

QUEEN'S GAZETTE

More than a place for art P16



Darwin's theory vindicated P8



Cancer researchers take top honours

By NANCY DORRANCE

Three renowned researchers from the Cancer Research Institute are inaugural winners of the National Cancer Institute of Canada's (NCIC) Diamond Jubilee Award. Marking the 60th anniversary of the NCIC, the one-time awards are

intended to celebrate 10 Canadian scientists who have made outstanding contributions in this field.

Roger Deeley, director of the Cancer Research Institute, and Susan Cole (Division of Cancer Biology and Genetics) have been honoured for their groundbreaking

discoveries leading to better understanding of resistance to cancer treatment. Joe Pater, founding director of the NCIC Clinical Trials Group, is recognized for his work in identifying new and effective cancer therapies that have improved patients' survival and lives.

"We are thrilled that national recognition is being focused on the stellar performance of three of our most distinguished colleagues who have devoted their careers to cancer research," says Jim Brien (Pharmacology and Toxicology), director of research for the Faculty of Health

Sciences. "These awards clearly demonstrate the outstanding quality and sustainability of the Queen's Cancer Research Institute."

"In cancer research, every new finding builds on the one that came before it," NCIC president and Queen's professor of Oncology

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Full house addresses athletics report

By KAY LANGMUIR

A report that proposes to streamline Queen's varsity and recreational athletics programs while increasing student athletics fees attracted a standing-room only crowd to a town-hall meeting Nov. 14.

About 200 people, student leaders, student athletes, alumni, staff, retired and current faculty, packed a room at the John Deutsch University Centre and kept the microphones busy as they told Principal Karen Hitchcock and senior administration what they thought of the Review of Athletics & Recreation.

The report's recommendations reflect an integrated approach and a drive for excellence in all Athletics and Recreation programs. Carried out earlier this year by Associate Vice-Principal and Dean of Graduate Studies Janice Deakin and former Dean of Student Affairs Bob Crawford, now a professor in the School of Computing, the report proposes significant change in several areas, including funding, fees and the number of inter-university athletic teams Queen's should support.

"Certain sports should not be given more support simply because they are high profile and attract a lot of support from the media," said Eugene Zaremba, a physics professor and coach of the squash team, one of many who spoke in favour of maintaining broad-based sports opportunities on campus. He criticized the report for usurping the focus on "excellence" in the university mission statement "which was not written with athletics in mind." There is no single measure of excellence, he said.

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Queen's News Centre

KEEPING UP WITH CHINA



SUZANNE GRAVES

Intrigued by the way bicycles and cars manage to co-exist on the busy downtown streets, MPA student Suzanne Graves took this photo during her first culture-shocked week in Shanghai. She took part in the Queen's-Fudan interchange program in May.

The Fudan experience

STUDENTS GAIN CREDIT WHILE LEARNING ABOUT CHINA'S ECONOMIC AND POLICY CHANGES

By KAREN RICHARDSON

Graduate students in the School of Policy Studies are learning first-hand about the socio-economic and policy changes taking place in China.

Through an agreement with Fudan University in Shanghai, students are completing their spring term credits abroad and learning about policy issues and the dynamics of the Chinese economy in a country of rich history and cultural heritage.

As China's most important economic centre and a city with a population of 16 million, Shanghai is undergoing rapid and complex change.

"Globally China is an emerging, growing and very important country and always has been important and of increasing importance," says program organizer Arthur Sweetman, the school's director. "It allows our students to look at a part of the world about which they have very little experience."

"To take a course on Chinese economic reforms or on Chinese policy issues in Canada is different than taking a course in China with Chinese students and with University of Fudan instructors," says Professor Sweetman.

"Queen's has a special relationship with a number of universities around the world - one in New Zealand, one in Australia, one in China - Fudan, and this builds in some sense on that relationship."

Between 14 and 16 Master's students participate in the six-week interchange for their spring term each year, but the opportunity to study at one of the most

recognized universities in China remains competitive. Open to qualified Master of Public Administration (MPA), Master of Industrial Relations (MIR) and Professional Master of Public Administration (PMPA) students, the program is a one-way "interchange" rather than an exchange, though there are faculty from Fudan who do come to Queen's for extended periods, says Professor Sweetman.

