterson suggests that many years ago, water interacted with rocks on the surface of the planet to create an acidic cocktail, which created layers of material. When the surface layer melted, it created the topography that exploration rovers show us today.

"These findings may help us better understand the surface of Mars," he says. "These possible new minerals that may be found on Earth help us see that although there are many differences between Earth and Mars, such as atmosphere and gravity, there are many things that are the same - it is another world, but there are certainly similarities."

## HPCVL launches Secure Grid Portal

The High Performance Computing Virtual Laboratory (HPCVL), based at Queen's, has launched its "Secure Grid Portal" enabling researchers anywhere in the world to gain secure access to HPCVL resources, their files, and applications.

"The ability to provide researchers with the secure

resources they need, no matter where they are, is key to expanding our services to the medical research field, for example, where privacy and compliance issues abound," says Ken Edgecombe, Executive Director of HPCVL. "Keeping ease of use as an important design factor without lowering the resources available was

hugely important."

The secure portal allows researchers to gain secure access to files and run applications on HPCVL resources through a web browser without having to download the files and applications to the local computer, while ensuring data integrity and protecting intellectual property.

Applications include 3-D graphical applications, word processing, spreadsheets, presentation preparation, editing and commercial application interfaces. The portal also allows remote user support personnel to "shadow" a researcher's session in order to determine the causes of problems real-time with the users.

"This is a fantastic means of helping any user in the country without having to have local trained personnel," says researcher Doug Mewhort (Psychology). "It is the virtualization of resources, provided you have the network."

HPCVL was formed by a consortium of universities (Carleton, Queen's, Royal Military College, and the U. of Ottawa). It now includes Ryerson University, Loyalist College, and Seneca College. Partner institutions house the computer clusters and run the network, which provides high-performance computing resources to researchers across Canada.



Ken Edgecombe

<http://www.hpcvl.org>



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.

## Urban planning with vision makes these Canadian cities a great place to call home

I have a recycled red brick on my desk that offers both childhood memories and hopes for building better Canadian communities.

It is from the redevelopment of Montreal's Benny Farm, a veterans' apartment complex where my family moved after my father returned from the Korean War. The brick also symbolizes a new generation of innovative projects incorporating sustainable development features that combine social, economic and environmental objectives with good urban design. These projects are helping to make Canadian cities some of the most attractive places to call home.

The Economist Intelligence Unit recently rated Vancouver as the planet's most livable city. Calgary, Toronto and Montreal also score well in recent global quality of life comparisons. Canadian cities have done well in these comparisons since the late 1970s, experimenting with projects like Vancouver's Granville Island and False Creek, or Toronto's St. Lawrence neighbourhood. These projects moved away from modern urban renewal with new urban design that respected context and mixed building types, land uses, and household incomes. After a dry spell in the 1980s and 1990s, a new generation of innovative community planning proposals has emerged.

In Victoria, the first building of Docksider Green has sold out, kick-starting construction of North America's first residential community designed to the highest environmental standards: LEED Platinum. This contaminated industrial site on the Victoria Inner Harbour has been cleaned up and will be a fine example for other waterfront projects, with attractive modern architecture, well-designed public spaces and some affordable housing to complement its high-end apartments.

Redevelopment of the former

Woodwards store in Vancouver will start after all 536 condominium apartments sold in one day last April. Residents of the Downtown East Side fought for the project to include social housing, community facilities such as Simon Fraser University's downtown arts campus and reuse the historic 1903 department store building.

In Calgary, Garrison Woods is an exemplary redevelopment of a suburban military base into a compact community. Closer to downtown, a former hospital site has been transformed into The Bridges, a high-density, medium-rise neighbourhood near an existing light rail transit station. Its park, shops and "green" apartment buildings make it a model transit-oriented development.

The redevelopment of Toronto's Regent Park public housing project has absorbed the best lessons from that city's St. Lawrence neighbourhood. Incorporating extensive consultation with residents, the troubled housing project will trans-



DAVID GORDON

### Expert Outlook

form into a mixed-income downtown neighbourhood.

The Town of Markham sets a good example of suburban planning combining strong ecological analysis with New Urbanism to protect natural features and achieve compact development. Neighbourhoods like Cornell have been praised as some of North America's best examples of greenfield New Urbanism. The homes have sold briskly; even with overall densities almost double that of the conventional 1980s suburb across the road.

Better transit and a suburban downtown are under way, but unfortunately, the social housing in the original plans was dropped in the 1990s.

Iqaluit's central area will soon be friendlier to pedestrians and snowmobiles, while reflecting Inuit culture with large stone carvings. And the "sustainable Arctic subdivision" in development will address suburban sprawl problems, which can even be found close to the Arctic Circle.

But if our students could only visit one Canadian project, I would take them to Montreal's Benny Farm. I recall playing with many kids in the courtyards of the rather plain complex in Notre Dame de Grace.

By the late 1990s, most families were gone and Benny Farm had deteriorated to the point that its owners proposed to demolish it and build condominium apartments. We will hear more about its plan, which includes affordable townhouses, co-operatives, condominium

apartments and a new residence for the elderly veterans.

A new health clinic and recreation centre will replace my family's apartment building, and greywater filtration beds and storm water storage will be tucked beneath my childhood playgrounds. With its many environmentally friendly features, Benny Farm was acclaimed as one of the world's most sustainable community designs in 2005.

### The redevelopment of Toronto's Regent Park public housing project has absorbed the best lessons from that city's neighbourhood.

All these projects have been developed as public-private partnerships in the best meaning of the concept. The lands were publicly owned, and community groups worked with public agencies to prepare plans that incorporated sustainable development principles. This "triple bottom line" approach encourages social and environmental objectives, while also achieving economic targets. And the requests for proposals from private developers often included guidelines to require good urban design and encourage quality architecture. The strong public direction and open, competitive processes have pushed private developers into innovative solutions that often go beyond their regular products.

David Gordon, a professor in the School of Urban Planning (SURP), attended World Town Planning Day in Ottawa on Nov. 8. He is currently collaborating with former SURP director, Gerald Hodge, on the latest edition of the book *Planning Canadian Communities*, which will be published in March.



