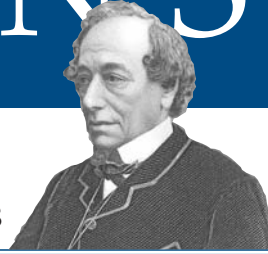




QUEEN'S GAZETTE

New life for Disraeli project P8



Remembering Agnes Benidickson P9



A budget for challenging times

By CELIA RUSSELL

Pension plan contributions, uncertainty about government funding and ever-present inflationary pressures are the most significant challenges to the university's financial picture, Queen's Board of Trustees learned as they approved a \$335.7 million budget May 5.

The 2007-08 operating budget specifically delineates funding for new obligations and commitments arising directly from the

university's new strategic plan, Engaging the World. It includes an increase of \$15.5 million in revenue over last year's budget.

Although university officials welcomed an 11th-hour injection of \$12 million of unrestricted funding from the provincial government on the last day of the fiscal year, they caution that it is not a cure-all for current budget challenges.

"It's a one-off," Vice-Principal (Operations and Finance)

Andrew Simpson told board members. "It looks good, but it could be better."

The federal government has also contributed \$12 million in support of post-secondary education to Queen's, part of \$390 million it gave to Ontario in 2006-07. Queen's has set aside \$6 million of this funding to bridge the university budget to 2008-09 when the federal government has said it plans to address the fiscal imbalance issue.

To support the goals articulated in the strategic plan, the budget provides for:

- An \$11.5-million increase (5.2 per cent) in funding for salary and benefits for faculty and staff;

- An \$8.5 million allocation to faculties and departments to support strategic initiatives in graduate expansion, academic programs, faculty renewal, program quality enhancements and research support;

- A \$1.5-million increase (4.4 per cent) for graduate and undergraduate student assistance.

The budget assumes that all previous funding commitments will be honoured and that the provincial government's "Reaching Higher" plan will move forward as announced, with 2006-07 funding being committed to base in 2007-08.

"A tremendous amount of work has been done by all the portfolios to connect back to the

See BUDGET: Page 2

THE TRANSFORMATION OF UNIVERSITY AVENUE



CELIA RUSSELL

It is going to look worse before it looks better. Work continues on the revitalization of University Avenue, which is now closed to vehicles between Union and Stuart Streets. Landscaping and planting will continue from building face to building face throughout the fall. Grass planting will take place in the spring of 2008.

Communications take priority during campus revitalization

With all the activity on campus these days, Queen's is making special efforts to ensure the university and surrounding communities are kept informed of developments.

For example, a new Queen's Campus Revitalization News newsletter will be dropped off periodically to neighbours to keep them apprised of issues related to construction, project time lines, roads closures and

other matters of relevance to those nearby.

Information on road closures is linked from the Queen's homepage at www.queensu.ca. Specific information about each of the

See CONSTRUCTION: Page 5

Diversity and growth

QUEEN'S COMMUNITY MUST MOVE OUT OF ITS COMFORT ZONE TO DEVELOP CULTURE OF DIVERSITY, DEAN SAYS

By KAY LANGMUIR

The Queen's community must push beyond its familiar comforts and traditions to develop the culture of diversity needed for optimal individual and intellectual growth, says Associate Vice-Principal and Dean of Student Affairs Jason Laker.

"Diversity causes cognitive growth. It causes you to learn," he told members at the 132nd annual meeting of University Council May 4.

He was one of six panelists who addressed council on diversity issues at a theme session entitled Engaging a Diverse World: The Student Experience at Queen's. University Registrar JoAnne Brady, Centre for Teaching and Learning Director Joy Mighty and Queen's University International Centre Assistant Director Susan Anderson also participated.

In its strategic plan, Queen's is committed to promoting diversity and equity among students, faculty and staff as a means of enriching the learning environment and preparing students for positive roles in the wider world.

But diversity is far broader than some of its more commonly identified parameters of gender, race, and physical ability, said Dr. Mighty.

She listed 17 dimensions of diversity, including everything from learning styles and political outlook, to family makeup, sexual orientation, marital status and socio-economic background.

When dominant groups fail to critically examine the extent of their privileges, diversity stagnates and alienation grows,

said Dr. Mighty.

"We have a professional and ethical responsibility to ensure that no student is excluded on account of social identity," she said.

An academic community usually increases diversity via three Big Cs – content (curricula), conduct (learning processes), and context (creating a safe and welcoming learning environment), said Dr. Mighty.

To enhance diversity, course content should be evaluated for cultural bias, inclusions selected on merit not preference, and more electives offered, she said.

As an example of how content can encourage diversity, Dr. Mighty cited an integrative science course currently offered at the University of Cape Breton, in which a science professor co-teaches with a Mi'kmaq elder, who elucidates native use of scientific knowledge of the natural world, for example, animal behavior and migration.

Aboriginal enrolment at the university has increased substantially since the course was introduced, she said.

Many Ontario universities also have integrated learning programs in which students undertake community service and gain experience working with various groups of people. The Centre for Teaching and Learning is currently working toward establishing such a program, said Dr. Mighty.

See DIVERSITY: Page 16

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For news updates visit us online @ www.queensu.ca/newscentre

Queen's News Centre

Budget

continued from page 1

strategic plan in their budgets," said Mr. Simpson, noting that the initiatives outlined in the budget document referred to the goal numbers only.

Over the next few months, his office expects to develop an operating plan that would summarize the goals in relation to the initiatives, but he said it would have been difficult to address them all in detail in the final budget document.

For example, diversity initiatives are visible in the Vice-Principal (Academic)'s budget line. One such detail is funding for a position dedicated to enhancing diversity in the curriculum and in the recruitment and hiring of

faculty, along with a student research position.

To address growing concerns about energy consumption and the environment, and to enable a permanent focus on the area, the university plans to establish a sustainability office within Physical Plant Services (PPS) to be operational in the 2007-08 fiscal year. Many sustainability initiatives have already been implemented over the past several years. However, a greater focus on the future and the environment needs to be in place for all activities undertaken by and at the university, the budget report states.

The university has also appointed an energy engineer to

develop an energy plan for campus, including monitoring energy use and proposing retrofits as required. Two PPS staff members are LEED (Leadership in Energy and Environmental Design) accredited and will provide additional advice on energy efficiency and sustainability.

Other strategic initiatives to be funded include:

- Attraction and retention of faculty, with plans to recruit about 47 members (17 new and 30 replacement positions);
- Increase in graduate student funding and support graduate program expansion;
- Attraction and retention of staff, recruiting in key areas in

support of Queen's mission and strategy;

- Investment in international initiatives;
- Enhancement of the broader learning environment through allocations to the Library, IT Services and the Agnes Etherington Art Centre;
- Support for the research function;
- Facilities renewal, deferred maintenance and capital project funding.

"The overall goal to increase quality and increase faculty is there; the rate of change, however, is a little slower than we would like," said Principal Karen Hitchcock.

In addition, there continues to be an absence of government funding that recognizes the ongoing inflationary pressures facing higher education. Salary and benefits have increased \$11.5 million over last year's budget, and represent 69 per cent of the total budget. Consequently, operating budgets across the university have faced four-per-cent reductions to redirect funds to meet the university's strategic priorities.

Areas of uncertainty include the volatility in natural gas and fuel oil prices, which makes it challenging to set and manage the utility budget.

And the health of the university's pension plan continues to be a serious concern as people continue to live longer post-retirement, Mr. Simpson said.

Actuarial valuation results on the Queen's pension plan will require a significant increase over the amount provided in the current budget. These will be phased into the ongoing operational budget over three years, with the university's short- and potentially long-term investments funding this obligation.

"The world has moved on in the last 15 or 20 years since plans like this were first established," said board Chair Bill Young. "We want to bring our own practices up to 21st-century standards."

He and Principal Hitchcock plan to establish a working group to study the issue. Discussions with employee groups will also continue, said Mr. Young, adding that this will be "an open process, not a back-room process."

"A tremendous amount of work has been done by all the portfolios to connect back to the strategic plan in their budgets."

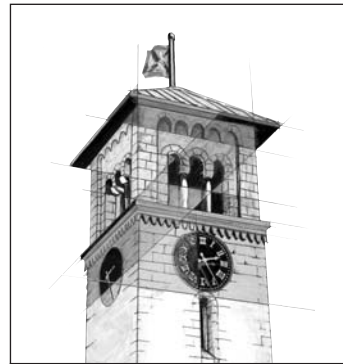
Andrew Simpson

"This is a soft-landing approach," said Mr. Simpson. "We are not putting our heads in the sand, but we also do not want to negatively impact departmental and university budgets."

Fundraising also continues to be critical, especially in the areas of student assistance and capital improvements. Unrestricted donations amount to only 1.4 per cent of total operating revenue and are not sufficient to resolve budget issues.

As required by board policy, the budget is balanced. It addresses the university's core activities and support services, which are funded primarily by government grants and tuition fees.

www.queensu.ca/fins



QUEEN'S GAZETTE

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SCHEDULE

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Noon editorial deadline: **June 11**

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All advertising is subject to the Publisher's approval. The Publisher reserves the right to revise, reject, discontinue or omit any advertisement, or to cancel any advertising contract, for reasons satisfactory to the Publisher without notice and without any claim for penalty.

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The Publisher will not knowingly publish any advertisement which violates the University's internal policies, equity/human rights policies or code of conduct. Further, the Publisher will not publish any advertisement which contravenes the best interests of the University directly or indirectly.

Table 1
Summary of Changes to Revenue, Expenditure and Allocations 2007-08 over 2006-07

Revenue Changes		(\$000)
Student Fees		4,027
Post Secondary Education funding from Canada Social Transfer	Note 1	6,000
Accessibility and per Student Funding		1,278
Quality Improvement Funding	Note 2	(419)
Provincial Funding for Growth (accessibility & targeted programs)		521
Investment Income		2,285
Other		1,830
Increase in Total Revenue		15,522
Expenditures and Allocation Changes		
Salary and Benefits (See Section 3.8)		11,454
Graduate Expansion and Research Support		2,655
Undergraduate and Professional Programs		1,675
Student Assistance		1,503
Reallocation Fund	Note 3	(6,941)
Cost recoveries and Other		35
Increase Expenditures and Allocations		10,381
Reinvestment in Academic and Support Programs		5,141
Increase in Total Expenditures		15,522

Note 1 Queen's received \$12 million of unrestricted funding at 2006-07 year end as a result of funds flowed from the federal government to the provincial government in support of post-secondary education in Ontario. This funding was unexpected and will be spent during 2007-08. The university will carry forward \$6 million of this funding for 2007-08 operations. The federal government plans to increase the Canada Social Transfer, beginning in 2008-09 to deal with the issue of "fiscal balance." If the increased CST flows under a normal shares approach, Queen's will benefit by approximately \$12 million, \$6 million of which will already be incorporated into the base budget.

The risks associated with this assumption include the ability of the federal government to have the proposed budget approved, the provincial government's willingness to flow the funds through to the post-secondary education sector and the likelihood of the normal shares method of distribution being followed.

Note 2 The university has assumed growth of \$1 million net of a known reduction of \$1.4 million in Quality Improvement Funds for 2007-08.

Note 3 The university takes four per cent of all units' base budgets for strategic reallocations.

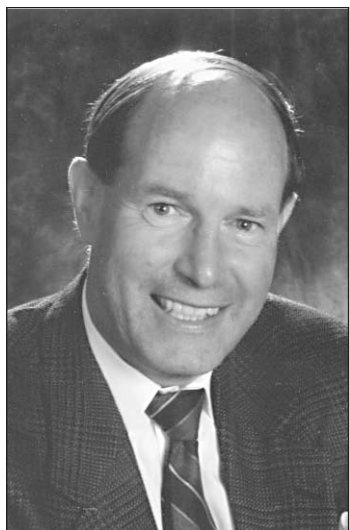
Table 2
Queen's University
2007-08 Operating Budget Revenue

	2007-08 \$ million	% of Total	2006-07 \$ million	% of Total
Provincial Government Grants	174.4	52.0%	167.1	52.2%
Federal Government Grants	8.7	2.6%	7.1	2.2%
Fees	109.3	32.6%	105.2	32.9%
Investment Income - unrestricted	18.1	5.4%	17.7	5.5%
Investment Income - restricted	20.4	6.1%	18.5	5.8%
All Other Revenue	4.8	1.4%	4.6	1.4%
	335.7	100.0%	320.2	100.0%

Table 3
Queen's University
2007-08 Operating Budget Expenditures

	2007-08 \$ million	% of Total	2006-07 \$ million	% of Total
Compensation	233.0	69.4%	221.5	69.2%
Utilities	15.5	4.6%	15.3	4.8%
Student Assistance	35.3	10.5%	33.8	10.6%
Academic Programs and Research Support	8.5	2.5%	9.1	2.8%
Other	43.4	12.9%	40.5	12.6%
	335.7	100.0%	320.2	100.0%

Bank of Canada Governor to join Board of Trustees



David Dodge

By CELIA RUSSELL

The Bank of Canada's loss is Queen's gain.

The Board of Trustees has appointed David Dodge, a Queen's alumnus and former professor in the Department of Economics, for a three-year term as a trustee, starting in September.

Dr. Dodge announced earlier this year that he will be stepping down as Governor of the Governor of the Bank of Canada after serving a seven-year term.

The board also recently appointed alumnus Ed Speal, president and CEO of BNP Paribas (Canada), for a three-year term, and Jerry del Messier, co-president of Barclays Capital, for a four-year term.

Those recently elected to the board are:

By the benefactors: Sarah Jane Dumbrille and Kathleen Ellen MacMillan, both acclaimed for another three-year term to 2010;

By the graduates: John Nesbitt and Andrew Pipe both elected for three-year terms;

By University Council: Bruce Mitchell and Innes van Nostrand both elected for three-year terms;

By the undergraduate students: Michael Ceci elected for a two-year term;

By the faculty: Ingrid Johnsrude elected for a four-year term;

By the staff: Robert Burge elected for a four-year term.

Other business from the May 5 meeting

Student contribution to Queen's Centre project: Trustees applauded as AMS President and Queen's Centre Student Working Group Chair Kingsley Chak presented Principal Karen Hitchcock with a cheque for \$1,023,820, the 2006-07 payment toward the students \$25.5-million contribution to the project. This brings the total paid so far to \$3.576 million.

More space needed: Arash Farzam-Kia, acting president of the Society of Graduate and Professional Students spoke of a lack of graduate student space both social and academic space on campus and his executive's willingness to work with the university to address the situation.