There is also the potential to include other graduate students, although priority is given to Policy Studies students.

While students do have a "fair bit of preparation beforehand" and attend information sessions and training courses online, they need to be prepared for some culture shock, says Professor Sweetman.

Students take two English-taught courses at Fudan University in Shanghai for six weeks, with one week in the middle for independent fieldwork and travel.

See FUDAN: Page 2

Senators debate tuition

By CELIA RUSSELL

The university should consider differential financial aid for international students based on their economic circumstances and country of origin, a faculty senator has suggested.

Adnan Husain was commenting on proposed tuition fee increases affecting medicine, graduate and international students that will go before the Board of Trustees for approval this Friday.

This would ensure that Queen's is not only engaging a certain "class" of student, he told fellow senators at their Nov. 15 meeting.

"We need to be very concerned that there are differences between international students from the U.S. and Europe, and not all graduate international students face the same barriers."

As the university moves forward with its strategic plan, engaging the world and diversifying the curriculum, it must be aware that certain international students will have barriers to overcome before they can even consider attending Queen's.

Tuition fee increases will have a greater impact on accessibility for students coming from Africa and Asia, he said.

Student Senator Max Rubin, who said he spoke on behalf of international students, said he was troubled by the proposed increases.

"There are support mechanisms available to domestic students that are not available for international students."

University Registrar Jo-Anne Brady noted that once students are registered, all are eligible for all needs- and merit-based student assistance.

International fees were just one of three areas discussed at the recent Senate meeting.

When the slate of 2007-08 and 2008-09 fees were brought to Senate in April, it was decided that certain areas required further consideration due to the complexity attached to the programs and category of students.

For the School of Medicine, the recommendation is five per cent for the first year and four per cent for each subsequent year.

For graduate studies, tuition would increase eight per cent in the first year and four per cent in upper-year master or doctoral

See TUITION: Page 11

Statement regarding an incident on Nov. 14

A Queen's faculty member has reported that a serious incident involving abusive language and physical intimidation occurred on the afternoon of Wednesday, Nov. 14, 2007. The faculty member describes being forced from a sidewalk by four male students wearing engineering jackets, who in addition subjected her to racial taunts.

We are deeply disturbed by the account of this incident, and especially concerned that members of the student community were apparently involved. An investigation is under way which has the full support of the university administration.

We recognize that the vast majority of students and faculty across this institution, and in the Faculty of Applied Science in particular, are outraged by incidents of the sort described, and are committed to an inclusive campus where all members of our community are permitted the opportunity to pursue their academic goals in an environment not merely tolerant, but respectful and supportive as well. The evidence suggests, however, that we have

substantial progress yet to make before that ideal can be realized. Progress is urgent and imperative. No member of the Queen's community should again be subject to the kind of physical intimidation and racist abuse that has been described. The university is fully committed to this course, to bringing attention to racism and abusive behaviour wherever it occurs, and to taking firm action. We unequivocally state that this kind of behaviour has no place at Queen's University and we will use all judicial and administrative means at our disposal to address this particular incident and to reach these important institutional goals.

Karen R. Hitchcock, Principal and Vice-Chancellor
Patrick Deane, Vice-Principal (Academic)
David Mitchell, Vice-Principal (Advancement)
Rod Morrison, Vice-Principal (Human Resources)
Kerry Rowe, Vice-Principal (Research)
Andrew Simpson, Vice-Principal (Operations and Finance)

Fudan

continued from page 1

"It gives students an opportunity to talk with the people at Fudan University, then tour China beyond Shanghai and come back and debrief at Fudan," says Professor Sweetman.



Sweetman

One of the field trips is to a water "village" with a population of about two million people. One of the courses focuses on China as the "economic powerhouse," and the last 30 years of Chinese economic reforms, says Professor Sweetman. A second course, Policy Issues and Debate in China, has a political science orientation and is on international negotiations.