MATT MAKAUSKAS, L'OEUF ARCHITECTES

Benny Farm's many environmentally friendly features helped it to be acclaimed as one of the world's most sustainable community designs in 2005.

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## Experts address Canada's annual immigration target, constitutional reform, international adoption

### QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Oct. 17 – Nov. 6



Aiken



Axworthy



Brock



Craig



King



Salzmann

**Sharry Aiken** (Law) discusses Canada's annual immigration target in the *Globe and Mail* and *Toronto Star*. She also comments about Transport Canada's No-fly list in the *Globe and Mail* and a recent terror law ruling on OMNI-TV.

**Ariel Salzmann** (History) comments on Western cultural animosities in the *Globe and Mail*.

**Thomas Axworthy's** (Political Studies) opinion piece about constitutional reform appears in the *Globe and Mail*. He also discusses Canada's role in Afghanistan in the *Kingston Whig-Standard*.

**Tom Courchene** (Policy Studies) comments on Bob Rae's past as Ontario premier in the *Globe and Mail*.

**Vladimir Krstic** (Ceramics and Nanomaterials) comments on the potential market for nanometals in the *Globe and Mail*.

**Karen Dubinsky's** (History) expertise on international adoption is highlighted on [globeandmail.com](http://globeandmail.com).

**Samantha King** (Kinesiology and Health Studies) continues to receive coverage for her research about the corporatization of breast cancer fundraising, most recently in the *National Post* and *Hamilton Spectator*.

**Bruce Pardy's** (Law) opinion piece about Canada's rank in the WWF's environmental record appears in the *National Post*.

**Ken Wong** (Business) comments in the *National Post* on Wal-Mart's decision to explore the potential of offering financial services in Canada.

**John Meisel** (Political Studies) comments about the principles of political scientist, Leon Dion, in the *National Post*.

**David Layzell** (Biology) discusses bio oil as a major biofuel in the *Toronto Star*.

**Kathleen Lahey's** (Law) opinion piece about Finance Minister Jim Flaherty's Tax Fairness Plan appears in the *Toronto Star*. Her paper on income splitting for the Law Commission of Canada is also highlighted in the *Toronto Star*.

**Douglas Reid** (Business) comments in the *Toronto Star* on the justification for an air taxi service in Hamilton.

**Steve Harrison** (Mechanical Engineering) continues to comment on the price security of solar power, most recently in the *Ottawa Citizen*.

**Peggy Cunningham** (Business) discusses the importance of developing a strong corporate brand in the *Ottawa Citizen*.

**Kim Nossal** (Political Studies) comments about public support for troops in Afghanistan in the *Edmonton Journal*.

**Linda Campbell** (Environmental Studies) discusses the International Joint Commission's Great Lakes Water Quality Agreement in the *Kingston Whig-Standard*, *St. Catharines Standard* and *Peterborough Examiner*.

**Jason Laker** (Student Affairs) discusses the transition for students into post-secondary education in a *Canadian Press* story that appears in the *Kingston Whig-Standard*, *Prince George Citizen* and *Victoria Times Colonist*.

**Margaret Little** (Women's Studies) discusses Kingston's municipal election candidates' understanding of the issues in the *Kingston Whig-Standard*.

**Ken Wong** (Business) comments in the *Kingston Whig-Standard* on the credit extended to KEDCO to make Kingston more hospitable to business.

**Howard Coombs's** (History) role in the 90th anniversary ceremony to be held at Vimy Ridge in France next spring is featured in the *Kingston Whig-Standard*.

**Richard Oleschuk's** (Chemistry) grant to help study proteins and their functions is featured in the *Kingston Whig-Standard*.

**Kathy Brock** (Policy Studies) discusses the debating strategy of Kingston's mayoral candidates in the *Kingston Whig-Standard*.

**Wendy Craig** (Psychology) discusses bullying on CBC-TV's *NewsWorld*.

**Emeritus professor Ned Franks** (Political Studies) discusses behaviour during question period on CBC-TV.

**Nick Bala** (Law) discusses youth justice on *Global News-TV*.

**Vernon Quincy** (Psychology) appears on *Global-TV* to discuss issues of child pornography and forcible confinement.

**Adam Chippendale's** (Biology) research that suggests seeking out the most attractive mate may be unhealthy for offspring is featured on CKWS-TV and CHUM-Radio.

**Peter Hodson** (Biology) discusses risks to fish in the great lakes when toxins enter the water on CKWS-TV.

**John Smol** (Biology) speaks to the Harper government's Clean Air Act on CBC-Radio's *Ontario Today*.

**Janet Brooke** (Agnes Etherington) comments on CBC Radio's the Arts Tonight regarding cuts to the Museum Assistance Program.

### IN BRIEF

#### Race, identity and the law

Four Directions Aboriginal Student Centre's 8th-Annual Symposium, Race, Identity and the Law takes place Nov. 17 to 19 and features speakers from various backgrounds. Native leaders, academics, elders, community activists, dancers and drummers will convene at Lower Ban Righ Hall from Nov. 17 to 19 to discuss these issues with the broader university community.

All are welcome to participate. For details, contact Four Directions Aboriginal Student Centre Director Georgina Riel at [rielg@post.queensu.ca](mailto:rielg@post.queensu.ca) or ext. 77997 or symposium coordinator Heather Green at [hg4@post.queensu.ca](mailto:hg4@post.queensu.ca) or ext. 36970.

#### Seminar series open to all

The Four Directions Aboriginal Student Centre presents the latest in its new Brown Bag Seminar Series.

On Tuesday, Nov. 14, Grandmother Heather Sole and Four Directions Elder Barbara Hooper will discuss the Water Ceremony: its significance, responsibility and the responsibility of the women who care for the water. A short video will be shown. All are welcome.