Vice-Principal (Advancement) search: Advertising for the position took place in March and April and the search committee will be examining a list of potential candidates for interviews this month, Dr. Hitchcock said. The committee expects to make a decision by late summer or early fall.

Annual giving: Queen's surpassed its annual giving goal of \$5.5 million by raising \$5.56 million, Dr. Hitchcock reported. She noted that philanthropic giving is even more important these days due to insufficient government funding.

The board approved:

• The operating budget for the 2007-08 fiscal year (see page 1)

Tuition fees for 2007-08 where applicable and for 2008-09. With the exception of the Master in Industrial Relations program, Year 1 Law, Urban and Regional Planning, Commerce and Rehabilitation Therapy (8 per cent), increases ranged between 3 and 5 per cent, with most set at 4 per cent.

• Residence fees for 2008-09 (ranging from \$5,658 for a room-only suite to \$10,108 for a single-plus first year, room and board, with increases ranging between 3.49 and 6.57 per cent)

• SGPS and AMS student activities fees for 2007-08.

For full details on tuition and other fees, see the report in the April 26 Senate agenda at www.queensu.ca/secretariat/senate

• The replacement of the university's administrative systems (Administrative Systems Evolution Project) to proceed with engaging vendors in the Request for Proposal process.

• An increase in the construction budget from \$15 to \$16 million for the Gordon Hall renovations, completed last spring, due to cost overruns. It was important to be transparent about this issue, Finance Chair George Anderson noted.

• Additional planning funds of \$200,000 for the Tett Centre Project.

• A naming dedication in the

Queen's Centre

• A one-time divestment of pension fund assets invested in (Category 1) companies doing business in Sudan, provided that in the opinion of the Pension Committee, such divestment will not have a significant impact on the investment return of the fund. The committee will review any further requests within the context of a broader policy position to be developed.

• An amendment that would allow pension plan members who work past normal retirement (full time to part time) without financial impact on their pension.

The board ratified:

• Revised terms of reference for the Helen and Arthur Stollery Professorship in Mining and Geological Engineering and the establishment of the Glaxo-SmithKline Chair in Health Policy.

www.queensu.ca/secretariat/trustees

Queen's Centre update

The noise level on campus will go up a few more notches – at least temporarily – when blasting on the Queen's Centre begins next month.

Excavation for the varsity pool, part of Phase 1 of the Queen's Centre project, is scheduled to take place in the first week of June, Associate Vice-Principal (Facilities) Ann Browne told the Board of Trustees May 5.

The university still needs to get several permits before the blasting can take place, she said. In addition, surveys of homes will take place before and after to monitor for possible damage, the likelihood of which is remote, given the experience of the company hired to do the work.

After the pool excavation is completed, the demolition of the Jock Harty Arena will follow to make way for the start of construction of the new home for the School of Kinesiology and Health Studies, at the corner of Union and Division streets. Work to reroute underground services from Clergy Street to Union Street will continue through the summer months.

Meanwhile, university officials are confident that the \$230-million project, the largest in the history of the university, will stay within budget. The university continues to trim construction costs wherever possible through value engineering, systematic exercise designed to realize savings by reducing the cost or improving function. The practice involves meticulously combing through specifications and plans searching for redundancies or areas where changes can be made

without sacrificing functionality.

For example, it has saved more than \$1 million on electrical requirements alone. The savings have been realized without sacrificing the integrity or style of the building. It has also saved about \$400,000 by using a more functional style of railing and \$300,000 by changing flooring materials. By using a lighter-weight model, the elevators in Phase 1 of the facility will now cost \$610,000 less than originally estimated.

Many of these savings can also be carried through to the next two phases of construction, Ms. Browne noted.

Other campus construction

The revitalization of University Avenue which began late last month is well on its way to meeting its time frames, said Ms. Browne. The renewal of Richardson Hall, rehabilitation of Fleming Hall, Stewart-Pollock wing are all in full swing, as is the infrastructure replacement project on Union Street between Division Street and University Avenue, Dan Burns, chair of the Campus Planning and Development Committee reported. Progress on a new underground parking garage to be built on the Queen's Centre site on Clergy Street behind the Physical Education Centre will also begin this summer.

"September could be very dusty," he noted.

The first round of design work has been completed for a west-wing extension to Goodes Hall, which houses the School of Business.

SENATE IN BRIEF

Notes from the April 26 meeting

Senator David Walker, Dean, Faculty of Health Sciences read a tribute to the late John A. Carmichael, Senator from 1990 to 1993 and a former member of the Department of Obstetrics and Gynecology.

Senate observed a moment of silence in remembrance of those killed and wounded in the April 16 tragedy at Virginia Tech.

Senate approved:

• Next steps for the draft student code. The draft "is the result of hard work and collaboration," said Wendy Griesdorf, chair of the Senate Committee on Non-Academic Discipline (SONAD) subcommittee examining the code. These are: Senate refers the draft student code to all the relevant constituencies for review and invites comment; written comments are submitted to Senate by Oct. 1; the subcommittee will review and summarize comments and report to Senate to form the basis of discussion for an informal session at the October Senate meeting (to enable free discussion of a complex issue

when no action is required). Depending on the outcome, SONAD will revise the draft code for Senate approval in January 2008 so that the new code will come into effect in September, 2008. The draft code is online at www.queensu.ca/secretariat/DraftCode/index.html

• Changing the name of the Department of Development Studies to the Department of Global Development Studies to end confusion that the department is connected to child development or rehabilitation therapy programs


• Changing the name of the Department of Film Studies to the Department of Film and Media, representing the evolution of the department's program of teaching, research and expertise

• The establishment of the GlaxoSmithKline Chair in Health Policy

• Senate dates for 2007-08: Sept. 20, Oct. 8, Nov. 15, Jan. 24, Feb. 28, March 27, April 24 and May 21.

• The election of new members (undergraduate, graduate students, faculty, staff and librarians) to Senate and other university committees. For the full list, see the April 26 agenda, at www.queensu.ca/secretariat/senate

BE AWARE!

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Call Queen's Emergency Status Line for up-to-date info about the status of operations at the university during an emergency.

BE PREPARED!

See Queen's new Pandemic Preparedness website at www.queensu.ca/pandemicpreparedness for up-to-date information about influenza pandemic planning and prevention practices.

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Dedicated volunteers, humanitarians among those receiving honorary degrees

Queen's University will pay tribute to some diverse and highly distinguished individuals at the 2007 spring convocation. These individuals have made their mark on a wide range of fronts, including law, philanthropy, the pioneering of technology, community services and international development.

Donald Cooper

Donald McAlpine Cooper, the retired financial vice-president of the Canada Life Assurance Company, is a highly esteemed leader in the investment industry and has an exceptional record of volunteer service.

He has worked in support of the Toronto Community Foundation, Toronto Atmospheric Fund, Wellesley Institute, the St. Christopher House Community Endowment, and the United Church Pension Fund, playing a central role in successfully managing investments that benefit many Canadian families. He has also served many years on the investment committee of Queen's Board of Trustees.

Mr. Cooper received a commerce degree from Queen's in 1958 and his CFA (Chartered Financial Analyst) in 1970. He joined the Investment Division of Canada Life Assurance Company as an investment analyst and assumed a variety of responsibilities in economic and financial analysis and portfolio management in Canadian and US Divisions. He retired in 1997 as Financial Vice-President.

He will receive an honorary LLD on Thursday, May 24 at 2:30 pm.

John de Chastelain

Renowned diplomat General John de Chastelain has had a distinguished military career, having held numerous assignments across Canada and overseas.

Born a British subject in Bucharest, Romania and educated at Fettes College in Scotland and Mount Royal College in Calgary, Mr. de Chastelain immigrated to Canada in 1955 and joined the Canadian Army (Militia) as a Private in the Calgary Highlanders. In 1956 he attended the Royal Military College of Canada in Kingston, graduating in 1960 with a Bachelor of Arts degree in History.

In January 1993, Mr. de Chastelain transferred to the Reserves and was appointed Canada's 18th ambassador to the United States of America. In January 1994 he was recalled to active duty and re-appointed Chief of the Defence Staff, a position he held until the end of December 1995. Since September 1997, he has chaired the Independent International Commission on Decommissioning in Northern Ireland, whose mandate is still ongoing. He is also currently a senior advisor on the Security Working Group of the University of Windsor's Jerusalem Old City Initiative.

He will receive an honorary LLD on Friday, May 25 at 9:30 am.

Faqir Kohli

A visionary and pioneer by nature, Faqir Chand Kohli is known as the Father of the Indian Software Industry.

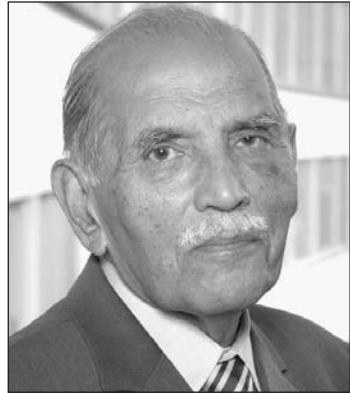
A graduate of Punjab University, Queen's and MIT, Dr. Kohli returned to India in 1951, where he joined Tata Electric Companies, becoming director in 1970. During this time, he introduced advanced engineering and management techniques for the



Donald Cooper



John de Chastelain



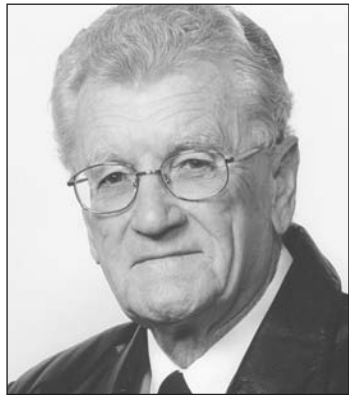
Faqir Kohli



Jack Chiang



James Jude Orbinski



Malcolm Peat



Isabel Bader



George Thomson

operation of power systems. In 1974, he was made the Director-in-Charge and in 1994 Deputy Chairman where he made immense contributions that helped to pioneer India's information technology.

Dr. Kohli saw IT as an instrument of national development. He has worked to advance engineering education at the undergraduate level to world standards to create a large pool of students for undertaking graduate studies and research. With IIT Bombay and Ministry of Information Technology he initiated the project to graduate 3000 Microelectronic engineers at the master's level.

He will receive an honorary DSc on Friday, May 25 at 2:30 pm.

Jack Chiang

An acclaimed photographer and vital contributor to the community through his extensive volunteer work, Jack Chiang was born in Canton, China and grew up as a refugee in Macau and Hong Kong.

He received his BA in French Literature from the National Taiwan University in Taipei, and his MA in Journalism from Marquette University in Milwaukee, Wisconsin.

Mr. Chiang has held various management jobs at the Kingston Whig-Standard and has been on assignment in many foreign countries - including Afghanistan, Pakistan, Romania, Djibouti, Ethiopia, the Caribbean Islands, the Amazon River in Brazil, France, Germany, Japan and Great Britain.

His pictures have appeared in every major newspaper and TV network in Canada, and in major foreign publications such as The New York Times, the International Herald Tribune, the Reader's Digest, the Chicago Tribune and The Moscow News.

He is the author of six highly-acclaimed books: *Celebrating Atlantic Canada*; *Celebrating Ontario*; *Jack Chiang's Kingston*; *Jack Chiang's Thousand Islands*; *Truth, Duty, Valour: Canada's Military Colleges* and *Images of Kingston*.

He will receive an honorary LLD on Thursday, May 31 at 9:30 am.

James Jude Orbinski

A passionate advocate for equitable access to health care and health care technologies, Dr. Orbinski is renowned for his commitment to medicine and humanitarianism.

After extensive field experience in Somalia, Afghanistan, Rwanda and Zaire with Médecins Sans Frontières/ Doctors Without Borders (MSF), Dr. Orbinski was elected International President of MSF from 1998 to 2001, and launched its global Access to Essential Medicines Campaign in 1999. In 1999 he accepted the Nobel Peace Prize awarded to MSF for its pioneering approach to medical humanitarianism.

From 2001 to 2004, he chaired MSF's Neglected Diseases Working Group, which created the Drugs for Neglected Diseases Initiative, a global not-for-profit initiative that develops drugs and other health technologies for diseases largely neglected by profit-driven research. In 2003, Dr. Orbinski joined St. Michael's Hospital as a research scientist and an associate professor of Medicine and Political Sciences at U of T in 2005. He is on a team of scholars that is developing a multidisciplinary PhD training program in Global Health.

He will receive an honorary LLD on Thursday, May 31 at 2:30 pm.

Malcolm Peat

Malcolm Peat has more than 35 years of experience in international development, education and research.

A graduate of the University of Manitoba and the Royal Infirmary in Glasgow, Scotland, he has held positions with the government of the United Kingdom and the World Health Organization and has extensive international experience in leading projects in university education in rehabilitation and community development, including countries in transition, developing countries, and those in conflict and post-conflict reconstruction.

At Queen's, Dr Peat was associate dean (rehabilitation) and director of the School of Rehabilitation Therapy from 1985 to 1997. Since 1991, he has also been the executive director of the

International Centre for the Advancement of Community Based Rehabilitation (ICACBR), Faculty of Health Sciences.

In 2004, Dr. Peat was recognized by the Canadian International Development Agency through the award Canadians Who Make a Difference and with a Queen's University Distinguished Service Award. In 2006, he received an Honorary Doctor of Medicine Degree from Riga Stradina University in Riga Latvia.

He will receive a DSc on Friday, June 1 at 9:30 am.

Isabel Bader

A distinguished patron of the arts known especially for her love of theatre and her philanthropic activism, Isabel Louise Bader graduated from Kirkland Lake Collegiate and Vocational Institute, where she won an Ontario Scholarship to Victoria University in Toronto. She graduated with an honours degree in history and foreign languages in 1949.

After graduation, she traveled from Québec City to Liverpool, England, where she accepted a position in the Bexhill Grammar School for Girls in Bexhill-on-Sea. She taught for 28 years and co-founded a drama school, the Thalia School of Elocution and Drama. She was particularly involved with making costumes for their productions and became a gifted costume designer.

In 1972, the Borough of Bexhill celebrated the 120th anniversary of the granting of land for the building of the local parish church with a costume exhibit. It proved so successful, it reopened the next year and led to the founding of the Bexhill Costume Museum, which has been open each year since, from Easter to the end of October.

She has generously supported an ambitious ongoing project at the Agnes Etherington Art Centre, aimed at updating storage conditions, conservation, and exhibition of its significant Collection of Canadian Dress. The centre is now preparing for a major exhibition and publication of about 30 costumes and related accessories from the collection

for presentation in the Art Centre's Historical Feature Gallery during its 50th anniversary this year, entitled *Beyond the Silhouette: Fashion and the Women of Historic Kingston*.