"Basically they're looking at the economic reforms, the growth – and that has implications for inequality, the gap between the rich and the poor – which in China is becoming a really major issue right now."

There are also issues of migration, regulation and quality control, with people flying in from outlying areas, he says.

Policy studies graduate student David Ewing, who attended Fudan

University last year, says the experience changed his perspective on learning.

"At no other institution would I have had the opportunity to travel to an Asian country, learn about Chinese governance and how public policy is created in China, attend classes with and have input from Chinese students and instructors, and travel within the country."

This year, students from the Public Administration and Public Policy program at Georgetown University in Washington D.C. will also accompany Queen's students on the trip.

Professor Sweetman is also trying to start an interchange with the University of Ghana in West Africa, as well as with Lund University in Sweden, a popular destination for international students, where Queen's has an exchange agreement. (Queen's has exchange agreements with about 100 institutions in more than 30 countries worldwide.)

Global Development Studies offers a similar interchange program for undergraduate students at Fudan University for a term.

It was amazing to witness firsthand the day-to-day activity in Shanghai, says Marilyn Redmond, a co-coordinator in the policy studies program, who accompanied the

Chemistry prof awarded Polanyi Prize

Chemistry professor Derek Pratt is one of five Ontario researchers to receive the prestigious John Charles Polanyi Prize for 2007.

Valued at \$20,000, the prize is targeted at researchers in the early stages of their careers who are planning to continue post-doctoral studies at an Ontario university.

"These outstanding researchers stretch our understanding and make a real difference in our lives," said Premier Dalton McGuinty in announcing the award. "Ontario has long been home to some of the world's foremost thinkers and innovators. Supporting their work and celebrating their success helps foster even greater opportunities and will keep Ontario moving forward."

Canada Research Chair in Bioorganic and Physical Organic Chemistry, Dr. Pratt focuses on understanding the chemistry of "free radicals" in the human body

and in industrial materials. Radical reactions are often related to degenerative diseases, such as cancer or cardiovascular diseases, and to the breakdown of motor oils, rubbers, foodstuffs and polymer materials. An understanding of how these reactions can be controlled or prevented will have broad implications for medicine and for the energy, materials and agriculture sectors.

Initiated in 1987 in honour of Nobel Prize recipient and U of T professor John Polanyi, the awards are given annually in the fields of chemistry, literature, physics, physiology and medicine or economics. A panel of experts under the Ontario Council of Graduate Studies chooses recipients.

Other recipients are Quincy Almeida (Wilfrid Laurier), Sarah Phillips Casteel (Carleton), Darren Gobert (York), Naomi Matsuura (Toronto).

students on a previous trip.

"The manual labour is just phenomenal, as well as the numbers of people and the huge expanse of construction."

While students don't have to be proficient in Mandarin, they are advised to learn words and phrases

before travelling.

They are responsible for costs associated with travel and accommodation.

Those interested in the interchange program can contact Ms. Redmond at redmondm@post.queensu.ca.

Queen's renews Fudan agreement

As part of Queen's China strategy, Associate Vice-Principal (Academic/International) John Dixon opened the Queen's-China Liaison Office at Fudan University on Nov. 5. Dr. Dixon signed a renewed memorandum of understanding with Fudan where each university recognizes the other as a strategic partner in their commitment to the internationalization of research and teaching.

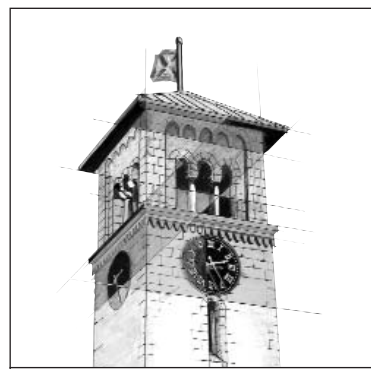
Queen's also hosted two large delegations of senior administrators and government officials this fall – one from Henan province in east-central China and the other from the Chinese Ministry of Education and the State Administration of Foreign Experts Affairs – to help them

learn about the inner workings of Canadian university operations.