#### MBA name change

The MBA for Science and Technology in the School of Business has undergone a name change to Queen's full-time MBA. The change, which is effective next year, reflects the fact that it no longer has a dedicated science and technology focus, and will focus on several differentiators. For details, see [www.business.queensu.ca/mba](http://www.business.queensu.ca/mba)

#### NAC concert sells out

The Performing Arts Box Office has sold the last ticket to its next concert, featuring Pinchas Zukerman and the National Arts Centre Orchestra at Grant Hall Nov. 25. Those interested in tickets to future concerts can visit [www.queensu.ca/pao](http://www.queensu.ca/pao), or the ticket office in the John Deutsch University Centre, or call 613-533-2558.

#### Big bucks for solar car

Queen's Solar Vehicle Team (QSVT) recently received \$10,000 in sponsorship funding from the Co-operators Group.

As a Gold-Level sponsor the company helps to fund the development of the solar vehicle and promotion of its educational programs such as SolarQuest, a model solar car challenge for middle and high-school students. QSVT is working on a successor to Ultraviolet, which will be ready for testing by May 2007.

That vehicle will compete in the World Solar Challenge in Australia in October 2007 and in the North American Solar Challenge in 2008.

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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

#### Special Advisor to the Principal

Greg Lessard has been appointed as special advisor to the Principal, effective Jan. 1, 2007. Dr. Lessard (BA, MA, Queen's; PhD, Laval) is a linguist in the Department of French Studies and cross-appointed to the School of Computing and the Language and Linguistics program. His primary areas of specialization include humanities computing, computational linguistics, the semantics and lexicology of French, and second language acquisition. He has worked in research teams and published in areas including, natural language generation and modelling, the computer-based analysis of second language French acquisition phenomena, the study of orality in Canadian French literature, computer-aided analysis of the novels of the French author Stendhal, and computational modelling and analysis of narrative topoi in French narrative texts from the period 1200-1800. His administrative experience includes stints as head of French Studies, associate dean in Arts and Science, and academic director of the International Study Centre at Herstmonceux Castle. In making this announcement, Principal Karen Hitchcock expresses her great appreciation to Les Monkman for his important contributions to the university and the Office of the Principal during his term in the position.

#### Acting head, Psychology

Richard Beninger has been appointed acting head of the Department of Psychology effective Jan. 1 to April 30, 2007. Beninger holds a BA from the University of Western Ontario, and MA and PhD degrees from McGill University. Following postdoctoral studies at UBC, he came to Queen's Psychology department in 1980 as an assistant professor. He now holds a joint appointment as professor of Psychology and Psychiatry in both faculties, Arts and Science and Health Sciences. His research focuses on the role of brain neurotransmitters in the control of behaviour in animal models and in human neuropsychiatric conditions.

#### New Faculty Appointments

Damian Redrearn, Department of Medicine, Faculty of Health Sciences (Oct. 1).

#### Awards and Grants

##### Queen's Human Rights Initiative Award

This award is given annually in recognition of initiatives that have made an outstanding contribution to the advancement of equality and human rights at Queen's. Past recipients include Queen's residence life peer educator programme on sex, intimacy and dating, reel out film festival, and HIV/HARS Regional Aids Kingston. The selection committee responsible for choosing recipients will consist of members of the human rights office advisory council.

Nominations will be judged on originality, positive impact on the university community, sustainability and broad community partnerships. Deadline: Nov. 27. Initiatives developed by Kingston community members will be considered, provided the initiatives directly benefited the Queen's community. For details and nomination forms, contact the Human Rights Office, 613-533-6886, [hrights@post.queensu.ca](mailto:hrights@post.queensu.ca)

### Committees

#### Headship search, Diagnostic Radiology

Karen Hitchcock, Queen's principal, Joseph de Mora, president and chief executive officer of Kingston General Hospital, Cathy Dunne, president and chief executive officer of Providence Continuing Care Centre and Hugh Graham, executive director of Hotel Dieu Hospital, have established a joint search committee to provide advice on the headship of the Department of Diagnostic Radiology and on the present state and future prospects of the department.

Members are Gregory Davies, Obstetrics and Gynaecology; Paul Fenton, Justin Flood (resident representative), Annette McCallum and Lynne Meilleur, Diagnostic Radiology; John Jeffrey, Obstetrics and Gynaecology/Faculty of Health Sciences; Peter O'Brien, Kingston General Hospital; Karen Pearson, Hotel Dieu Hospital; David Pichora, Department of Surgery and Hotel Dieu Hospital; Marcy Saxe-Braithwaite, Providence Continuing Care Centre; Steven Sylvester (student representative), Phil Thom, Hotel Dieu Hospital; David Zelt, Surgery; Peter Munt (Chair), Kingston General Hospital/Health Sciences; Gail Knutson (Secretary), Health Sciences.

Faculty, staff, students and other 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. Munt in c/o Gail Knutson, Macklem House, 18 Barrie Street, or by email to [gail.knutson@queensu.ca](mailto:gail.knutson@queensu.ca). Respondents should state whether their letters may be shown, in confidence, to the members of the search committee.

#### Research Integrity Committee

At the Secretary of the Senate's request, the Advisory Research Committee has formed the Research Integrity Committee to review and revise the Queen's Code of Research Ethics to ensure that it complies with related internal and external policies. It will encompass undergraduate and graduate students, postdoctoral fellows, faculty and emeritus faculty. The Code of Research Ethics can be accessed at [www.queensu.ca/secretariat/senate/policies/resethic.html](http://www.queensu.ca/secretariat/senate/policies/resethic.html) Those wishing to provide feedback should send comments to committee chair Susan Marlin, [susan.marlin@queensu.ca](mailto:susan.marlin@queensu.ca), or c/o Associate Director, Office of Research Services, Fleming Hall, Jemmett Wing, Room 301, Queen's. Deadline: Dec. 15. Details: [www.queensu.ca/vpr/policies/policies.html](http://www.queensu.ca/vpr/policies/policies.html).