A renowned member of the Friends of Herstonceux Castle, she and her husband Alfred Bader have through their gifts to Queen's enriched the university's music offerings for students and supported plans for an innovative concert hall and arts campus initiative for Queen's and the larger community.

She will receive an honorary LLD on Friday, June 1 at 2:30 pm.

George Thomson

George Mahood Thomson, executive director of the National Judicial Institute, is an esteemed member of Canada's legal community and well known for his distinguished record of public service.

A graduate of Queen's and the University of California, he began his career as a law teacher at the University of Western Ontario. In 1972, he was appointed a judge of the Provincial Court in Kingston. He also taught at Queen's Faculty of Law.

In 1989, Mr. Thomson was appointed Deputy Minister of Citizenship for the Province of Ontario. He then served as Deputy Minister of Labour, before becoming Ontario's Deputy Attorney General in 1992.

From 1994 to 1998, he was the Deputy Minister of Justice and Deputy Attorney General for Canada. He then became a Skelton-Clark Fellow at Queen's and Special Advisor to the Minister of Justice.

In 2000, Mr. Thomson was appointed executive director of the National Judicial Institute. He is now its Senior Director-International and is involved in judicial reform projects in several countries, including China, the Philippines and Chile.

Over the past year, he chaired the Ontario Citizens' Assembly on Electoral Reform, an innovative exercise in deliberative democracy.

He will receive an honorary LLD on Friday, June 8 at 2:30 pm.

HANDS-ON LEARNING



STEPHEN WILD

Technological Education teacher candidates (from left) Jason Galloway, Lorne Ross Angus Cook and Joe Bumstead use a laptop computer to give a 3D impression of how a gas engine works, and how an engine is assembled from an empty block to a running model. Through hands-on demonstrations, the instructor gives students an actual feel for the combustion sequence. A red LED light at the top of the cylinder, indicating a spark, shows when ignition occurs during a firing sequence. This kit will be sent to Napanee and District Secondary School for training purposes. Their project was one of several featured during the recent Faculty of Education Technological Education Exposition Day.

Construction

continued from page 1

campus projects is also available by linking to Campus Revitalization from the homepage.

The university is taking steps to ensure calls coming into the main university phone number that relate specifically to campus revitalization are immediately redirected so that questions can be responded to promptly. This will be in place shortly.

Queen's Office of the Vice Principal (Operations and Finance) meets regularly with staff from other key areas to ensure special accommodations can be made where necessary. This includes addressing issues related to spring convocation, conference services and summer camps.

Physical Plant Services (PPSA) will also notify faculty, staff and students by email of issues related to construction adjacent to particular buildings, including notices about blasting activity.

When students return in September, they will be provided with specific information related to campus revitalization plans and ongoing construction developments.

"We want to take every possible opportunity to keep people informed about developments on campus," says Vice-Principal (Operations and Finance) Andrew Simpson.

"There is a lot going on and we recognize that there is some inconvenience to the campus community and to our neighbours.

"We truly appreciate the patience that people have shown and continue to show, and hope that the community will also share in the excitement of seeing our campus transformed to meet the needs of students."

Streets around the university are undergoing an intense amount of construction. The block behind the John Deutsch University Centre on Clergy Street is levelled and ready for excavation; underground electrical and sewer services are being installed under Union Street in front of the Physical Education Centre and crews are working to transform University Avenue into a more pedestrian-friendly street.

Dirt, debris envelop main campus

CONSTRUCTION UPDATE

With the end of classes and the departure of most undergraduates, construction on campus has ramped up into high gear.

Work on University Avenue and Union Street in the heart of Queen's campus continues to affect vehicle and pedestrian traffic.

University Avenue from Richardson Hall to Jeffrey Hall will be closed until Sept. 1. University Avenue north of Union Street to north of Clergy Street West will be closed June 4 to Aug. 31 as work on the University Avenue revitalization project continues.

Union Street west of Arch Street to west of Division Street will remain closed until May 18, to allow for re-routing of services for the Queen's Centre project. At the same time, Division Street south of Earl Street to Union Street and also Clergy Street West will be closed. Division Street south of Clergy Street to south of Earl Street will re-open on May 18.

Fifth Field Company Drive, which fronts the Campus Bookstore, will be closed to vehicle and pedestrian traffic until Friday, May 25. Arch Street should be used to access the Miller Hall parking lot. Due to work on underground infrastructure the road south of the Craine building leading to the Summerhill Circle

should not be used.

Union Street west of Division Street to east of University Avenue will be closed until May 25. The portion of Union Street in front of the John Deutsch University Centre ending west of University Avenue will remain closed until July 27.

Pedestrian access to buildings fronting Union Street and University Avenue will be maintained during construction and wheelchair access will be modified by temporary boardwalks where necessary.

For a map of pedestrian walkways for navigating the construction on University Avenue, visit the Physical Plant Services website at www.queensu.ca/pps

[/roadclose/uniaccess.pdf](#)

Arch Street and Bader Lane will remain open during the construction.

An online map on the PPS website will be updated regularly to keep the community informed about closed streets and access roads and how to navigate detour routes during the construction.

It will also provide updates and more details about construction on the Queen's Centre as it progresses.

The map links from the Queen's homepage at www.queensu.ca under Most Visited Sites and from Physical Plant Service's homepage at www.queensu.ca/pps/



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VIEWPOINT

BILL FITSELL



Changing colours needs careful study

It may be presumptive for one who has worn the red, blue and old gold of Lindsay Collegiate Institute, but never the three college colours of Queen's, to comment belatedly on Ken Cuthbertson's Viewpoint column, "Redux the Tricolour," (Queen's Gazette, Dec. 11, 2006).

Of course, such a move – to bring back the name and the distinctive red, gold and blue bands on varsity teamwear – demands long and careful study.

It is, nevertheless, fascinating for this sports history buff, who once tried to determine who first called the Tricolour teams "the Golden Gaels."

In a 1983 Kingston Whig-Standard People column, I credited late colleague Cliff Bowering with first coining the alliterative title for Queen's football team. Only in doing further research this spring, did I discover that Whig-Standard reporter Bill Lemmon had applied the Golden Gaels' sobriquet (also "Tricolour quintet") to the Queen's basketball team on Feb. 11, 1946 – 20 months prior to Mr. Bowering's creation on Oct. 27, 1947.

Queen's renowned football coach Ted (Moaner) Reeve in his highly literate Toronto Telegram column, called his team, "The Galloping Gaels" as early as 1939. So much for firsts!

Mr. Cuthbertson's treatise, however, is about reviving something from the past – a new-old name for Queen's athletic teams.

Image appears to be everything in this television age and "reduxing" may be impossible as demonstrated in a current sports commercial with an old hockey gent advocating not only "throwback jerseys" but "throwback everything." You can't go home, right?

In the post-Second World War years, Queen's needed a five-year transition period (1946-1950) to shake off the Tricolour name with its broad, balanced bands of three colours and adopt a predominately one colour sweater to match the Golden Gael nickname. (I recall a photo of 1947 hockeyist Stuart Crawford, wearing the three colours of Queen's intermediate Seagulls. The same team in its official group photo all wore gold sweaters with red and blue trim.)

Despite the Golden Gael moniker, Queen's teams over more than half a century have performed in a variety of uniforms featuring one of the three colours. Remember the 1989 hullabaloo over the football team switching to a predominately navy blue colour – a copy of Notre Dame's? It brought forth loud but unsuccessful protests from golden fans, led by the late Gaels' supporter Bogart Trumpour.

The hockey team, however, donned the navy with little protest. Only the rugby Gaels, following ancient jersey traditions, were true to the three proportional colours.

Ironically, the traditional, red-gold-blue sweater was *not* the university's original garb in the 1890s, when it was decided "Queen's College Colours" would number three hues.

In fact, in 1895, when the legendary Captain Guy Curtis and mates first challenged for the Stanley Cup, the Montreal press said the Kingston team looked "very fierce in their tiger jerseys" – narrow stripes of red, blue and yellow.

Four years later in Pittsburgh, Herb Hamilton's delightful book *Queen's Queen's* reminds us that Jock Harty and company reportedly wore such an odd combination of colours "as to make them look like animated sticks of candy or skating barber poles."

Aesthetically, there's something to be said for a dominating colour as the Golden Gaels' name demands.

To return to "The Tricolour," as suggested, would require a makeover for a myriad of uniforms.

Perhaps the answer is a good, old Canadian compromise: Retain the half-century-old Golden Gael name, but follow the lead of professional teams in these days of mad marketing schemes and the alleged need for branding.

Introduce a third jersey, as Queen's hockey team did for the 21st annual Carr-Harris Cup game in January, but place the colour bands judiciously with the university crest on the centre gold. The result could be a distinctive sweater as recognizable as Montreal Canadiens' tricolour.

Each year, declare a Tricolour Day and celebrate yesterday and today. "Queen's College Colours we are wearing once again. So Gaels go in and win."

J.W. (Bill) Fittsell is a Kingston sports historian.

QUEEN'S FLASHBACK: JUNE 1, 2000



CELIA RUSSELL

Susan Cooder applauds after her husband, composer-musician Ry Cooder, receives his honorary degree from Queen's. Claire Leggett, wife of former Principal Bill Leggett, looks on. The renowned slide guitarist urged graduands to leave themselves open to the opportunities that may arise in unexpected places. Referring to his work with Cuban musicians, he told them, "Maybe you'll get lucky and meet some 90-year-old person along the way who can really show you a thing or two."

Letters

Reaching out to Virginia Tech

Thank you so much for the article on the response of the Queen's campus to the tragedy at Virginia Tech (April 23, page 1, Queen's community reaches out to a university in mourning). I am an alumna of Queen's (ArtSci '75) and have very strong ties with the university (is there anything different for a Queen's grad?) I now live in Northern Virginia, where a large number of Tech students are from. My sons do not attend Tech, but have many good friends who do, so our family is very tied to that campus. To have "hands reach across the border" is such a great feeling, especially since it is from my own school!

The outpouring of feelings for this tragic incident has helped this area move forward in the healing process. Again, a sincere thank you for remembering the neighbors to the south in their time of need. Not all Canadians seem to think anyone in the U.S. needs help or compassion in times of tragedy so I am, once again, very proud to be a Queen's grad!

Colleen Welch Charles
Reston, VA
U.S.A.

Your gifts make a difference

Thanks to you, the particular view of the world from the Ban Righ Centre is a reassuring one. Who imagined in 1974 that the centre would embrace and engage so many, both in giving and receiving? Centre staff, students and board wish to thank you publicly for your support since many of you give your gifts anonymously.

Clearly, goodness continues to be a respectable aim in life. Your generosity confirms that Queen's is a community of common cause and affinity acting to make a difference to others.

To the world you may be just somebody, but to a student at the Ban Righ Centre you may just be the world. Thank you.

Barbara Schlafer
Director
Ban Righ Centre
Queen's University

A top-ranked Teq Talk

I thoroughly enjoyed the Teq Talk column by Glen Jones (April 23 Forum, page 7), which showed how fundamental discoveries in basic science led to the development of highly

successful clinical and commercial applications.

Even more important was the fact that the scientists conducting the research were pursuing knowledge, not patents. Professor Jones modestly overlooked the fact that the picture in the Gazette showed both him and Hector DeLuca receiving a lifetime achievement award from the International Vitamin D research community in 2006.

Scientists conducting the research were pursuing knowledge, not patents.

Like many stories of knowledge translation, commercial success for Professor Jones and his scientific collaborator, Martin Petkovich, grew out of decades of outstanding research from their laboratories that was supported by the Canadian Institutes of Health Research.

Their success is another example of the impact of CIHR-supported basic science research on the health of Canadians.

John Fisher
CIHR University Delegate
Professor of Physiology
Queen's University

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 750 words and should address issues related to the university or higher education in general. Speeches related to issues of interest to the university community are also welcome. Email submissions to gazette@post.queensu.ca. The editor reserves the right to edit or reject any submission that does not comply with policy. Opinions expressed are those of the writer.

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 is preferable. Letters should be submitted by noon to gazette@post.queensu.ca on the Monday before publication. The *Gazette* reserves the right to edit letters to address style, length and legal considerations.

Diversity must be shared

When Vice-Principal (Human Resources) Rod Morrison arrived at Queen's nearly two years ago, he wanted to see his department take a more visible, active role in the community. Jeanette Parsons, program coordinator in the Office of the University Advisor on Equity, recently spoke with him about equity and diversity issues and how they fit with this role.



JEANETTE PARSONS

Diversity

JP: How do equity and diversity fit into your mandate?

RM: No one at Queen's owns equity and diversity. It is a shared responsibility to understand diversity and to embrace it as a Queen's value. However, there are certain specific responsibilities inherent in my role.

For example, we have to ensure that our human resource policies and practices are not creating barriers for people. Currently, a joint university and faculty association committee is conducting an employment systems review (ESR) for faculty. I wish to ensure that issues emerging from this ESR that are related to staff are noted and plans made to address them.

I was also given responsibility for the Human Rights and University Advisor on Equity Offices, this being a significant change from the previous structure. I am aware of concerns in the community about this new structure. I am hoping with the recently completed report by Keith Norton (former chief commissioner of the Ontario Human Rights Commission), that these concerns will be addressed soon.

JP: What do you think of your experiences at Queen's so far? What accomplishments are you particularly proud of? And what are some of your upcoming plans?

RM: I am pleased that I have come to understand the complexity of the university and how it works as well as one can

in this short period of time. It is much more complex than any organization I have worked for in the past. In less than 15 months, I was involved in some fashion with negotiating five employee agreements affecting nearly 3,000 employees. The Human Resources department has also undergone some significant changes since my arrival, and it is good to see this department now stabilized. As well, I appreciated having a role in creating the University's Strategic Plan, Engaging the World.

I enjoy working at Queen's – I love it here. I have been warmly welcomed and feel much supported by my vice-principal peer group. It was particularly helpful that Vice-Principal (Academic) Patrick Deane and I started at about the same time. It has been great learning about Queen's with him.

In the coming months, we will be reviewing the employee pension plan, creating plans coming out of the recent employee health and wellness survey along with a staff engagement survey which we hope will give us a better understanding of our employees' needs. Since we have committed to becoming a national employer of choice, we are examining certain criteria we need to meet to achieve this standing. We are developing programs for supporting the enhancement of leadership

competencies within the senior executive. And, we are reexamining the job evaluation process for staff and CUPE locals as our current systems need updating.