The lead Fudan faculty member who arranges the interchange program for Queen's students in Fudan is visiting campus until Jan. 30, 2008. Yuan Zhang is an assistant research fellow with the China Centre for Economic Studies of Fudan University.

Professor Zhang's research focuses on micro finance, poverty in rural China and micro-development economics. He teaches courses in Microeconomics, Micro Development Economics and Econometric Analysis of Cross-Section and Panel Data.

Those wishing to meet with him should contact Marilyn Redmond at marilyn.redmond@queensu.ca



QUEEN'S GAZETTE

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

Editorial Assistant/Writer
 Karen Richardson
 613-533-6000 ext. 79173
 karen.richardson@queensu.ca

Senior Communications Officer
 Nancy Dorrance
 613-533-2869
 nancy.dorrance@queensu.ca

Communications Coordinator
 Lorinda Peterson
 613-533-3234
 lorinda.peterson@queensu.ca

Director of Communications and Public Affairs
 Anne Kershaw
 613-533-6000 ext.74038
 kershaw@queensu.ca

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

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

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 Noon editorial deadline: **Dec. 3**

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 Noon editorial deadline: **Jan. 7**

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Panels power money back into Queen's

By KAY LANGMUIR

The 264 solar panels on Goodwin Hall have officially started earning their keep.

The latest utilities bill shows the array has fed \$800 worth of excess power into the provincial grid.

"They will actually send us a cheque but we haven't got it yet," says David Lay, operations and facilities manager at the Integrated Learning Centre (ILC). The cheques are sent out quarterly and the array is expected to produce about \$8,000 worth of excess power over 12 months, he says.

Queen's recently signed a Standard Offer agreement with the Ontario Power Authority to provide the provincial power grid with excess power at a set rate of 42 cents a kilowatt.

These agreements are meant to encourage production of alternative power, namely wind, solar, water and biomass.

The array covers the top four floors of the south facade of Goodwin Hall, where they are installed above the windows at an angle, allowing them to double as sunshades to keep the building cool.

Earnings will go to the Faculty of Applied Science which paid for the installation of the array. The funds will likely go toward main-

taining the biowall in Beamish-Munro Hall, where the ILC is located, says Mr. Lay.

The university is also exploring an opportunity to enrol its recently installed cogeneration plant with the Clean Energy Standard Offer Program soon to be released by the Ontario Power Authority. Contracts are currently available only for alternative energy sources, but the arrangements will be extended in the near future to clean-energy sources, such as the natural-gas-fired cogeneration plant.

After operating for about a year, the plant is now attaining consistent run times and achieving its goal of producing power more cheaply than the provincial grid, says Engineering Director John Witjes of Physical Plant Services.

The plant is typically powered up in the morning and shut down at night, when lower usage levels reduce the cost of power purchased from the wider grid. During the day, depending on the particular day and time of year, however, the plant can produce power more cheaply than peak demand prices.

"When we're able to produce power more economically, we produce it ourselves. When it is cheaper to buy from the grid, we buy from the grid," says Mr. Witjes.

"This is our first full 12 months of operation. We see the co-generation plant having a positive impact on utilities costs," he says. However, the extent of the bottom-line benefits won't be determined until the end of its first fiscal year in the spring.

Queen's, which ranks third among Ontario universities on an energy-use-per-square-metre comparison, has many initiatives under way to further improve its efficiency.

Cogeneration plants, so named because they produce both electricity and heat, typically take one to two years to achieve reliable run times. By this measure, the King Street facility is doing well. Barely a year after it opened, it operated nearly every weekday in October, Mr. Witjes says.

The facility also stores diesel fuel on site. In the event of an interruption of the natural gas supply, it can keep the hospital and the university running.

Queen's, which ranks third among Ontario universities on a energy-use-per-square-metre comparison, has many initiatives under way to further improve its efficiency. It is well into a major \$335,000 lighting retrofit, replacing older fixtures in halls, classrooms, lecture theatres and offices with high-efficiency fluorescent lights.

"It's a great way to effect change easily and quickly," says Physical Plant Services Energy Engineer Nathan Splinter.

The university has further applied for more funding for lighting retrofits through grants offered by Natural Resources Canada, he says.