Advisory committee, RMC Fuel Cell Research Centre (FCRC)

Dean of the Faculty of Applied Science Tom Harris has established a

committee to advise him on a proposal for the formal establishment of the Queen's-Royal Military College (RMC) fuel cell research centre. Members are: Katherine Creber, Chemistry and Chemical Engineering, Royal Military College of Canada; Martin Guay, Chemical Engineering; Il Min Kim, Electrical and Computer Engineering; Bernard Kueper, Civil Engineering (chair); Steve McKinnon, Mining Engineering; Keith Pilkey, Mechanical and Materials Engineering; Andrea Van Bruinessen, graduate student, Chemical Engineering; and Barbra Brousseau, Queen's-RMC FCRC (secretary). The centre is a multidisciplinary group of faculty, postdoctoral research fellows, graduate students, and research associates at Queen's and RMC committed to advancing scholarship and practice in fuel cell research. University community members are invited to submit their comments on the establishment of the centre to Barbra Brousseau by Nov. 24. To review the complete proposal, call 613-547-6700 ext. 101. Details: [www.fcrc.ca](http://www.fcrc.ca)

#### Advisory committee, Industrial Relations Centre

In accordance with Senate policy on Procedures Governing the Establishment, Reporting and Review of Research Centres, Institutes and Other Entities at Queen's University, Janice Deakin, dean of the School of Graduate Studies and Research, announces the membership of the advisory committee for the review of the Industrial Relations Centre: Charles Beach, Economics (Chair); David Gordon, Urban and Regional Planning; Shawna O'Grady, Business and Kim Philipps, Graduate Studies and Research.

University community members are invited to submit comments on the present state and future prospects of the centre to the chair, Dr. Charles Beach, c/o the School of Graduate Studies and Research, by Nov. 30. For more information on the centre, visit [www.industrial-relationscentre.com](http://www.industrial-relationscentre.com)

#### Advisory committee, Queen's Centre for International Relations

In accordance with Senate policy on Procedures Governing the Establishment, Reporting and Review of Research Centres, Institutes and Other Entities at Queen's University, Janice Deakin, dean of the School of Graduate Studies and Research, announces the membership of the advisory committee for the review of the Queen's Centre for International Relations: Beverly Lapham, Economics; David MacDonald, Development Studies; Malcolm Peat, Rehabilitation Therapy (Chair) and Kim Philipps, Graduate Studies and Research. University community members may submit comments on the present state and future prospects of the centre to committee chair, Dr. Malcolm Peat, c/o the School of Graduate Studies and Research, by Nov. 30, 2006. For more information, visit [www.queensu.ca/cir](http://www.queensu.ca/cir)

#### Nominations

Coordinator, Canadian Studies Program

Mireille Tremblay's appointment as the coordinator of the Canadian Studies Program, will end June 30, 2007. Nominations and self-nominations are invited for faculty members in the faculty of Arts and Science to serve as coordinator of

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the Canadian Studies Program. Send nominations to Dr. Jamey Carson, associate dean, Arts and Science, jc35@post.queensu.ca or F300 Mackintosh-Corry by Monday, Dec. 11.

Associate Dean,  
Undergraduate Medical Education

The School of Medicine in the Faculty of Health Sciences is searching for an individual to assume the role of Associate Dean, Undergraduate Medical Education, responsible for the MD program. The position would involve a time commitment of about two days per week. Duties include responsibility for the academic progress of medical students and for implementing academic decisions of the progress and promotions committee and ensuring compliance with the LCME standards of accreditation and oversight of the accreditation cycle. Review of applications and nominations will start after Nov. 20 and continue until the position is filled. Applications are to include a brief rationale expressing the interest in and aspirations for the position, a supporting letter from the head of department, and current curriculum vitae. Nominations are to include the reasons for supporting the candidate. For details on the position, visit [meds.queensu.ca/health\\_sciences](http://meds.queensu.ca/health_sciences) and click on "Applications Invited." Send submissions to Dr. Tomalty, c/o Ms. Christine Mandy, Faculty of Health Sciences Office, Macklem House, 18 Barrie St., Queen's University. Email submissions may be sent to Ms. Mandy at [mandyc@post.queensu.ca](mailto:mandyc@post.queensu.ca)

## 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 77791.

**Please accept our apologies for missing September milestones and congratulations to you all.**

**40 years:** Anthony Hanmore, PPS.

**35 years:** Sharon Lillis, Education; Deborah Stirton-Massey, History; Maaaja Sutak, Pharmacology and Toxicology.

**30 years:** Derek Redmond, Film Studies; Marcia Weese, Stauffer Library.

**25 years:** Jennine Ball, Economics; Susan Bedell, Arts and Science; Donald Coleman, ITS; Sheila Johnson, Documents Unit; Pamela Manders, Douglas Library; Leisa McDonald, Graduate Studies.

**20 years:** Bradley Amell, PPS; Mark Badham, Geological Sciences and Geological Engineering; Rodney Berndt, Applied Science; Edward Briceland, PPS; Cheryl Descent, Glaxo Wellcome CEC; Mark Duttie, PEC; Alba Garrah, NCIC; Linda Grant, VP (Operations and Finance); Nancy Leake, Law; Georgina Moore, University Secretariat; Elaine Savor, Archives; Peter Shaver, PPS; Robert Stiff, PEC.

**15 years:** Stephen Anderson, Queen's Quarterly; Nancy Dorrance, Marketing and Communications; William Forbes, Investment Services; Emilia Furmaniak-Kazmierczak, Biochemistry; Donald Kersey, Faculty of Education; Olivia Middleton, Circulation; Deborah Soroka, NCIC; Maxine Wilson, Civil Engineering.

**10 years:** George Boland, Business; Jill Hodgson, Economics; Neil McGrath, Printing Services; Martha McIntyre, Business; Elizabeth Miller-Hollingsworth, PPS; Harold Reid, Residences; Stuart Seabrook, Civil Engineering.

**Five years:** Stacy Bell, Mining Engineering; John Bond, Geography; Crystal Carr, NCIC; Marilyn Casselman, Residences; Janette Gray, Apartment and Housing; Heather Home, Archives; Charles Parkes, ITS; Cheryl Parsons-Sheldrake, HCDS; Sara Rushton, NCIC; Michelle Savoie, NCIC; Tulla Tulk, Education.