JP: There has been an increased emphasis on diversity training throughout the university. What do you hope to accomplish with this training? What changes do you expect to see in the environment as a result of this training?

RM: We are trying to introduce the concepts with regard to diversity and equity so that people have a common understanding of what we are talking about. I think it is often difficult for people to consider if they need to adapt their behavior if they do not understand why or they are worried about what it means to them. For example, I was recently involved with facilitating discussion with some University Council members. The issue of tradition came up often. With increasing diversity, some were worried that we might compromise these long-held traditions. Becoming more diverse and equitable does not mean compromising on tradition. Generally speaking, we would like to see the university become a welcoming place for everyone.

JP: How do these efforts associated with diversity and equity tie in with the university's strategic plan, Engaging the World?

RM: We are examining some specific strategies as a result of the commitments made in the strategic plan. For example, since our catchment area for staff at certain grade levels is typically the Kingston area, it has been challenging for us to enhance diversity at these levels. So, we are looking at things like being more active in our recruitment strategies, such as actively reaching out to certain communities in filling our recruitment needs.

Librarians teach too

The father of librarianship Melvil Dewey claimed in 1876 that "the librarian is in the highest sense a teacher." Yet it's still not widely accepted, even among teachers or librarians. So why keep trying?

It's widely known that teaching takes place beyond the classroom. The library is one of those places. Those information professionals who work in the building with "all the books," help your students when they come to visit, conduct workshops on using databases and the catalogue and find those online research tools that you and your students use, are teaching you.

Librarians teach much more than "Using the Library 101." Librarians teach "real" classes; classes on copyright, citation, organizing and articulating searches and evaluating sources. Even public libraries offer sessions on subjects such as how to use PowerPoint, learning English, parenting, etc.

In this increasingly information-saturated and dependent world, learning how to navigate the waters and use the tools of exploration is just as important as being able to read what you find.

If we want a future filled with lifelong learners and independent, creative thinkers, then we need to be teaching more "how" than "what."

Librarians are not limited to teaching "info skills," and they



MATTHEW THOMAS

Teaching and Learning Issues

certainly aren't limited to formal classroom teaching.

Rarely do library users come knowing exactly what they want and how to ask for it. In extreme cases, the librarian has to coax the complete request from the person. At the same time, the librarian will be demonstrating the research process so that the "student" will be able to meet them a little closer to halfway next time. Teaching is about proactively guiding learners to the knowledge they need to learn, as well as the knowledge they want to learn.

Librarians even teach "behind the scenes." Selecting the books and journals that faculty and students need, tweaking web and database interfaces to make them more intuitive, figuring out how to describe that unique multimedia package so that it can be found by the right people... all of these are ways librarians make

the distance between you and the information shorter and easier.

Try telling a teacher that preparing support material, the learning environment, and the order and timing of lessons isn't really part of a teacher's job!

Adding "teaching" to the idea of librarianship helps provide a better understanding of what librarians do, which allows everyone to make use of them more often and in more ways.

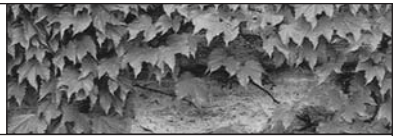
Librarians in university and college libraries often have faculty status but too often this is unknown or unrecognized. Pointing out the education role of librarians makes their faculty status clearer. The more users and librarians recognize the educational opportunities and responsibilities, the more librarians will be able to do for the user.

You know what a teacher is. Your librarian has a very similar role and can be called on for many of the same things. Let your librarian teach you. Find out how your librarian can help teach your students. And maybe bring them an apple too?

For a list of the classes and workshops that Queen's Libraries offer, visit library.queensu.ca/services/instruction.htm or contact a librarian at the library nearest you.

Matthew Thomas is a public services librarian and general librarian at the Bracken Health Sciences Library.

UNIVERSITY ROUNDUP



Long commute? Take a class on the bus

Vanderbilt University in Nashville, Tennessee is helping rural students enhance their long commutes to school by turning school buses into mobile classrooms. Students will soon be able to download lessons from the Internet via cell-phone towers. Those participating in the pilot project will receive video iPods to view the lessons, while 15 other students will receive laptop computers equipped to communicate with professors who are designing individualized lessons for them.

In some instances, professors will be doing experiments on the university campus and talking with both the students on the bus and on campus, by way of videoconference. The aim is to counter the decreasing number of scientists and engineers in the country by offering students a dynamic curriculum.

Chronicles of Higher Education, April 23

Bridging students to business

University of Toronto's Rotman School of Management will host a one-month "bridge to business" for undergraduate arts and science students who are about to start their first job.

The program provides students with the basic business and people skills they need to succeed in their first full-time positions out of school. Topics include basic accounting, career planning, decision-making and global economics. Unlike traditional learning models, there is little lecture time and the focus is placed on group work and experiential-learning sessions. The program also brings in people currently working in the field to meet with students. This is the second year the school will host the program. Last year's event drew students from as far as the United Kingdom.

University of Toronto press release, April 23

UWO builds their first green building

The University of Western Ontario will soon build a \$5-million facility devoted to investigating climate change and the environment. The Claudette MacKay-Lassonde Pavilion, funded by the Lassonde Family Foundation, will showcase all things 'green.' The facility will house research on green technology and processes and materials, while featuring the most environmentally sustainable construction technology available.

In the coming months UWO will invite proposals from companies interested in providing green construction materials, furnishings, and other environmentally-friendly effects for the building.

University of Western Ontario press release, April 19

Exams take students across town

To fit all of the exams onto the schedule, Ryerson University rented the Metro Toronto Convention Centre at \$16,000 a day to ensure everyone was able to write their exams.

In mobs of 1,100 to 2,000 at a time, students filed into the cavernous complex that also houses a number of other businesses, including dentists' offices and accounting firms. Ryerson began this practice when its enrolment of 22,000 outgrew the elbowroom that would ensure students could not cheat on the exams. Ryerson also took students off campus when it used Carlton Cinemas as lecture halls during the double cohort in 2003.

Toronto Star, April 27

Support for family-friendly education

Princeton University recently announced a package of benefits designed to make graduate school more "family friendly." In efforts to recruit the best students, officials hope that the new benefits will make having a family before or during a PhD an option for prospective students. Some of the new benefits include three months of paid maternity leave, extensions for academic deadlines and fellowships, mortgage assistance, and up to \$5,000 a year of support per child. Other universities that have implemented similar benefit plans include Stanford and Yale.

Insidehighered.com, April 4

Offering an education vacation

Lakehead University will offer students an opportunity to take an education vacation, offering university courses for credit or just for fun. For a reduced cost of \$225 per course, students may audit the class for personal interest. The school will offer 11 fully accredited university courses. The university encourages students to take in lectures and campus experience, and not to focus on the marks or stress of deadlines. Topics include history, astronomy, anthropology, sociology, and literature. High school students, seniors, and members of the public are invited to take courses.

Orilla Packet & Times, April 25

IN BRIEF

Physicist presents art at science centre

Kevin Robbie, physicist and acclaimed scientist specializing in nanomaterials has a flair for artistic photography. Until Sept. 10, 2007, Dr. Robbie's series of art entitled Image Matter will show at the Ontario Science Centre in Toronto.

Co-created with Dave Kemp, a Toronto-based visual artist, Image Matter is a series of large-scale prints using old photographs and digital technologies – each displaying stunning detail. The series is a part of the Contact Toronto Photography Festival: The Constructed Image. Dr. Robbie's research involving the development of a robotic system to make designed nanomaterials has been published in a number of recognized journals, including 'Nature.'

www.ontariosciencecentre.ca

Nursing research network formed

Queen's Joanna Briggs Collaboration (QJBC) is partnering with Toronto-based Saint Elizabeth Health Care (SEHC) to establish the first Evidence Translation Group in North America, as part of a prestigious international health research network.

"This partnership is about harnessing the immense body of knowledge that has accumulated over time and focusing it for use at the point of care, namely community nursing," says nurse researcher Margaret Harrison, founding director of QJBC. "As researchers and clinicians, we have a shared interest in making health research evidence available to clinical practice. How we go about this is an emerging science."

For details, visit meds.queensu.ca/qjbc

Allergist recognized for lifetime achievements

Emeritus Professor James Day, a world-renowned allergist and head of the Division of Allergy & Immunology in the Department of Medicine, has been awarded a Lifetime Achievement Award from the Allergy Asthma and Immunology Society of Ontario in recognition of distinction in his specialty.

"It is certainly an honour to be acknowledged for your work but to be recognized by your peers in this way is especially rewarding," says Dr. Day. "We have been especially fortunate to benefit from the contributions of a tremendous staff who have together developed an internationally recognized research unit. We have also greatly benefited from the support of the Department of Medicine at Queen's University and KGH."

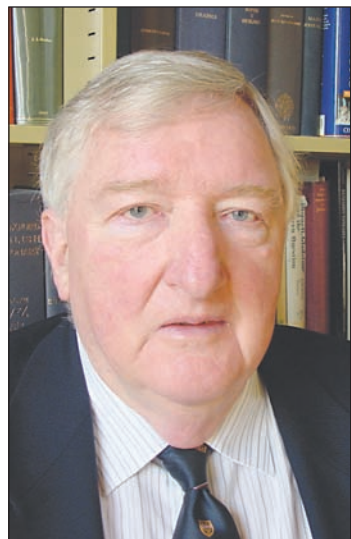
Dr. Day leads a team of up to 65 staff members, among whom are 24 physicians, in clinical and research activities at the Environmental Exposure Unit (EEU) at Kingston General Hospital. There are more than 3,200 subjects with ragweed allergy included in the data base of potential participants for these studies on the efficacy of new anti-allergic medications.

New York foundation gives new life to Disraeli Project

GRANT ENDORSES IMPORTANCE OF HUMANITIES RESEARCH AND SCHOLARSHIP

By ALISSA DELEY

The Disraeli Project has been awarded a grant of \$526,000 by The Andrew W. Mellon Foundation of New York. This



Mel Wiebe

grant is seen as a ringing endorsement of the importance of research and scholarship in the humanities.

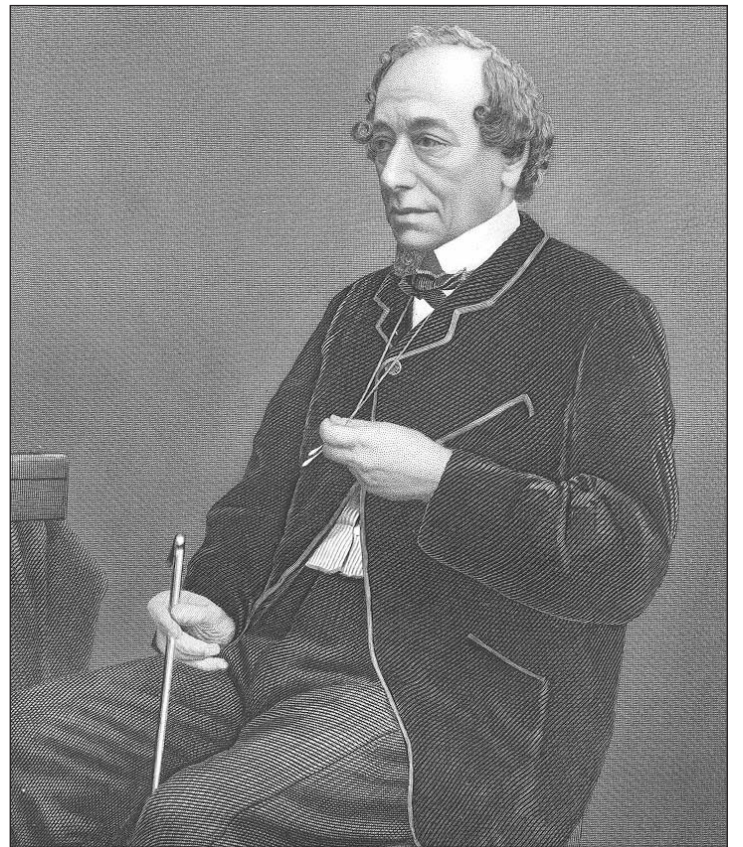
"This wonderfully generous grant by the Andrew W. Mellon Foundation quite simply means the difference between life and death for the Disraeli Project," says Disraeli Project Director Mel Wiebe.

For the past three decades, the Disraeli Project, a Queen's research unit, has been engaged in collecting, editing and publishing the complete surviving correspondence of Benjamin Disraeli (1804-1881), Earl of Beaconsfield, the Victorian novelist and Queen Victoria's favourite prime minister.

To date, the Disraeli project has edited more than 4,000 letters to great international acclaim, with Volume 8 about to be submitted to the press.

The project's massive collection of letters and related materials is one of the largest of its kind in the world and has been collected from more than 300 locations world-wide.

www.queensu.ca/english/disraeli.html



Benjamin Disraeli (1804-1881) was Queen's Victoria's favourite prime minister.

Health researchers awarded \$2.9 million

By ALISSA DELEY

Researchers studying autism, the treatment of cardiovascular diseases and assisted reproduction technology are among 11 Queen's project leaders to receive a total of over \$2.9 million in operating grants from the Canadian Institutes of Health Research (CIHR).

"With the generous support of the Canadian Institutes of Health Research, Queen's researchers are making important contributions to improved treatments for a wide range of health issues, ranging from allergy and infertility to gastrointestinal disorders and cardiovascular diseases," says Vice-Principal (Research) Kerry Rowe. "These advances represent a real and significant benefit to the health and well-being of Canadians."

Jeanette Holden (Psychiatry) works to create a virtual commu-

nity for people with autism and all those involved with them. AutismCONNECTS allows members to share ideas, concerns and solutions through collaborative media such as forums, discussion groups and blogs. Dr. Holden and her team will track the use of AutismCONNECTS to determine the extent to which it changes social networks and quality of life for people with autism and their families. Dr. Holden receives \$100,000 over two years.

Brian Amsden (Chemical Engineering) is developing innovative biodegradable polymers that are engineered to release medications in specific parts of the body over a period of weeks rather than hours. These polymers may contribute to new pharmaceuticals for the treatment of a range of cardiovascular diseases. (\$507,206 over four years)

Richard Oko (Anatomy & Cell

Biology) and colleagues are developing a new technique to increase the success rate of Intra-Cytoplasmic Sperm Injection (ICSI), a specialized assisted reproduction technology employed in cases where male fertility is an issue. Their innovative technique may help millions of infertile couples worldwide. (\$141,658 for one year)

Other recipients are: **Bruce Banfield** (Microbiology & Immunology), AlphaHerpes virus cell-to-cell spread (\$486,825 over five years).

Andrew Craig (Biochemistry), Regulation of mast cell activation and inflammation (\$283,695 over three years).