Mr. Splinter, who assumed the newly created position of energy engineer earlier this year, says he's also seeing a lot of student interest, inquiries and recommendations about conservation and retrofits.

One team of business and engineering students is currently working on a project to explore the commercial viability of implementing various alternative energy systems on campus, he says.

IN BRIEF

In praise of staff

Tuesday, Dec. 4 marks Queen's annual Staff Appreciation Day, organized to officially recognize the contributions staff make to Queen's reputation of excellence.

Staff can get their day off to a good start with a free large cup of coffee, tea, or hot chocolate, courtesy of Queen's administration. Until 10:45 am, staff can show their staff card at the Sidewalk Café in the John Deutsch University Centre, Mackintosh-Corry, Botterell Hall, Biosciences or Goodes halls, or the Stauffer Library, The Lazy Scholar and West Campus cafeterias. Specialty beverages are excluded.

A professional development workshop, Change Direction Without Losing Your Mind, takes place from 10 to 11:30 am and will be repeated from 1:30 to 3 pm. To register, visit www.hr.queensu.ca or call Human Resources at ext. 74187.

Come to the Principal's Reception in Grant Hall and applaud your colleagues who receive the Staff Recognition Awards from the Principal at 12:30 pm. This year's winners are Kathy Beers (International Centre), Laura Esford (International Programs Office), Steven Hodgson (Chemical Engineering), Linda Lam (Financial Services), Wendy Powley (School of Computing), Diane Reid (Dean's Office, Faculty of Arts & Science), Barbara Saunders (Pathology & Molecular Medicine) and Jacqueline Schutt (School of Medicine).

Those receiving a Staff Appreciation Day flyer in the mail have had their names entered in a draw for prizes donated by the senior administration. A list of prize winners will appear in the Gazette.

The more voices, the merrier

The public is invited to participate in the School of Music's annual Messiah Sing-a-Long, this Friday, Nov. 30 at 2:30 pm in the foyer of Harrison-LeCaine Hall. An informal gathering of voice and orchestra will pay tribute to the glorious music of Handel. Details: 613-533-2066, music@queensu.ca

University appoints first diversity advisor

By CELIA RUSSELL

Barrington Walker sees a close connection between the classroom and the work that he will be doing as the university's first diversity advisor.

"In many ways, what I do in the classroom will reflect on what I will do as diversity advisor – I see the two things as linked," says Dr. Walker, an assistant professor in the Department of History. The part-time appointment will allow him to continue teaching.

Principal Karen Hitchcock announced the two-year appointment of Dr. Walker to the position of Diversity Advisor to the Vice-Principal (Academic) at the Nov. 15 Senate meeting. The position's mandate is to help the university eliminate prejudice and create a more diverse campus.

Dr. Walker holds a BA from York University and an MA and PhD from the University of Toronto. His research focuses on Black Canadian history, the histories of race and immigration in Canada and Black masculinities. He is completing a book called *Black Criminals: Race, Nationhood and the Law in Ontario's Criminal Courts 1850-1950* and is working on a history of a Black Civil Rights organization established in Canada from 1969 to 1985.

"What makes this appointment distinctive and promising for Queen's is its academic emphasis, which will address human and ethical concerns surrounding race and ethnicity from the perspective of informed scholarship," says Vice-Principal (Academic) Patrick Deane.

"Dr. Walker will be responsible for ensuring that those of us who are engaged in the daily life of the university are fully cognizant of appropriate consideration of race,

ethnicity and diversity, and that our understanding of these issues is as sophisticated as in any academic area of the university.

"He will be a resource for administration, faculties and departments on how considerations of diversity should inform decision making and curriculum design across the university."

Dr. Walker will initiate and conduct scholarly work and inquiry aimed at broadening understanding and raising awareness of diversity issues.

"My mandate is to serve as a catalyst for a broader discussion on issues of inclusion and diversity at the university – an extension of my scholarly work."

He's looking forward to consulting broadly with other groups on campus in the next few months, before developing recommendations for initiatives for the Vice-Principal (Academic).