## 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. Details: [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.

## December holiday closing

Normal university operations for most (but not all) departments will close at 4:30 pm, Friday, Dec. 22; regular university operations resume on Tuesday, Jan. 2, 2007.

## December bank deposit pay dates

**Friday, Dec. 1**  
Deadline for changes to the December monthly payroll. This includes salary requisitions for monthly paid employees.

**Thursday, Dec. 14**  
Salary advice statements for monthly paid employees mailed to the departments.

**Monday, Dec. 18**  
Salary advice statements mailed.

**Tuesday, Dec. 19**  
Salary advice statements received in the departments.

**Wednesday, Dec. 20**  
Deadline for extreme emergency cases of monthly paid employee requests for salary advance. Contact Lynne Gaudet at 36460.

**Friday, Dec. 29**  
Pay date for monthly paid, casual employees. Salaries deposited to bank accounts will be available at the banks by 10 am.

## Notices

### Keep fit this winter

The Fitness and Lifestyle Centre offers Lifting Through Breakfast and Lunch introductory level sessions for women on Wednesdays and Fridays 7:20-8:00am or 1:10-1:50 pm. Cost for an eight-week program is \$130. A new program, Indoor Walk or Run Through Winter runs Tuesday and Thursday afternoons from 4:45-5:45 in the

Jock Harty Arena. The program will accommodate men and women at all fitness levels. Cost is \$90. Registration deadline for both programs is Nov. 15. All programs begin the week of Nov. 20. Details: 613-533-2821 or [4rw@post.queensu.ca](mailto:4rw@post.queensu.ca)

## PhD Examinations

**Monday, Nov. 6**  
**Hisham Naser Abdul Hussein**, department of Electrical & Computer Engineering. Adaptive Modulation and Predisortion Techniques for Nonlinear Fading Channels. Supervisor: M. Ibnkahla, 302 Walter Light, 11:00 am.

## Retirements

**Thursday, Nov. 23**  
**Janet Ryder**  
Janet Ryder, administrative assistant of the School of Nursing, is retiring at the end of November after 30 years of service at Queen's. Friends and colleagues are invited to "Drop In" between 2 and 4 pm at the University Club, to extend best wishes to Janet. Details: Lillian Cook, 613-533-2669.

**Thursday, Nov. 30**  
**Tom Morrow**  
Vice-Principal (Operations and Finance) Andrew Simpson invites you to a retirement reception to honour Associate Vice-Principal (Operations and Facilities) Tom Morrow, in Lower Ban Righ Hall, 4 to 6 pm. RSVP to Sheena Graham before Nov. 15, 613-533-2211 or [sgraham@post.queensu.ca](mailto:sgraham@post.queensu.ca)

## Volunteers

### Physical endurance assessment

Healthy volunteers (males aged 47-70 and females aged 58-78 yrs) are required to participate in assessments of physical endurance and strength function using standard field tests. Principal investigator: Cheryl King-VanVlack, Rehabilitation Therapy. Details: Irene, 613-539-8041 or Joanna, 613-531-8977.

## Volunteer translators needed

Queen's International Centre is looking for staff or faculty members who are fluent in any foreign language and would like to volunteer as translators for emergency calls as part of the emergency translator program. Details and registration: Cathy Lemmon, ext. 74650, [cathy.lemmon@queensu.ca](mailto:cathy.lemmon@queensu.ca) or Sandra Jeffers, ext. 78434 or [sandra.jeffers@queensu.ca](mailto:sandra.jeffers@queensu.ca).

## Testosterone biological variation study

The division of clinical chemistry and centre for advanced urological research at Kingston General Hospital and Queen's University are recruiting male volunteers aged 50-80 years to participate in a research study looking at the importance of day-to-day fluctuations in testosterone concentrations in healthy men. For more information please phone 613-548-2424. Your confidential call will be returned as soon as possible.

## Male volunteers needed

A study by researchers from the department of Urology at Queen's/KGH for the treatment of premature ejaculation needs volunteers affected by this condition and who are interested in a possible solution under investigation. Details: Centre for Advanced Urological Research, 613-549-6666 ext. 2860.

## NEWS and MEDIA SERVICES

To inform us of your latest research findings or upcoming journal publications, call News and Media Services Writer Nancy Dorrance, 613-533-2869, or Communications Officer Lorinda Peterson, 613-533-3234.

Website development & redesign for University Departments, Research Centers & Labs



NICOLE RICHARDSON, PH.D.  
[richards@post.queensu.ca](mailto:richards@post.queensu.ca)

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## Calendar

### Art

The Agnes Etherington Art Centre

Corner of University Avenue and Bader Lane. Extended hours to 9 pm on Thursdays. Free parking on campus after 5 pm. Free admission on Thursdays.

#### Events

**Nov. 16:** Free highlights tour: guided tour of current exhibitions. 12:15 pm. Nov. 16, 23, 30: ArtBites. Informal series led by Pat Sullivan, Public Programs Officer, with occasional guest speakers. Discussion, followed by refreshments, 7 pm - 8 pm. Space is limited. To register call 613-533-2190.

**Nov. 17:** Herman Roodenburg, Meertens Instituut, Amsterdam. Civility and Passion in the Dutch Golden Age, Etherington Hall, Auditorium 5-6 pm. Contact David de Witt at 613-533-6000, ext. 75100 or 3dad5@post.queensu.ca.

**Nov. 17 - 18:** Symposium. The Motions of the Mind: Representing the Passions in Netherlandish Art of the 17th Century. Registration, David de Witt, 613-533-6000, ext. 75100 or 3dad5@post.queensu.ca.

**Nov. 18:** Remembering Rembrandt: A Dinner in Honour of Rembrandt. Tribute, fundraiser and Dutch themed gala dinner hosted by the advisory board and the Gallery Association. Tickets \$150 each. Details: Annabel Hanson 613-533-6000, ext. 77049 or hansonan@post.queensu.ca.