Randy Flanagan (Psychology), Sensorimotor processes underlying object manipulation (\$499,640 over five years).

Linda Levesque (Community Health & Epidemiology), Antithrombotic treatment

intensity and the risk of hemorrhagic complications in the elderly: A population-based study (\$205,497 over two years).

Paul Masotti (Community Health & Epidemiology), Adverse events in Canadian home care: A scoping review (\$98,076 for one year).

John Schreiner (Oncology), Improved polymer gel dosimetry for clinical radiation therapy (\$214,443 over three years).

John Muscedere (Internal Medicine), Knowledge transfer in the ICU through a behaviour change strategy for ventilator-associated pneumonia (\$150,000 over 3 years).

Malcolm Anderson (Physical Medicine & Rehabilitation), Workshop on evaluating extra/forces and search program effects on health care organizations (\$5,000 for the event).

www.cihr-irsc.gc.ca

Eye tracker enables selling ads "by the eyeball"

By NANCY DORRANCE

A computing professor's invention recently unveiled at Google's corporate headquarters in California provides a unique, affordable way for advertisers to track the effectiveness of their messages by measuring how many people are looking at their billboards and screens.

Called eyebox2™, the portable device uses a camera that monitors eye movements in real time and automatically detects when you are looking at it from up to 10 meters away, without calibration. Until now, such eye-trackers have been ineffective beyond 60 centimeters, required people to remain stationary, needed personalized calibration to function, and cost more than \$25,000 US. By contrast, the new walk-up-and-use eye is offered at a fraction of that cost.



Vertegaal

"This camera mimics eye contact perception in humans, allowing us to pinpoint quite accurately what plasma screen or product shelf people are looking at," says Roel Vertegaal, director of the Human Media Laboratory and inventor of the technology. He is also CEO of Xuuk, Inc. a startup company that he formed with PARTEQ Innovations, the technology transfer office of Queen's, to commercialize the technology.

The debut of eyebox2™ coincides with a new trend in North America and Europe of "ambient" advertising, using plasma display panels. While the impact of Inter-

net ads can be measured by the number of hits on a web site, it is much harder to assess the effectiveness of plasma screens that target people in shopping malls, restaurants and other public places. The Queen's invention gives advertisers a tool to accurately measure how much attention something receives, whether on a plasma panel, a billboard, or as the result of its placement on a supermarket shelf.

"Our technology allows interactive real-time "Flow of Attention" measures of customers in the real world. This allows ambient ads run in malls literally to be sold 'by the eyeball,'" says Dr. Vertegaal. "It enables brick-and-mortar stores such as Wal-mart and Sears to use a revenue model similar to Google's online PageRank and web analytics technologies."

Dr. Vertegaal stresses that this technology is not an additional form of surveillance, like closed-circuit TV, but compares it instead to a simple door sensor that detects whether people want to pass through. "The door sensor doesn't know who you are, and neither does the eyebox2™ sensor," he says. "It is a passive technology that simply counts how many people have been looking at a particular ad and for how long, just like a door sensor observes whether people might be interested in going through the doorway."

As competition for a consumer's attention intensifies, this technology enables advertisers to assess interest in their products in a complete transparent fashion, and for considerably less cost than existing products, says Dr. Vertegaal.

Cyberspace adds troubling dimension to bullying

CONFERENCE TO EXPLORE BROAD RANGE OF RELATIONSHIP ISSUES

By ANNE KERSHAW

Bullying is as prevalent as ever but is increasingly taking a new form as more children and youth do their socializing in cyberspace.

"Cyber bullying has taken off," says bullying research expert Wendy Craig (Psychology). "In close to 98 per cent of Canadian homes, kids have access to computers and are using them to socialize. This has lots of positive effects but also lots of negative effects."

Some of the common technology that kids have access to as part of popular social networking sites includes the ability to "block people from being in the group and letting them know they have been blocked," says Dr. Craig.

This type of exclusion can be especially traumatic, given that hundreds of kids can go to a web page and within one or two



PREVnet is a Network Centre of Excellence whose mission is to stop bullying in Canada and to promote safe and healthy relationships for all Canadian children and youth.

hours the information links can spread widely, given instant messaging.

"This causes high levels of anxiety. There is no way of knowing who has or hasn't seen the information," says Dr. Craig.

The Virginia Tech situation is an example, too, of one of the most common myths about bullying.

Wendy Craig

Dr. Craig and Dr. Debra Pepler are two of Canada's leading experts in the field of bullying and victimization and scientific

directors of PREVnet, which will hold its second annual conference at McGill University next week. PREVnet is a Network Centre of Excellence with a mission to stop bullying in Canada and to promote safe and healthy relationships for all Canadian children and youth.

Entitled Rise Up for Respectful Relationships, the conference will cover a wide range of issues including the role of parents in bullying intervention, cyber bullying, building a positive school environment, how to help girls develop trusting relationships, the impact of media violence on child and adolescent development, how to make recreational areas safer, the biological basis of aggression, playground humour or teasing as a form of verbal peer harassment, and the social worlds of teens

with access to online video gaming, instant messaging and social networking web sites like Facebook. More information about the May 18 conference can be found at: prevnet.ca/Home/tabid/36/Default.aspx

The recent tragedy at Virginia Tech in the U.S. when a 23-year-old student, who is said to have been a target of bullying, killed 32 people before committing suicide is the latest reminder of how serious the consequences of bullying can be.

"At the end of the day, this was all about relationships. How can we ensure that kids have social safety nets in terms of their relationships, because it's that connectedness that allows us to identify kids that are at risk and protects us from having problems," says Dr. Craig. "What we saw here was a classic problem of

a kid who was isolated and had no network that was able to successfully support him. It really highlights in an extreme way when we don't have healthy relationships, the tragedies that can result."

The Virginia Tech situation is an example, too, of one of the most common myths about bullying, says Dr. Craig.

"There is a belief that bullying is a childhood problem and that kids will just grow out of it."

PREVnet includes 38 researchers from 19 Canadian universities across Canada, and 40 national community organizations that work with children and youth.

"Knowledge and strategies to stop bullying and promote healthy relationships are required in every place where Canadian children and youth live, work, and play. The diverse bullying prevention activities implemented at local, provincial, and national levels have operated in isolation without an evidence-based, national platform to coordinate implementation," says Dr. Craig.

www.prevnet.ca

REMEMBERING AGNES BENIDICKSON



CELIA RUSSELL



CELIA RUSSELL

As sun streamed through the west-facing windows of Grant Hall, about 400 family, friends and colleagues remembered Chancellor Emeritus Agnes Benidickson as a person of strength, wisdom and humour, with an abiding allegiance to her alma mater, Queen's University. At the May 4 service officiated by University Chaplain Brian Yealland (above), Principal Karen Hitchcock, the Honourable John Reid, a family friend and former Member of Parliament, Principal Emeritus Bill Leggett and Kathleen Ramsay, daughter of Agnes Benidickson (at left) delivered tributes to Chancellor Benidickson, who died March 23 in Ottawa.

It would be impossible to describe in detail the many ways that Agnes served Queen's and contributed to the university's well-being, decade after decade, said Dr. Hitchcock. "She was an incomparable guide to the mysterious gaelic traditions of Queen's and quickly became a wise, warm, witty and wonderful friend to this fledgling principal."

"Whether you knew Agnes Benidickson for two hours or 50 years, the strength and vividness of the impression, and the depth of the effect, were similar," said Dr. Leggett, who spoke on behalf of ailing Principal Emeritus Ron Watts. "You immediately caught the spirit of all her persuasive energy, driving to explore and inquire, to advance the cause, to find out more – and then to act and make things better."

When Agnes saw a problem, she sought a way to help solve it, Mr. Reid said. "She understood how to motivate people to obtain resources needed to help deal with their problems. The modern term is emotional intelligence and she had an abundance of it."

"What was it about Mum that brought so many people together?" said Ms. Ramsay, who shared several family memories – including one of the hat that Chancellor Benidickson wore when her politician husband Bill gave speeches during election time. "If she had taken off the hat, he knew he had gone on far too long." Her family is grateful for the tributes and the memories of her mother – her kindness, generosity and spirit and depth as a person, she said.

Rural maternity care studied

Findings from a new Queen's study about where rural women choose to have their babies suggest that the relationship of a new mother with her primary health care provider is key.

"Whether a family doctor, obstetrician or midwife, it is this relationship that has the biggest effect on decision-making," says nurse researcher Jennifer Medves, who led the study. "This helps to explain why there may be fewer babies born in one hospital, while another is booming."

If a family physician provides full spectrum care, women tend to continue the relationship through pregnancy and birth, and into the post partum.

When there is no established relationship, however, they are more likely to seek care from someone new and also to determine where they will give birth.

Because fewer rural family physicians are providing maternity care, women must travel farther to deliver their babies, the study found.

"A lack of options is dictating where they will be able to give birth," says Dr. Medves.

The study also found that decision-making was influenced by: the experiences of other women; being misinformed about the options available to them; the importance of being close to family; the driving time to the hospital; and the services provided there.

Funded by the Canadian Institutes of Health Research, the research team includes: Ann Mitchell (Nursing) and Graeme Smith (Obstetrics and Gynaecology) from Queen's; Ann Sprague of the Perinatal Partnership Program of Eastern and Southeastern Ontario; Barbara Davies of the University of Ottawa; and Beverley O'Brien of the University of Alberta.

IN BRIEF

Guinness recognizes marathon man's feat

It's official. The Guinness Book of World Records has recognized Science '81 alumnus Richard Takata as the new record holder for "the shortest overall time to complete a marathon on each of the seven continents" - 29 days, 16 hours and 17 minutes. He blew away the previous record of 99 days, set in 1999. He accomplished this feat between Feb. 4 and March 6 of this year, exemplifying superior skills in not only athleticism but also travel planning.

His quest raised funds for cancer research, specifically for the Princess Margaret Foundation in Toronto. He hopes to raise \$120,000, which will go towards cancer research.

For details on his amazing journey, visit power2cure.com and read the article on page 12 of the April 9 Gazette.

The post-doc to faculty transition

Graduate and professional students, post-doctoral fellows and trainees are encouraged to attend a May 17 workshop exploring the transition to a faculty position.

Presented by the Queen's University Post-Doctoral Association, it takes place from 5:30 to 7 pm in 202 Policy Studies.

Topics to be covered include negotiating a contract, setting up a lab, writing grant proposals and prioritizing time. Presentations by invited speakers at different stages in their careers will be followed by a panel discussion led by the speakers.

For details, email qpfa@queensu.ca

Fellowship on climate change brings together experts, national media

A media fellowship at Queen's early this month brought national journalists who cover science and the environment together with faculty who have expertise in climate change.

Entitled Six Degrees of Separation, it was organized by Queen's Communications and Public Affairs (Marketing and Communications).

The title draws on a quote by

David Layzell, a faculty participant and Queen's Research Chair for a Sustainable Bioeconomy.

"In the science of climate change, small numbers mean big things. A six-degree change, for instance, is all that separates the present day from the last ice age."

The one-and-a-half day session took a multidisciplinary approach, covering everything from the science of climate change, the impli-

cations for population health, how our great landmass in Canada and knowledge of the carbon cycle enables us to fight climate change, the policy options for controlling greenhouse gases, the challenges associated with establishing an international framework with global buy-in and the potential role of fuel cells, fermentation and solar power as future sources of energy.

The program aimed to provide journalists with an educational experience supporting their area of specialization. Media represented included the Toronto Star, The Globe and Mail, the National Post, CBC Radio, Canadian Geographic, Global TV, Canadian Press, CBC (The Current), the Canadian Science Writers' Association (CSWA) and the Weather Network.

"The fellowship program was worthwhile, not simply as a showcase for individual talent, but in demonstrating the value the university as a whole can bring to those of us who continue to explore this subject in our writing and reporting," says Tim Lougheed, a science writer and CSWA president. "I encountered so much unexpected content in these two days that I now realize just how much of this field is being overlooked because reporters have not usually been able to witness some of these very useful and interesting exchanges among experts."

The fellowship also presented an opportunity for the faculty to question the media about some of the challenges they face in covering science news.

"I hope that we were able to provide members of the research community with good reason to take the time and trouble to reach out in this way," says Mr. Lougheed. "It is well worth the time and trouble for Queen's, in the short as well as the long term."

This kind of initiative is very much in keeping with Queen's strategic goal of being a national

resource that enhances the quality of the debate on issues of critical importance to Canadians, says Anne Kershaw, director of Communications and Public Affairs.

"We believe that supporting the media in their role of informing the public about issues of such importance and complexity is central to our public affairs role. This is also an opportunity to build a profile with the media of research taking place at Queen's and demonstrate the kind of commitment and passion so many of our faculty have for the critical work they do."

"This is also an opportunity to build a profile with the media of research taking place at Queen's."

Anne Kershaw

Faculty participants were John Smol, Canada Research Chair in Environmental Change; Kristan Aronson, founding director of Queen's Institute of Population and Public Health; David Layzell, Queen's Research Chair for a Sustainable Bioeconomy; Bryne Purchase, director of the Institute for Energy and Environmental Policy at Queen's; Bruce Parry, an expert in environmental law with the Faculty of Law; Andrew Pollard, Queen's Research Chair in Fluid Dynamics and Multiscale Phenomena; Neal Scott, Canada Research Chair in Greenhouse Gas Dynamics and Ecosystem Management; David Dennis, President and CEO of Performance Plants; Andrew Daugulis, Queen's Research Chair in Biochemical and Cell Culture Engineering; Brant Peppley, Canada Research Chair in Fuel Cells and Steve Harrison, head of research and development for Queen's Solar Calorimetry Laboratory.



LORINDA PETERSON

National and local media representatives joined Queen's faculty to focus on the implications of climate change. Front to rear: Christina Spencer (Kingston Whig-Standard), Tim Lougheed (Canadian Science Writers' Association), Peter Gorrie (Toronto Star), Rick Boychuk (Canadian Geographic), Chris Wodsku (CBC Toronto) and Patricia Bell (CBC North). Also in attendance were Jennifer Tryon (Global TV), Joseph Breaan (National Post), Shawn McCarthy (Globe and Mail), Kelly Noseworthy (The Weather Network) and Dennis Bueckert (Canadian Press).

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Student centre to open on Aberdeen Street

By LORINDA PETERSON

Queen's has accepted an offer from the Lee family to purchase their home at 11 Aberdeen St. The sale will result in a new student community outreach centre offering programs and services for students living off-campus.