Dr. Walker will also serve as the Vice-Principal (Academic)'s delegate on working groups, the Senate Educational Equity Committee (SEEC), Aboriginal Council, Employment Equity Council and other internal and external organizations as appropriate.

Dr. Walker came to Queen's five years ago.

"It was an opportunity to teach at a first-rate university and an opportunity for me to pursue scholarship in the area of history of race and immigration, which is not available at most universities."

The new position has no role in addressing complaints or regulating behaviour. It is designed to complement the work being done on the diversity front in other functions at the university, including the Employment Equity Council

and the Human Rights Office.

"We will only make progress on these issues when we work as a

community and we also approach them as a matter of the highest academic quality," says Dr. Deane.



CELIA RUSSELL

Barrington Walker sees his appointment as the university's first diversity advisor as an extension of his scholarly work.

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Senators discuss student discipline

By CELIA RUSSELL

A requirement that students remove themselves from situations where misconduct is occurring and report it is impossible to enforce and should be removed from the draft code of student conduct, most senators indicated in a straw vote at their Nov. 15 meeting.

It is problematic to include an obligation to act, said Senator Bruce Pardy, a law professor. As a matter of law, punishing an omission is problematic.

"I believe that it's unenforceable," said student senator Max Rubin, who added that student non-academic discipline is a complaint-driven system.

It was felt that encouraging students to be responsible citizens in the preface would be preferable to a code provision that encourages students to report while imposing no sanction for failing to do so.

The introduction of an unusual informal session at their Nov. 15 meeting allowed all attendees to join with senators in freely discussing five points related to the draft code put forward by the committee that is revising the code.

"No final decisions will be made here today - we are all here to listen," said University Secretary Georgina Moore, who chairs the Senate Committee on Non-Academic Discipline (SONAD). SONAD plans to present it to Senate for approval next February, with the new code taking effect next September.

One audience member who expressed a different point of view was Kingston resident Don Rogers, who made specific reference to an annual unlawful student gathering. A requirement to remove oneself from a situation where misconduct

is taking place has its benefits, he said.

"A major problem with events on Aberdeen Street is the sheer number of people who impede the police from dealing with law breakers. Requiring students to withdraw from the situation would help defuse one of the most important issues which is unfortunately poisoning relations between Queen's University and the City of Kingston," he said.

Alma Mater Society President and Senator Kingsley Chak cautioned that it would be a mistake to base the code on just one event.

Another straw vote showed that most senators disagreed with a sanction that would allow a notation on a student's transcript showing the student was sanctioned for non-academic misconduct.

Another matter related to how the student code of conduct should strike the balance between freedom of expression and the rights of others in the university community generated concern amongst some that students' right to freedom of expression could be adversely affected.

Citing a recent sit-in in Montreal where 100 students were arrested, graduate student Jeff Welsh said he fears a current crackdown on political expression on campus.

"This is a trend that is very concerning for students," he said. Violence against women, apartheid have all been protested using such methods.

The question of whether the student code of conduct should reference academic integrity or remain strictly concerned with non-academic conduct drew a slight majority in favour of the former.

On whether the university should promote integrity in all aspects of student life, academic and non-academic, senators voted yes by a small margin, agreeing that the five core values (honesty, trust, fairness, respect, and responsibility) that constitute academic integrity also be referenced in the student code of conduct as the foundation of non-academic integrity.

But, said Senator Barbara Kisilevsky, "I don't like to see academic integrity mentioned in a non-academic discipline document."

Senator Pardy agreed.

"I would like to think that we should distinguish between these two things (academic and non-academic integrity)," noting that one can impose these values on a particular person in the first case but not in the second, he said.


Notes from the Nov. 15 meeting

Queen's met its Senate-approved enrolment targets and projections in nearly all programs, University Registrar Jo-Ann Brady told Senators. Total full-time enrolment is 16,572, with higher-than-planned growth in the School of Business, according to the final report on admissions and enrolment.