**Nov. 26:** Cosmic Mobiles. Suitable for children age 6 and older with adult accompaniment. 1:30 pm or 3 pm. Free with admission. Limited space. Call 613-533-2190 to reserve.

#### Exhibitions

Etherington House, A Legacy, to Dec 10. Contemporary Feature Gallery, Neutrinos They Are Very Small to Dec. 10. Davies Foundation Gallery, Bright Particular Stars: The Theatre Portraits of Grant MacDonald (1909-1987), to Jan. 14, 2007. The Bader Gallery, Wrought Emotions: European Paintings from the Permanent Collection to Jan. 26, 2007. Frances K. Smith Gallery, Persistent

Forms: British Drawings and Prints 1900-1950, to Mar. 11, 2007. R. Fraser Elliott Gallery, Mister Man, to Apr. 8, 2007. Historical Feature Gallery, Black Suites: Includes Jean-Paul Riopelle, Graham Coughtry, Robert Van de Peer, Dec. 17 to April 8, 2007. African Gallery, The Art of Mali to Aug. 8, 2007. Historical Feature and Samuel J. Zacks Galleries, An Artist after All: Daniel Fowler in Canada to Dec. 3, 2007. www.aec.ca

#### Union Gallery

First floor, Stauffer Library, Corner of Union and University. union-gallery.queensu.ca

#### Events

Nov. 11: Reception in honour of Kate Shocrylas and Melanie Lourenco. In the gallery, 6-8 pm.

#### Exhibitions

The Spaces Between. Fourth year students, Kate Shocrylas and Melanie Lourenco. To Nov. 28. uniongallery.queensu.ca

#### The Studio

B 144 Duncan McArthur, Faculty of Education, corner of Sir John A. Macdonald Boulevard and Union Street.

#### Jordan Library

Once Upon a Time - an exhibition of artist's books by Lise Melhorn-Boe, Artist-in-Residence. Seminar Room W.D. Jordan Special Collections and Music Library. Douglas Library to Thursday, Dec. 21. Presented by the Department of Women's Studies.

#### Film

Thursday, Nov. 16

#### Holocaust Education Week

Documentary: A Will to Dance. About a German soldier who falls in love with a concentration camp survivor. The creator of the film will be here to lead discussion and answer questions. Stirling B, 7 pm.

#### Cinema Kingston

Khalo Matabane, Conversations On A Sunday Afternoon. Matabane will conduct interviews prior to the event. Tickets \$8 at the door. Ether-

ington Auditorium, 94 Stuart St., 7 pm. Details: Lisa Visser, 613-453-4866, cinemak@post.queensu.ca, or www.film.queensu.ca/cinemakingston

### Theatre

Wednesday, Nov. 15 - Saturday, Nov. 18

#### Drama

The Good Woman of Setzuan by Bertolt Brecht, directed by Greg Wanless. Rotunda Theatre, 8 pm. Details: www.queensu.ca/drama or 613-533-2104. Matinee Nov. 18, 2 pm.

### Music

Friday, Nov. 24

#### Queen's Student Opera Company

Leonard Bernstein's Trouble in Tahiti, a one act opera in seven scenes, McLaughlin Hall, JDUC, 7pm. Tickets at the door - adults \$7, students \$5. www.qsoc.org

#### Queen's Symphony Orchestra

Directed by Gordon Craig. Featuring Mozart's Symphony No. 40 in G minor and Elgar's Enigma Variations. Tickets at the door, - adults \$6, students and seniors \$3. Grant Hall, 7:30 pm.

Saturday, Nov. 25

#### Queen's Performing Arts

Pinchas Zukerman and the NAC Orchestra performing Mozart's Violin Concerto No. 3 and Haydn's Symphony No. 99. Grant Hall, 8 pm. Event has sold out.

### Departmental Seminar Schedules

#### Ban Righ Centre

www.queensu.ca/dsao/ind/banrigh/events.htm

#### Biochemistry

meds.queensu.ca/biochem/index.php/seminar\_series

#### Biology

biology.queensu.ca/seminars/dss.html

#### Business

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

#### Cancer Research Institute

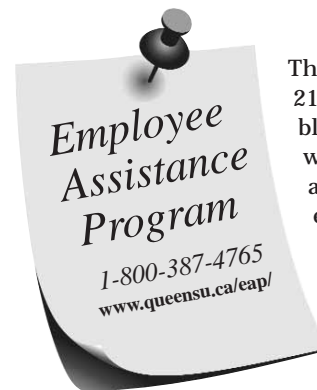
meds.queensu.ca/qcri/calendar/index.php

#### Centre for Neuroscience Studies

queensu.ca/neurosci/seminar.html

## A Footnote on Health

Getting the Most out of Your Career



The fast-paced work world of the 21st century can sometimes resemble a "rat race" rather than a place where one feels satisfied, secure and fulfilled. Fortunately, there are effective ways for the today's employee to minimize the negative aspects of work life, and engage in effective career management for a more satisfying experience at work.

Successful career management is a life-long process. It means taking charge of your career growth and direction. It involves actively learning about yourself, exploring all of your options, setting goals and developing yourself - and many aspects of your life, beyond the strictly professional - in a structured, organized way.

Signs that career management may benefit you:

**1. Stilted perspective.** Trivial matters can occasionally take on huge proportions in the workplace. A sign of stilted perception is overt sensitivity to criticism and routine feedback. If you find yourself irritable and resentful over small matters, it's likely time to enrich your career.

**2. Procrastination:** Do you find yourself procrastinating more at work? Are projects taking you more and more time to complete? If you need a "kick-start" each day, it could be that you've been feeding off your own energy for too long, and could benefit from a setting in which you have more interaction with others.

**3. Lower energy:** If it takes longer to roll out of bed and make the daily commute to work in the morning, and if you often feel tired during the day, the stagnancy of your job may be taking its toll.

**4. Poor concentration:** Workers who are isolated and experiencing job stagnancy are easily distracted and often have a hard time sticking to one task. If you're not making headway on projects or if you frequently start and stop work, it might be time to take steps towards better career management.