"This is a remarkably exciting opportunity for our students," says Associate Vice-Principal and

Dean of Student Affairs Jason Laker. "This home provided a loving family with a great place to raise their children, and now it will provide a wonderful venue for exploring and celebrating community. We will keep the charm and homey feeling of the house and give our students a location to make important connections to both build and

understand their role as Kingstonians."

The Lee House – located in the heart of where most Queen's students live – will transform in the coming months to include space for student and community-centered programming. Student interest will play a large factor in the types of programs at the house which will include

social events for student parents, club meeting space, potluck dinners with neighbours and a computer lounge.

The centre also provides a home for the university's new Community Outreach Program. It began in October 2006 to link students living in the neighbourhoods around Queen's to the campus and Kingston community.

Using an off-campus house for this type of programming is a new venture for the university. It operates some programs and services for students in houses on campus, most notably the Four Directions Aboriginal Student Centre and Ban Righ Centre for Continuing Education.

The new centre is scheduled to open this fall.

Experts address France's new president, office bullies and purchasing decisions

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ April 17 – May 7

France expert **Timothy Smith's** (History) opinion piece about the French presidential election is published in the *Globe and Mail*.

Julian Barling (Business) comments about the adverse affects of "office bullies" on employees' health in the *Globe and Mail*.

Michael Dorris's (Physiology) expertise in consumer-purchasing decisions is highlighted in the *Globe and Mail*.

Fiona Kay (Sociology) comments in the *Globe and Mail* on the number of senior-level female lawyers in law firms.

Marketing expert **Ken Wong** (Business) comments in a *National Post* article about the market position of Proctor and Gamble, and in the *Vancouver Province* about Wal-Mart's price-cutting game.

Rob Hickey (Policy Studies) continues to comment about the actions of the union representing



Gagnon



Lam



McDonald



Vertegaal

employees with the Canadian National Railway Co., most recently in the *National Post*.

Louis Gagnon's (Business) opinion piece about corporate governance in relation to the Conrad Black trial is published in the *National Post*.

Tom Axworthy's (Policy Studies) editorial highlighting the looming acute-care crisis as the health-care system embraces the baby-boom generation, and his opinion piece about the anniversary of the signing of the Charter of Rights and Freedoms are published in the *Toronto Star*.

Family law expert **Nick Bala's** (Law) opinion piece in the *Edmonton Journal* highlights the Canadian Research Institute for Law and the Family's evaluation of Alberta's new family law act.

Art McDonald's (Physics) prestigious Benjamin Franklin Award is highlighted in the *Sudbury*

Star, *Philadelphia Daily News* and on CBC-Radio's *Ontario Today*, CBC-Radio in Halifax, *cbc.ca*.

Bryson Robertson (Civil Engineering) continues to discuss his three-year voyage to study the impact of garbage in the ocean, most recently in the *Sudbury Star* and on CBC-TV *NewsWorld*, CBC's *Radio-Canada* (Quebec), CBC-Radio's *Ontario Today*, and CTV's *Canada AM*.

John Plinius (Business) comments in the *Vancouver Sun* about the appeal of online social corporate networks.

Roel Vertegaal's (Computing) research that suggests there is a correlation between the amount of eye contact people receive in a group and their degree of participation in the group is featured in the *Regina Leader-Post*.

Ross Kilpatrick's (Classics) research on Gustav Klimt's 1907

painting 'The Kiss' is highlighted in the *Kingston Whig-Standard*.

Stephen Scott (Anatomy and Cell Biology) comments in the *Kingston Whig-Standard* on the use of robotic technology that assists stroke patients in their recovery and allows doctors to better understand disabilities.

Olga Malyshko (Music) comments in the *Kingston Whig-Standard* on her work with ancient manuscripts of medieval music.

An interview with **Rob Hickey** (Policy Studies) in the *Kingston Whig-Standard* highlights Goodyear's recent announcement to close some of its plants and refocus production.

Steve Harrison (Mechanical and Materials Engineering) comments on the initial costs and maintenance of solar panels in the *Kingston Whig-Standard*.

Sunny Lam's (Environmental Studies) expertise on food miles is highlighted in the *Kingston Whig-Standard*.

An editorial by emeritus professor **Geoff Smith** (Kinesiology) in the *Kingston Whig-Standard* discusses race matters in professional sports.

Justin Jaron Lewis (Religious Studies) comments about faith as a form of stress relief in the *Kingston Whig-Standard*.

Pierre Jolicoeur (Political Studies) discusses the death of former Russian President Boris Yeltsin on CBC-Syndicate broadcast (French) in Ontario and Montreal.

Janet Brooke (Agnes Etherington) discusses the recent gift of works by Edward Burtynsky to the university and the newly opened exhibition *Antoine Plamondon* on CBC's *Radio-Canada* (French) in Ontario.

Bruce Gilley (Political Studies) discusses Peter McKay's visit to China on CBC-TV's *NewsWorld*.

Paul Paton (Law) comments on the role of the law society in the commercial title insurance market in the *Law Times*.

Julio Arboleda-Florez (Psychiatry) comments in the *Washington Post* about the Virginia Tech massacre in comparison to other cases in North America.

Guy Narbonne (Geological Sciences and Geological Engineering) is interviewed by the Australian Broadcasting Commission (ABC) about his fossil discovery at Newfoundland's Mistaken Point.

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IN BRIEF

Queen's to honour Rebelo, Cookman with achievement award

Venicio Rebelo Arts'82 and Brian Cookman of the Kingston City Police share this year's Jim Bennett Achievement Award for their collaboration and partnership to further positive relations between Queen's and the Kingston community.

Bob Burnside, Sc'56 will receive the Padre Laverty Award recognizing his high level of service to Queen's and the Kingston communities.

They will receive their awards at the Padre Laverty and Jim Bennett Achievement Awards Dinner this Thursday, May 17 at Ban Righ Hall. Details: Peggy Shanks, 613-533-6000 ext. 74132 or email events@post.queensu.ca

The event is hosted by Kingston Branch of the Queen's University Alumni Association.



To inform us of your latest research findings or upcoming journal publications, call Senior Communications Officer Nancy Dorrance, 613-533-2869, or Communications Coordinator Lorinda Peterson, 613-533-3234.

Volleyball coach to head provincial team

PEOPLE

Golden Gaels Men's Volleyball Coach **Brenda Willis** (Athletics and Recreation) has been selected as head coach of the 2007 21U Team Ontario Men's Provincial Team. It consists of selected athletes from across the OUA including Gaels standouts Jeff DeMeza and Stu Hamilton.

The team will train at the Pan Am - National Team Centre in Winnipeg May 12-20. A five-time OUA Coach of the Year, 3M Coaching Award recipient and a past gold medal-winning Canada Games Coach, Ms. Willis has served as assistant coach of the A2 Men's National Team and has four OUA titles to date.

Recent MBA grad **Sushee Perumal** (Business) recently won the

\$50,000 grand prize in this year's First Capital Challenge for his new business, Jet Direct, a private aircraft service. Jet Direct will serve more than 1,000 airports directly from Kingston: as far north as Moosonee, south to Atlanta, west to Chicago and east to Halifax.

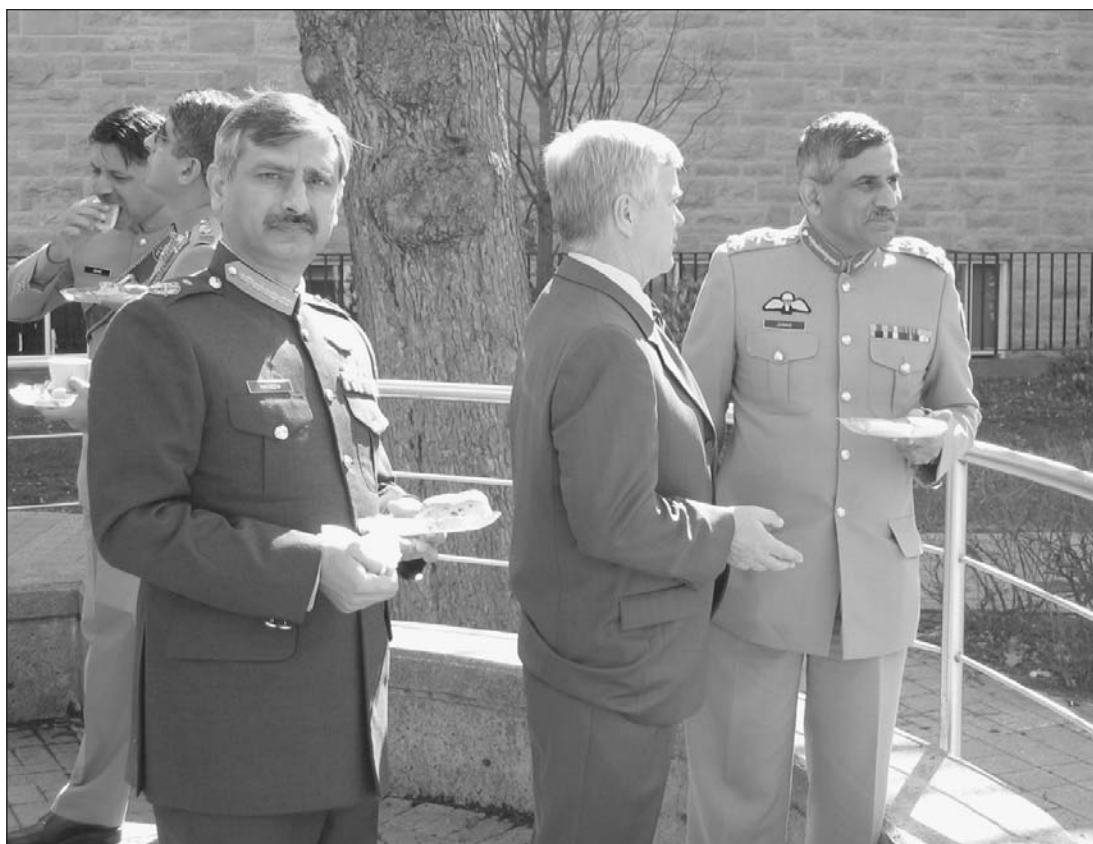
A delegation of senior officers from Pakistan visited the School of Policy Studies recently to hear

briefings on foreign and defence policy from academics as part of their professional development. Speakers included **Douglas Bland** (delegation host), chair, Defence Management Studies Program; **Charles Pentland**, director, Queens Centre for International Relations; **Louis Delvoie**, former High Commissioner to Pakistan and senior fellow, Queens Centre for International Relations and **Joel Sokolsky**, professor and dean of arts, Royal Military College of Canada.

Robert Pike (Sociology) presented a seminar on April 3 at the University of Victoria on the topic of Electronic Media, Power and Globalization, 1860-1914.

Undergraduate student **Emma Armstrong** (Kinesiology and Health Studies) has been awarded the Canadian Association for Health, Physical Education, Recreation and Dance (CAHPERD) Student Award in recognition of her exemplary leadership in the field.

Undergraduate student **Meghan Cartwright** (Mining Engineering) has been named one of five top undergraduate engineering students across Canada by the Canadian Engineering Memorial Foundation. She will receive a \$5,000 CEMF Undergraduate Engineering Scholarship in recognition of her accomplishments for the region of Ontario.




JOHN HARDER

Douglas Bland (middle) of the School of Policy Studies recently hosted a delegation of senior officers from Pakistan to hear briefings on foreign and defence policy.

People is an occasional column celebrating the achievements of Queen's community members. Email submissions to gazette@post.queensu.ca

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Stephanie Milligan BA CLU CFP

Highlights from the 2007 Federal & Provincial budget proposals

- Payment schedule for Life Income Funds will be amended to age 90 from 100, which will increase your annual income.
- Ontario is following the Federal budget in allowing pension income splitting.
- RESP annual contribution limits are now eliminated **with a lifetime cap of \$50,000** Canada Education Savings Grant is matched on the first **\$2,500 per beneficiary**.
- The government will provide \$35 Million over two years; then \$27 Million per year will be given to **graduate student scholarships**.
- RRSP conversion date will now be age 71.
- Parents will receive a \$310 **child-tax credit** per child (for most families).
- There will be rebates for buying fuel efficient vehicles.

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Build a business or build up a sweat; Queen's camps have it all

By KAY LANGMUIR

A camp that gives young entrepreneurs a chance to develop a business venture is the newest to be added to the varied roster of popular summer activities offered at Queen's.

The Break Into Business Camp, staffed by students from the School of Business, will give school kids a chance to experience a week in the life of an entrepreneur.

By brainstorming with other campers, kids will come up with a business idea. They will work out budgets, create graphs to determine expenses and profits, and create advertisements and even their own commercials using PowerPoint. They will eventually set up a stand in Goodes Hall and market their product to business students. On the camp's final day, they will present their idea to parents and friends and explain how their business performed.

"It should be an exciting opportunity for campers to get an introduction of what it takes to run a business and what is involved," says Laura Davy, one of the student counselors.

Campers will also get plenty of outside sports and activity each day, as well as business-related games, she says.

There are also three new "combo" sports camps to choose from which will expose kids to a greater variety of sports. The Combo Camp for the 8-13 age group offers hockey, soccer and ultimate Frisbee. Combo Camp for 9 to 13-year-olds offers swimming and gym sports, while the Combo Camp for six- and seven-year-olds provides a range of activities, sports, skills and games.

The DanceSport Camp will invite kids to experience all kinds

of rhythms, from the fox trot and cha-cha to waltz and tango.

The Queen's Theological College, which coordinates the Future Quest summer experience for 14-17-year-olds, recently received \$531,000 US from Lilly Endowment Inc., to support the program, which offers its three-week program at a reduced rate of \$750 to about 30 students each year.

The Department of Geography's Explore Camp made a big splash in its first year. Now in its second year, three of the five Explore Junior camps are already full. Topics covered include pollution and sustainability, nature, habitats, cultures from around the world and more.

Computers for a Cause is a new afternoon workshop for the recycling generation. Computing students will show participants how to refurbish old computers, and the finished computers will be distributed back into the community to non-profit organizations.

Parents are advised to ask for current pick-up and drop-off directions when they register, in order to avoid construction zones on campus.