If you recognize any of these indicators in yourself, you may want to consider taking some action. Contacting your EAP is one source of help and only a call away.

*The Queen's Employee Assistance Program (EAP) is a confidential off-site program available to faculty and staff.*

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## 2006 Excellence in Research Public Lectures

Tuesday, November 21 at 7pm  
Stirling Hall, Auditorium B, Bader Lane

**PROFESSOR NICHOLAS BALA**  
Faculty of Law  
*The Competence of Child Witnesses:  
Psychological Research Informing Law Reform in Canada*

**DR. STAN BROWN**  
Department of Chemistry  
*Decomposing Pesticides and Chemical Warfare Agents:  
The Good, the Bad and the (Really) Ugly*

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These lectures are associated with the awards of the 2006 Queen's University Prizes for Excellence in Research.

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

**Computing**  
www.cs.queensu.ca/seminars/

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

**Environmental Studies**  
biology.queensu.ca/~talkensc

**GeoEngineering Centre at Queen's - RMC**  
www.geoeng.ca

**Geography**  
geog.queensu.ca/seminars.html

**Human Mobility Research Centre**  
www.hmrc.ca

**Law**  
law.queensu.ca/Visitors/index.php

**Microbiology and Immunology**  
microimm.queensu.ca/events/  
seminar2006.html

**Pharmacology/Toxicology**  
meds.queensu.ca/medicine/pharm/

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

**Policy Studies**  
www.queensu.ca/sps/calendar/  
week.htm

**Physics, Astronomy, and Engineering Physics**  
physics.queensu.ca

**Public Lectures**

Tuesday, Nov. 14

**Computational Science and Engineering**  
Gilbert Brunet, Environment Canada. Numerical Weather Prediction R&D in Canada: past, present and future. 303 Goodes, 2:30 pm.

**Women's Studies/Jordan Library**  
Lise Melhorn-Boe, Artist-in-Residence. Once Upon a Time, an exhibition of artist's books. Slide Lecture, Graham George. W.D.

Jordan Special Collections and Music Library, Douglas Library, 7 pm. Refreshments to follow. Presented by Women's Studies. Exhibit runs to Dec. 21.

Wednesday, Nov. 15

**Philosophy**  
Harvey Brown (Oxford). Einstein and Time. 517 Watson, 4:30 pm

**Education**  
Cam Collyer, Evergreen Foundation. Learning Grounds: The Case for Naturalized Green Space at our Schools. McArthur Hall Auditorium, 3 pm.

**Holocaust Education Week**  
Bronka Krygier, Holocaust survivor, discussing her experience. Stirling B, 6 pm. An exhibit takes place in the John Deutsch University Centre Nov. 13 - 15.

Monday, Nov. 20

**Law**  
Antony Duff, Philosophy, University of Stirling. Why criminal law? The significance of criminal trials. 515 Macdonald, 1pm.

Tuesday, Nov. 21

**2006 Excellence in Research Public Lectures**  
Nicholas Bala, Law. The Competence of Child Witnesses: Psychological Research Informing Law Reform in Canada. Stan Brown, Chemistry. Decomposing Pesticides and Chemical Warfare Agents: The Good, the Bad and the (Really) Ugly. Stirling Hall, Auditorium B, Bader Lane, 7 pm.

Wednesday, Nov. 22

**Dunning Trust Lecture**  
Elie Wiesel, Nobel Laureate,

Holocaust survivor. Against Indifference, Stauffer Library Atrium, 7:30 pm. Free tickets required for admission, available as of Nov. 13, 9 am, Performing Arts Box Office, JDUC. Limit four per person.

Thursday, Nov. 23

**Philosophy**  
Anthony Duff (Stirling). Strict Liability and Strict Responsibility. 517 Watson, 4:30 pm

Wednesday, Nov. 29

**Robert Sutherland Visitorship**  
Afua Cooper, sociologist, historian and poet. Acts of Rebellions: Slave Women and Men Engage Slavery in Upper Canada. McLaughlin Room, John Deutsch University Centre, 7 pm. Reception and book signing to follow. Details: Robert Burge, 613-533-6000 ext. 78775 or visit: www.queensu.ca/jduc/rsv.html.

**Notices**

**The Italian Club**  
Free weekly meetings, Thursdays, 3rd floor of the Grad Club, 5:30-6:30 pm. Discussions and presentations on Italian topics. Everyone who wants to improve or practice their Italian is welcome. Sponsored by the Spanish and Italian Department.

**Special Events**

Wednesday, Nov. 15

**School of Urban and Regional Planning**  
Open House 12 - 2 pm. Everyone Welcome. 554 Policy Studies Building. Details: Jo-Anne Rudachuk, 613-533-6000, ext. 77057.

**GIS Day**  
Geographic Information System open house, E223 Mackintosh-

Corry. Speakers, map gallery, vendors, refreshments, and door prizes. 11am - 2:30 pm. Details: Susan Greaves, 613-533-6952 or greaves@post.queensu.ca. library.queensu.ca/webdoc/maps/gisday/gisday2006.htm

Monday, Nov. 27

**10th Annual A.A. Travill Debate**  
This House Believes That a Devastating Influenza Pandemic is Imminent. Dick Zoutman and Mohammad Zarrabian vs. Richard Schabas and Aaron Drucker. Etherington Hall Auditorium, 5:30 pm. Reception to follow at the University Club.

Wednesday, Nov 29

**Holiday craft fair**  
Local artisans, artists and craftspeople. Biosciences atrium. Daily to Dec. 1. Presented by Art Conservation.

Thursday, Dec. 7

**Pension plan AGM**  
The annual meeting of the Queen's Pension Plan, Dunning Hall Auditorium, 1:30 pm. All plan members, including retirees, are invited to attend. Details: Pensions and Benefits Unit of Human Resources, ext. 36414.

**Submission Information**  
Calendar lecture/colloquia items should be submitted in the following format: *Date, department, speaker, affiliation. Title, location, time.*  
The next Gazette deadline is at noon Monday Nov. 20. For news and information between issues of the Gazette, visit www.queensu.ca/newscentre.