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CAMPS at a Glance

Break into Business

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July 9-13
613-547-8886
breakintobusiness@gmail.com

Arts Adventure

Entering Grades 5-8
July 3-6 Drama Arts
July 9-13 Visual Arts
July 23-27 Drama Arts
Aug. 7-10 Visual Arts
Aug. 13-17 Drama Arts

Leaders-in-training program

July 23-27 Grades 9-12

Imagination Station

Entering Grades SK-4
July 3-6, 9-13, 16-20, 23-27
July 30-Aug.3
Aug. 7-10, 13-17, 20-24
613-533-6000 ext. 75441
artsad@asus.queensu.ca
www.artsadventure
.iconphoto.ca

Sports Camp

Boys/Girls ages 8-13
July 3 - July 13
July 16 - July 27
July 30 - Aug. 3

Dancesport Camp

Boys/Girls, ages 10 and up.
Weekday afternoons
July 23 - July 27
\$95.00

Combo Camp

Boys/Girls, ages 6-7 years.
Aug. 7-10

Combo Camp

(Hockey/Soccer/Ulimate Camp)
Boys/Girls, ages 8-13 years.
Aug. 7-10

Combo Camp

Boys/Girls, ages 9-14 years.
Tuesday through Friday
Aug. 7-10

Football Camp

Males/Females Grades 7-12
Aug. 7-10

Fencing Camp

Boys/Girls, ages 10-14 years.
Aug. 13-17

Introduction to Volleyball Camp

Boys/Girls, ages 10 and up.
July 30 - Aug. 3
Aug. 13-17

Volleyball Development Camp

Boys/Girls, Grades 9-11
Aug. 13-17

Elite Volleyball Camp (New)

Boys/Girls, 16 years and up
Aug. 13-17

Basketball Camp

Boys/Girls, ages 9-17 years.
Olympic Girls (ages 9-12)
Aug. 20-24
Olympic Boys (ages 9-12)
Aug. 20-24
WBA Females (ages 13-17)
Aug. 27-31
NBA - Males (ages 13-17)
Aug. 27-31
613-533-2500
www.goldengaels.com/iss
/summercamps.html

Science Quest/Computer Quest

July 3 - July 6
SQ Grades 4/5
SQ Grades 6-8
CQ Grades 4/5
CQ Grades 6-8
July 9 - July 13
SQ Grades 4/5
SQ Grades 6-8
CQ Grades 4/5
CQ Grades 6-8
SQ Brockville
July 16 - July 20
SQ Grades 4/5
SQ Grades 6-8
CQ Grades 4/5
CQ Grades 6-8
SQ for Girls 4/5
July 23 - July 27
SQ Grades 4/5
SQ Grades 6-8
CQ Grades 4/5
CQ Grades 6-8
SQ for Girls 6-8
July 30 - Aug. 3
SQ Grades 4/5
SQ Grades 6-8
CQ Grades 4/5
CQ Grades 6-8
SQ Tyendinaga
Aug. 6 - Aug. 10

SQ Grades 4/5

SQ Grades 6-8
CQ Grades 4/5
CQ Grades 6-8
SQ for Girls G 4/5
Aug. 13 - Aug. 17
SQ Grades 4/5
SQ Grades 6-8
CQ Grades 4/5
CQ Grades 6-8
SQ for Girls G Grades 6-8
Aug. 20 - Aug. 24
SQ Grades 4/5
SQ Grades 6-8
CQ Grades 4/5
CQ Grades 6-8
Brainstorm Conference Weekend
Girls Grades 6-8
Dates to be announced
613-533-6870
www.engsoc.queensu.ca
/scienceq

Reading Camps

July 9-20
July 23 - Aug.3
Aug.7-17
613-533-6960
educ.queensu.ca/outreach
/camps

Explore Camps

Explore Junior (Grades K-3)
July 3-6
July 9-13 FULL
July 23-27 FULL
Aug. 6-10
Aug. 13-17 FULL

Explore Senior (Grades 4-8)

July 16-20
July 30-Aug. 3
Aug. 20-24
613-533-6030
geog.queensu.ca/Explore
/index.asp

Future Quest

Queen's Theological College
Aug.12-25
Ages 14-17
613-533-2110
www.futurequest.ca

Computers for a Cause

Ages 18 and under
Saturday, June 16 - 1 pm
Saturday, June 23 - 1 pm
Details: 6ai1@qlink.queensu.ca

Schedules and information for Science Discovery, Computer Discovery and Discovery Kids are at www.sciencediscovery.ca

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

Glenville Jones re-appointed Craine Professor and Head, Biochemistry

Principal Karen Hitchcock announces the re-appointment of Glenville Jones as Craine Professor and Head of the Department of Biochemistry for a second five-year term commencing July 1, 2007. Dr. Jones graduated from Liverpool University with a PhD in Biochemistry and completed his postdoctoral training in Calgary and Wisconsin. He was a faculty member at the Hospital for Sick Children Research Institute and Department of Biochemistry at the University of Toronto before coming to Queen's in 1984. In 2002, Dr. Jones was appointed Craine Professor and Head of Biochemistry. He received the Research Excellence Award at the Providence Symposium on Vitamin D in 2004 and the Career Achievement Award at the International Workshop on Vitamin D in April 2006. Dr. Jones is also co-founder and scientific advisory board member of Cytochroma Inc. and serves on the PARTEQ board of directors.

Robert Lemieux appointed Head, Chemistry

Principal Karen Hitchcock

announces the appointment of Robert Lemieux as head of the Department of Chemistry from July 1, 2007 to June 30, 2012. Dr. Lemieux holds a BA from Colgate University and PhD from the University of Illinois at Urbana-Champaign. He came to Queen's as an assistant professor in 1992. Dr. Lemieux has published more than 50 research papers in the area of chiral induction and photomodulation of chiral bulk properties in liquid crystalline phases. He received a Queen's Chancellor's Research Award in 1999 and a Premier's Research Excellence Award in 2000. He has also won awards for his teaching, including the Queen's Chemistry Graduating Class Award for Teaching Excellence in 1997 and 2007, and the W.J. Barnes Award for Teaching Excellence from the Queen's Arts & Science Undergraduate Society in 2005. Dr. Lemieux has served as acting head of Chemistry since June 2006.

Brian Cumming appointed Director, Environmental Studies

Principal Karen Hitchcock announces the appointment of Brian Cumming as director of the School of Environmental Studies from July 1, 2007 to June 30, 2013, including one year of leave. Dr. Cumming holds a BScH and PhD from Queen's. He did postdoctoral research at Queen's and at the University of Minnesota as an NSERC PDF, returning to Queen's in 1994 as an assistant professor in the Department of Biology. In the mid 1990s, he became co-director of the Paleocological Environmental Assessment and Research Laboratory. He has published more

than 65 research papers in the area of aquatic ecology and environmental change focusing on the impact of natural and anthropogenic stressors on lakes including acidic deposition, forest harvesting, eutrophication, and climate change, in both temperate and tropical regions.

He served as secretary, treasurer and vice-president of the Society of Canadian Limnologists, and has been a participant on a number of issues related to climate change. Besides his work as co-director of PEARL, Dr. Cumming has served as the coordinator and associate coordinator of graduate studies in the Biology department and as acting director of Environmental Studies in 2006-07.

Allison Goebel appointed Acting Head, Women's Studies

Principal Karen Hitchcock announces the appointment of Allison Goebel as acting head of the Department of Women's Studies from July 1 to Dec. 31, 2007. Dr. Goebel holds a BA from the University of Toronto, MA from Saint Mary's University and PhD from the University of Alberta. She taught at Trent University before coming to Queen's in 2000 as a Queen's National Scholar in Women's Studies with secondment to the School of Environmental Studies. Her research focuses on gender, environment and health in Southern Africa. She has published a book on land reform in Zimbabwe and numerous articles on gender relations, land tenure, social forestry, urban environments and housing, and methodologies. Dr. Goebel has served on the Board

of Studies, is chair of the Unit Research Ethics Board for Women's Studies, and has been chair of the Curriculum Committee in Environmental Studies.

New Faculty Appointments

Nicholas Braithwaite, Obstetrics & Gynaecology, May 1, 2007

Awards and Grants

Honorary degree nominations for 2008

The Senate Committee on Honorary Degrees invites nominations for the award of honorary degree at the 2008 Convocations. Information and nomination forms are available at www.queensu.ca/secretariat/HonDegre.html Deadline: Friday, Aug. 10.

Chancellor Richardson Memorial Fund

The Advisory Committee of the Chancellor Richardson Memorial Fund invites departments and other university agencies involved in the study of Canada to submit proposals for the purchase of Canadiana teaching and research materials. For details on these acquisitions and the opportunity fund contact the advisory committee chair, Professor Brian Osborne, or the Office of the Vice-Principal Academic, or visit <http://adv.queensu.ca/richardson/index.php> and see the guidelines section. Submit proposals by June 15 to the Chancellor Richardson Memorial Fund, the Office of the Vice-Principal Academic.

Committees

Advisory Committee, Director of Research Services

Vice-Principal (Research) Kerry Rowe has established an advisory committee for the hiring of the position of Director of Research Services for a five-year term. Dr. Rowe will chair the committee. The university community is invited to offer comments on the present state and future prospects of the Office of Research Services and on the appointment of a director. Comments should be submitted in writing by May 21 to Kerry Rowe, Vice-Principal (Research). Respondents are asked to state whether their letters may be shown in confidence to the advisory committee.

Convocation

Faculty invitation to spring convocation ceremonies 2007 in Jock Harty Arena.

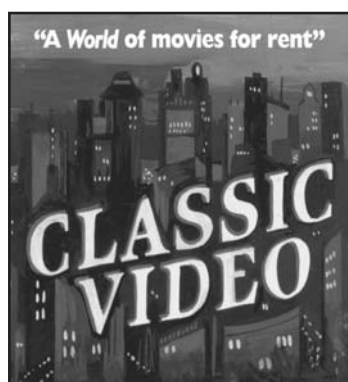
Thursday, May 24

2:30 pm
Business, Industrial Relations, Urban & Regional Planning, Policy Studies
Honorary graduand (LLD): Donald Cooper

Friday, May 25


9:30 am
Health Sciences (Medicine, Nursing, Rehabilitation Therapy)
Honorary graduand (LLD): John de Chastelain

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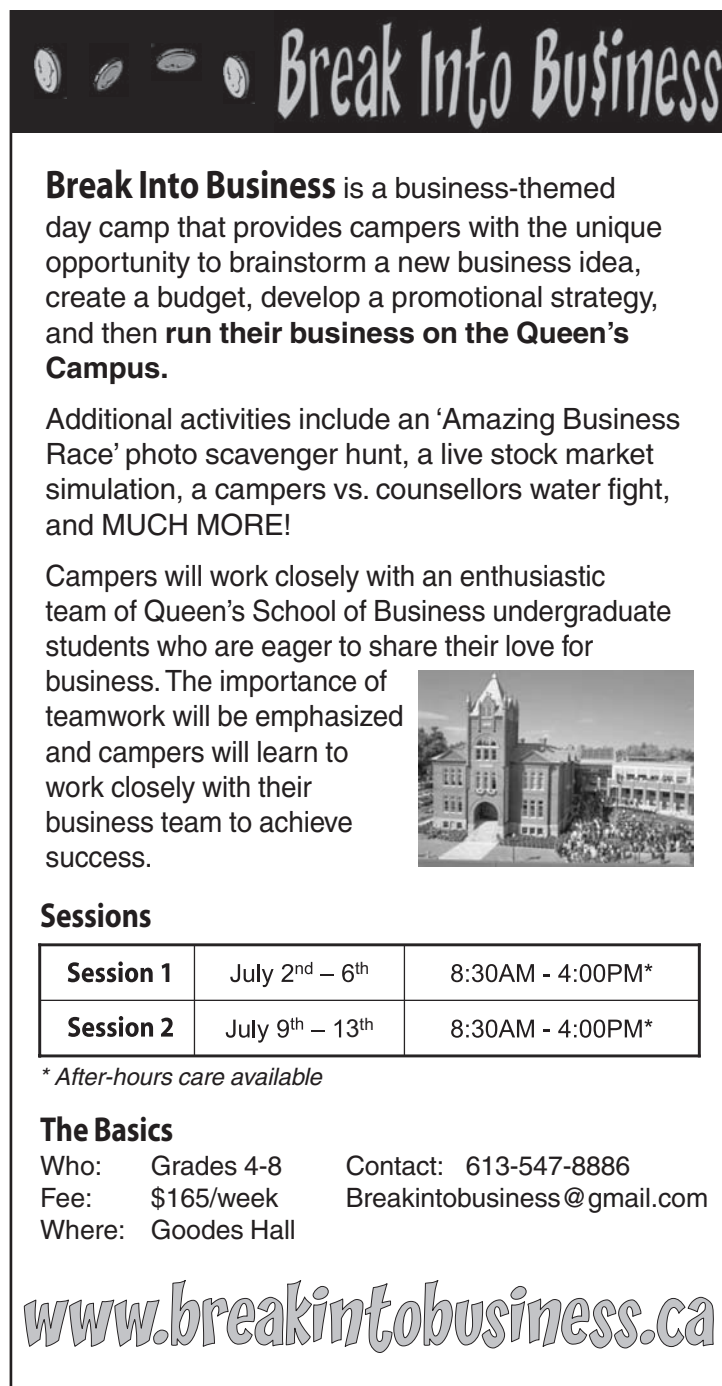
186 Princess St., Kingston www.odyssey-travel.com

Break Into Business

Break Into Business is a business-themed day camp that provides campers with the unique opportunity to brainstorm a new business idea, create a budget, develop a promotional strategy, and then **run their business on the Queen's Campus.**

Additional activities include an 'Amazing Business Race' photo scavenger hunt, a live stock market simulation, a campers vs. counsellors water fight, and MUCH MORE!

Campers will work closely with an enthusiastic team of Queen's School of Business undergraduate students who are eager to share their love for business. The importance of teamwork will be emphasized and campers will learn to work closely with their business team to achieve success.



Sessions

Session 1	July 2 nd – 6 th	8:30AM - 4:00PM*
Session 2	July 9 th – 13 th	8:30AM - 4:00PM*

* After-hours care available

The Basics
Who: Grades 4-8 Contact: 613-547-8886
Fee: \$165/week Breakintobusiness@gmail.com
Where: Goodes Hall

www.breakintobusiness.ca

2:30 pm
Applied Science
Honorary graduand (DSc):
Faquir Kohli

Thursday, May 31

9:30 am
Education
Honorary graduand (LLD):
Jack Chiang

2:30 p.m.
Arts & Science (Anatomy & Cell Biology, Biochemistry, Biology, Chemistry, Community Health & Epidemiology, Computing, Environmental Studies, Geological Sciences, Life Sciences, Mathematics & Statistics, Microbiology & Immunology, Music, Pathology, Pharmacology & Toxicology, Physics, Physiology)
Honorary graduand (LLD):
James Orbinski

Friday, June 1

9:30 am
Arts and Science (Communication, Culture & Information Technology, Development Studies, Economics, Geography, German Language & Literature, Health Studies, Kinesiology and Health Studies, Psychology, Sociology, Spanish and Italian Language & Literature, Women's Studies)
Honorary graduand (DSc):
Malcolm Peat

2:30 pm
Arts and Science (Art, Canadian Studies, Classics, Drama, English Language & Literature, Film Studies, French Studies, History, Jewish Studies, Language & Linguistics, Philosophy, Political Studies, Religious Studies, Russian Studies)
Honorary graduand (LLD):

Isabel Bader
Friday, June 8
Grant Hall (note location)
2:30 pm
Law
Honorary graduand (LLD):
George Thomson

Assembly: The academic procession will assemble in the Upper Lounge of the Physical Education Centre 30 minutes before convocation times. (Note: for the June 8 convocation, assemble on the second floor of Kingston Hall.) If you will be joining the academic procession, please complete our online form before May 16 at www.queensu.ca/secretariat/convocation/RSVPform.html so that sufficient seats may be reserved or e-mail cowperth@post.queensu.ca (ext. 77927).

Those needing a hood or gown should make arrangements with the Alma Mater Society 30 minutes before each ceremony. Please present your faculty card for identification. Receptions: All receptions are the responsibility of the Faculty or School concerned. You are encouraged to attend these functions and meet with the graduands and their families.

Human Resources

Milestones
Compiled by Faye Baudoux
If you have a milestone of 5, 10, 15, 20, 25, 30, 35, 40 years or more of continuous service coming up and you do NOT wish your name to be included in the listing, please contact Faye in Human Resources at 77791.

Congratulations to those who reached the following milestones in May, 2007.
35 years: Faye Alarie, Documents Unit; Nicole Bresee, ITS; Deborah Shea, Alumni Relations & Annual Giving.
25 years: Steven Humphrey, Electrical and Computer Engineering; Melody Monte, School of Kinesiology and Health Studies; Myrna Raymond, Performing Arts Office; Lloyd Rhymer, Civil Engineering; Larke Zarichny, Geological Sciences and Geological Engineering.
20 years: Stephen Ferguson, Psychology; Marco Giacomello, ITS; Steven Hodgson, Chemical Engineering; Merry Horton, Admission Services; Jeffrey Mewburn, Cancer Research Institute; Peggy Watkin, University Secretariat; Judy Young, Systems Unit.
15 years: Julie Clarke, School of Business; Kimberley Dixon, Systems Unit; Joan Harcourt, McGill-Queen's Press; Jackie Jones, Microbiology and Immunology; Kimberly Moore, Anatomy and Cell Biology.
10 years: Fraser Duncan, Physics; Susan McEathron, NCIC; Laurie Vaughan-Evans, Office of Research Services.
Five years: Anne Fisher, NCIC; Tracy Hodge, Student Information Systems; Lisa Latour, Human Resources; Adam Lewis, NCIC; Tina Murphy, Diagnostic Radiology; Fred Paquin, Physiology; Kerri Rochon, Medicine.

Employee Assistance Program
For off-campus professional counselling call toll free 1-800-387-4765 (français 1-800-361-5676). This service can be reached 24 hours a day, seven days a week. For more

information, visit www.queensu.ca/eap
Internal Academic Reviews
Recommendations for Review Team Membership
Vice-Principal (Academic) Patrick Deane announces the start of internal academic reviews for the following units and programs:
Faculty of Applied Science: Department of Civil Engineering and GeoEngineering Program, Department of Electrical and Computer Engineering, Department of Mechanical and Materials Engineering
Faculty of Arts and Science: Department of Global Development Studies, School of Environmental Studies, Department of Geography and Geographic Information Science Program, Department of Political Studies and Canadian Studies Program
Faculty of Health Sciences: Department of Community Health and Epidemiology, Life Sciences and X-ray Technology Collaborative Program
Faculty of Law
School of Graduate Studies and Research: School of Urban and Regional Planning

University community members are invited to recommend individuals to serve on the review teams, to be established by the Senate Internal Academic Review Committee. Each team will consist of four faculty members (two of whom will be from the same faculty, if departmentalized), two students (one of whom will be a graduate student, if the unit offers

Continued on Page 16

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
533-2211
- Accommodation and Wellness**
Shannon Casteels, Workplace Advisor
ext. 77818
- Employee Assistance Program**
1 800 387-4765
- University Chaplain**
Brian Yealland
533-2186
- Rector**
Johsa Manzanilla
533-2733
- Student Counselling Service**
533-2893

* Preface all external numbers with 613.
* Internal numbers may be accessed from a touch-tone phone off-campus by dialling 533-6000 + extension number.



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May 27	PHANTOM OF THE OPERA	\$149
Jun 1-2	STRATFORD FESTIVAL (2 plays, 2 dinners, accom.)	\$419
Jun 3	Blue Jays vs Chicago White Sox	\$80
Jun 10	CIRQUE DU SOLEIL "KOOZA"	\$175
Jun 24	Metro Toronto Zoo	\$69 adults/\$59 kids
Jun 25-29	Cape Cod, Newport & Boston	\$749
Jul & Aug	Canada's Paramount Wonderland, every odd calendar day	\$79
Jul 5	Nickelback in concert in Ottawa	\$135
Jul 28	Menopause Out Loud! A Hilarious Musical	\$119
Jul 26, Aug 11	Chinese Lantern Festival	\$99
Aug 5	NASCAR: Pennsylvania 500	\$199 (VIP \$259)
Aug 12	SALTIMBANCO Cirque du Soleil in Ottawa	\$139/\$129
Aug 16&26	Phantom of the Opera	\$169
Aug 20-24	Vermont / New Hampshire	\$799
Aug 23-24	Shaw Festival/Niagara Winery Tour	\$349
Aug 24	Ikea or Rideau Centre	\$40
Aug 27-31	Old Fashioned Summer Vacation on CAPE COD!	\$849
Aug 31	Kenny Chesney at the New York State Fair	\$129
Sep 6-9	Discover Quebec City	\$699
Sep 30	PGA: PRESIDENT'S CUP	\$175
Oct 27,28	"CATS" Broadway on Tour!	\$159
Dec 29,30,Jan 5,6	MAMMA MIA! It's back in Canada	\$169

NEW YORK CITY

Aug. 3-6	\$575	Sept. 6-9	
Aug. 6-9	Double	Sept. 20-23	
Aug. 7-30	Double	Oct. 11-14	
		Oct. 14-17	\$595
		Oct. 18-21	Double
		Oct. 25-28	
		Nov. 22-25	
		Dec. 29 - Jan. 1	

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Oct 11-17 \$1,199

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QUEEN'S VISITS PRINCETON



DENISE APPLEWHITE

Principal Karen Hitchcock (left) is pictured here with Princeton University President Shirley Tilghman on a recent visit to the New Jersey campus. Dr. Hitchcock was meeting with Queen's alumni in the tri-state area of the U.S. and stopped in to visit Dr. Tilghman, a Queen's alumna and an honorary degree recipient.

Diversity

continued from page 1

The topic of diversity can be politically charged, but even scary, painful experiences often provide the most effective lessons, suggested Dr. Laker.

"I welcome the discomfort," said Dr. Laker, who came to Queen's from the U.S. last year. It was the 2006 Henry Report, which criticized the university's "culture of whiteness" that piqued his interest in working at Queen's. From his vantage point in Minnesota, and having seen several other university administrations deal with equity and diversity challenges, Queen's head-on handling of the issue impressed him.

"I've never seen an institution put it right on the home page," Dr. Laker recalled. "That attracted me. It is a great gift to be told there is a culture of whiteness... there is so much we don't know about what it means to be white."

Diversity is key to self-discovery and personal growth, he said.

"If people graduate from Queen's without having deep, meaningful interaction with people different from themselves, I think we're doing a lousy job and I wouldn't send my kids here."

As examples of how experiences at Queen's differ from group to group, Dr. Mighty related a few comments from students.

One gay Queen's student commented that the university's celebrations of its history and traditions made her uncomfortable, because she understood that past history to include discrimination against gays. Dr. Mighty gave other examples of students who spoke of feeling marginalized because of English-language difficulties and learning disabilities.

Adam Morrison, a recent graduate and AMS organizer, also addressed the group about his experiences working on behalf of the gay community at Queen's.

"Queen's is a lot more queer positive than it gives itself credit for," he said, but added that there is more work to be done for the mood on campus to move from one of tolerance to one of acceptance.

The council also heard about the work of the International Centre from Susan Anderson, and from Edward Nkole of Zambia, a second-year student in economics and development studies, who told the council his experience so far at Queen's has generally been positive.

University Registrar Joanne Brady painted for the council a demographics picture of the Queen's student body. She also said the university has been making inroads at schools which have not traditionally sent many students to Queen's "and it's helping to dispel the myth that we're a school for rich, preppy kids," she said.

As for how to approach diversity training for staff and faculty, mandating diversity programs has actually been shown to increase intolerance due to resentment, said Dr. Mighty. People have to be willing and interested - just 17 people signed up for a recent workshop on diversity, she said.

The council consists of Board of Trustees and Senate members and an equal number of elected graduates. It is an advisory and ambassadorial body to the university and is responsible for electing the chancellor. The council may bring to Senate or the board any matter that it believes affects the university's wellbeing, making important contributions to campus life.

www.queensu.ca/secretariat

a graduate program), and one staff member. All will be external to the unit being reviewed. Submit recommendations to the appropriate dean by May 25. For details on the process and responsibilities, contact the Office of the Vice-Principal (Academic), ext. 32020, or visit www.queensu.ca/secretariat/senate/policies/iarrev/iarrev.html

Notices

QUFA members applying for renewal, tenure, promotion or continuing appointment

Under the terms of the collective agreement between Queen's University and Queen's University Faculty Association for faculty, librarians and archivists, Sept. 1, 2007 is the deadline for regular faculty to apply for renewal, tenure or promotion; librarians and archivists to apply for renewal, continuing appointment or promotion; term adjuncts to apply for promotion and a continuing appointment; and continuing adjuncts to apply for promotion. Members must notify their unit head of their intent to apply for renewal, tenure, continuing appointment, or promotion by July 1, 2007.

Four Articles in the Collective Agreement are relevant to these procedures:

Article 24 - Employment Equity
Article 30 - Renewal, Tenure and Promotion for Tenure-Track and Tenured Faculty Members
Article 31 - Renewal, Continuing Appointment and Promotion for Librarian and Archivist Members
Article 32 - Personnel Procedures for Adjunct Faculty Members.

Volunteers

Knee osteoarthritis

Volunteers are needed for a research study aiming to

understand the factors influencing your feelings about your physical function. Participants who have knee osteoarthritis confirmed by your doctor, but have not had surgery are invited. The study will involve a single visit to the School of Rehabilitation Therapy on the corner of George and Stuart Streets. You will be asked to fill out questionnaires about your health, physical dysfunction, physical activity and quality of life. Details: Jafar Sadiq (613) 533-6000 ext. 77850 or 5ja2@qmlink.queensu.ca

Calendar

Unless specified, all events are free.

Art

Agnès Etherington Art Centre

Events:

May 18: International Museum Day: Join a friendly docent for a guided tour of current exhibitions. 12:15 pm.

May 21: Open Victoria Day: Art Centre is open holiday Mondays from 1-5 pm from Victoria Day to Labour Day

May 27: A Celebration of Etherington House: The launch of Etherington House: Building a Legacy including a concert by the Allegra Strings. Reception to follow. 2 pm. 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. For exhibition information, see www.aeac.ca

Exhibitions: Contemporary Feature and The Davies Foundation Galleries, Crowd Conscious, May 12 - Sept. 30. Frances K. Smith Gallery, Between the Lines: 19th-century French Prints, April 1 - August 5. Historical Feature, R. Fraser Elliott and Samuel J. Zacks Galleries, Antoine Plamondon

(1804-1895): Milestones of an Artistic Journey, April 22 - July 2. African Gallery, The Art of Mali, to Nov. 4. The Bader Gallery, Revelations: European Old Masters in Kingston Collections, to Aug. 19. Etherington House, Kingston Picks, to Dec. 22.

Union Gallery

Exhibitions: Objects of Significance, a group show curated by Talie Shalmon and Lisa Visser, May 11 - June 19, Main Space. Control Alt Delete, a series of video works by third-year Fine Arts students Jacqueline Poirier, Lisa Figge, Jonathan Stamp, Jacqueline Collob, Jennifer Sutherland, Project Room.

May 12: A reception for both exhibits, 2-4 pm. First floor, Stauffer Library, corner of Union and University. www.uniongallery.queensu.ca

Lectures

Wednesday, May 16

Queen's Qualitative Lecture Series

Stevenson Fergus, Kinesiology and Health and Marney McDiarmid, Education. The theory and practice of community-based participatory action research: The Kingston area men's project. Clinical Education Centre, 4 pm. Details: 3dmf@qmlink.queensu.ca

Special Events

Monday, May 14

The Monieson Centre Business

YOUR Human Resources: What You Know; What You SHOULD Know. Top-ranked employers in Canada, and expert faculty address the most pressing human resource and leadership issues. Queen's staff, faculty and students receive a 50-per-cent discount. For conference details and to register, visit

business.queensu.ca/centres/qcbv/BSME_2008_invite.html

Tuesday, May 15

Retirement reception

A reception in honour of Cathie Perkin who is retiring from the School of Nursing after many years of outstanding service. University Club, Fireside Room, 3 pm.

Thursday, May 16 - Friday, May 17

2007 Cross-Faculty Teaching Forum

Embracing Inquiry. Designed for everyone who teaches at Queen's in any capacity. Focuses on teaching development and renewal. Details and registration: www.queensu.ca/ctl/programs/conferences/cftf/2007

Wednesday, May 23

Ban Righ Centre fundraiser

The Sisters Rosensweig, a play written by Wendy Wasserstein and directed by Angie Fyke. Domino Theatre, 370 King Street W., 8 pm. Tickets: \$18. Details and reservations: Karen Knight, 613-533-2976, email kk9@post.queensu.ca.

Wednesday, June 20

Queen's Faculty & Staff Golf Tournament

Colonnade Golf and Country Club, 12:30 pm shotgun start. Cost: \$65/golfer includes golf, meal and prize table. Details: Duane Parliament, (613) 533-6000 ext. 74828, 4djp3@post.queensu.ca

Submission Information

The deadline for Calendar, Bulletin Board and general editorial submissions for the Monday, May 28 Gazette is at noon on Friday, May 18, due to the Victoria Day holiday.

Email Calendar submissions to gazette@queensu.ca For news and information between issues of the Gazette, visit www.queensu.ca/newscentre.