## HELP LINES

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

Human Rights Office  
533-6886  
Irene Bujara, Director

Sexual Harassment  
Complainant Advisors  
Margot Coulter, Coordinator  
533-6629

Chuck Vetere - Student Counselling  
533-2893 ext. 77978

Anti-Racism Complainant Advisors  
Stephanie Simpson, Coordinator  
533-6886

Audrey Kobayashi - Geography,  
533-3035

Anti-Heterosexism/Transphobia  
Complainant Advisors  
Julie Darke, Coordinator  
533-6886

Eleanor MacDonald, Politics  
533-6631

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

Sexual Harassment  
Respondent Advisors  
Paul Banfield - Archives  
533-6000 ext. 74460

Greg Wanless - Drama  
533-6000 ext. 74330

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

Internal Dispute Resolution  
SGPS Student Advisor Program  
533-3169

University Dispute Resolution  
Advisors - Students

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

University Grievance  
Advisors - Staff

Janet Cowperthwaite  
University Secretariat  
533-6000 ext. 77927

Bob Burge - JDUC  
533-6000 ext. 78775

Gary Racine - Telecommunications  
533-3037

Freedom of Information and  
Protection of Privacy  
Diane Kelly, Access and Privacy  
Coordinator  
613 533-2211

Employee Assistance Program  
1 800 387-4765

University Chaplain  
Brian Yealland  
533-2186

Rector  
Johsa Manzanilla  
533-2733

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



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Nov 30 - vs Florida Panthers	Feb 14 - vs Florida Panthers
Dec 2 - vs Tampa Bay Lightning	Feb 24 - vs Buffalo Sabres
Dec 19 - vs Boston Bruins	Feb 28 - vs Carolina Hurricanes
Dec 29 - vs New York Rangers	Mar 15 - vs New York Islanders
Jan 3 - vs Buffalo Sabres	Mar 27 - vs Boston Bruins
Jan 9 - vs Boston Bruins	Apr 5 - vs Pittsburgh Penguins
Jan 16 - vs Washington Capitals	

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**DAY & MULTI-DAY GETAWAYS**


Nov 25, 27, 28	DOWNTOWN TORONTO or	\$45
29, 30, Dec 1, 3	EATON CENTRE Shopping	
Nov 25, 27, 28,	One of a Kind Christmas Craft	\$59
29, 30, Dec 1, 3	Show and Sale	
Dec 1	CHRISTMAS SHOPPING: Vaughan Mills Mega Mall	\$45
Dec 3	"WICKED" The Hit Broadway Musical on Tour	\$175
Dec 8	CHRISTMAS SHOPPING: IKEA or Rideau Centre	\$40
Dec 16	RADIO CITY ROCKETTES "CHRISTMAS SPECTACULAR"	\$165
Dec 27	DISNEY ON ICE "Mickey & Minnie's Magical Journey"	\$79/\$69
Dec 29-Jan 1	New York City! Times Square at New Year's Eve	\$595
Dec 30	"ALADDIN" The Magical Family Musical at the NAC	\$99
Jan 21	RAIN: The Beatle Experience	\$125
Feb 22	The Hills are Alive with THE VON TRAPP Children	\$149
Mar 9-18	MyrtleBeach: MARCH BREAK	\$799
Mar 10	"ANNIE" the Musical	\$149
Mar 12-15	NEW YORK CITY: March Break	\$575
Mar 17	"HAIRSPRAY" The hit Broadway Musical	\$149
Apr 6-9	NEW YORK CITY at Easter!	\$575
Apr 14 & 25	PHANTOM OF THE OPERA	\$149


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Kingston, ON K7P 2W8  
613-384-5500

Not intended to solicit homes currently listed.

# Signatures

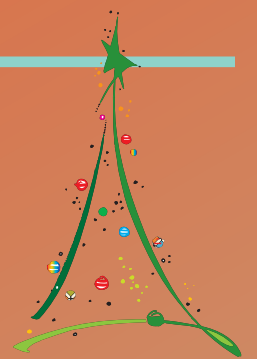
*your on-campus salon*

JDUC  
 100 Clergy St. W.  
 Kingston, ON K7L 3N6  
 613-544-9022  
 www.queens-salon.com

We're more than just hair - offering aesthetics ... massage ... gel nails ... tanning ...

**WOW!**  
 Over \$200 value  
 for only \$50

- ➔ **Package Deal Includes:**
- Shampoo & Style - Manicure - Pedicure
  - Relaxation Massage - Facial
  - Men's Clipper Shave
  - Eyebrow/Lip Wax - Gel Nails



Stop by *Signatures* to purchase your package today!  
 (while quantities last)

*Great for holiday gifts or treat yourself!*



*Let us help with your holiday shopping:*

- Gift baskets - under \$10, under \$20 . . . under \$100 . . . or make your own
- Gift certificates

*Relatives in town?*

Schedule an appointment for a shampoo & style



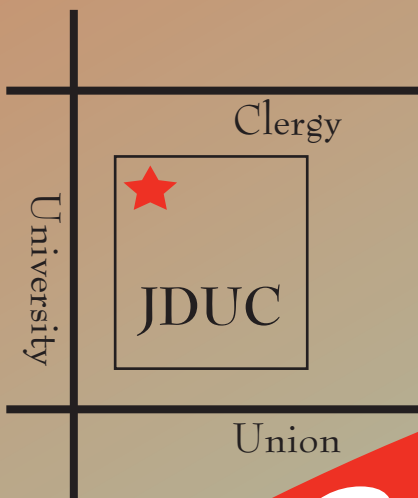
*We offer the ultimate in individual styling and services.*



*Pamper yourself with the personal touch at Signatures.*



**Tanning Packages**  
 10 for \$30



*We're open*

Sunday	11:00 a.m. - 4:00 p.m.
Monday to Friday	9:00 a.m. - 9:00 p.m.
Saturday	9:00 a.m. - 6:00 p.m.

**Signatures**  
*hair, aesthetics & tanning* 613-544-9022