As of Nov. 1, overall enrolment including part-time, Theological College and post-graduate medical students was 20,518, compared to 20,352 in 2006. The Board of Trustees will consider the report for action at its Nov. 30 meeting. Senate approved:

- a report on degrees, diplomas and

AN EYE-CATCHING GEM



STEPHEN WILD

Gemologist Bradley Wilson shows third-year Geological Sciences students Christina Piddell and Kayla Helt a hand-cut piece of lemon quartz at the annual gem show held recently at the Miller Museum of Geology.

certificates conferred at 2007 Convocations. The university conferred 5,624 degrees, diplomas and certificates in 2007, compared to 5,209 in 2006. For the full report, see the agenda at www.queensu.ca/secretariat/senate

- the appointment of the following to Senate committees: B. Egnatoff (faculty), Creative Arts & Public Lectures; B. Daigle (student), Internal Academic Review; A. J. Brenders (student), John Deutsch University Council; L. Adams, B. Barnett, M. Brown, M. Ceci, J. Mantle (students), G. Boland (faculty), Orientation Activities Review Board; H. Sirman (staff), Residence;

J. Hall (student), University Council on Athletics.

- the membership and mandate of a working group to review the Harassment/Discrimination Policy and Procedure and a request to the Nominating Committee to nominate three Senate members (student, faculty and staff). Other members are D. Kelly (University Legal Counsel), H. Smith (Dispute Resolution), I. Bujara (Human Rights and Equity), R. Morrison (Human Resources), J. Laker (Student Affairs).

www.queensu.ca/secretariat/senate



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DAY & MULTI-DAY GETAWAYS

Dec 3,10	Upper Canada Village "A Light at Night"	\$79
Dec 5	Irving Berlin's "WHITE CHRISTMAS" at the Hummingbird Centre	\$159
Dec 14	Keith Urban in Concert	\$139
Dec 29,30, Jan 5,6	MAMMA MIA! It's coming back for a short time!	\$169
Jan 2	Kurt Browning is "PETER PAN"!	\$149
Jan 19	Boat Show	\$59
Feb 1-3	Quebec City Winter Carnival (incl optional tour to Ice Hotel)	\$369
Feb 10	The Spelling Bee at the Elgin Theatre	\$169
Feb 16	Jesus Christ Superstar	\$149
Mar 8, Apr 5	DIRTY DANCING! Have the time of your life!	\$189
Mar 7-16	MARCH BREAK in Myrtle Beach!	\$799
Apr 9, May 7	DIRTY DANCING! Have the time of your life!	\$149

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March Break: Mar 10, 11, 12, 13 & 14	\$50
Monday: Jan 21, 28, Feb 4, 11, 18, 25, Mar 3,17, 24, 31	\$35
Sundays: Jan 20, 27, Feb 3, 10, 17, 24, Mar 2, 9, 16, 23, 30	\$50
School PA Day - Feb 1	\$50

SHOPPING FRENZY!

Nov 30	Vaughan Mills Mega Mall, Outlet Mall & Cookstown Outlets	\$45
Nov 28,29,30,Dec 1	- One of a Kind Christmas Craft Show	\$59
Nov 28,29,30	- Eaton Centre/Downtown Shopping	\$45
Dec 7	IKEA or Rideau Centre & Byward Market	\$40

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Competition for new faculty heating up: AUCC report

By ANNE KERSHAW

If the predictions of a new national study on faculty hold true, Queen's and other universities will find themselves in an intense competition over the hiring of new faculty, says Vice-Principal (Academic) Patrick Deane.

The latest volume of Trends in Higher education, released by The Association of Universities and Colleges of Canada (AUCC) last week, underscores the long-term challenge that faculty renewal presents for Canadian universities at a time when 30,000 to 35,000 new faculty must be hired by 2016 to address replacement demand and enrolment growth.

A key finding is that faculty growth is not keeping pace with enrolment growth. Overall, the number of faculty increased by 21 per cent between 1998 and 2006 while full-time enrolment increased by 37 per cent over the same period.

Queen's situation is somewhat different from that of most other universities whose hiring policies are directly shaped by the growth in enrolment and the revenue that

flows from it.

"We recognize that we really do need to hire more, but the university position on enrolment is such that they are not necessarily going to see revenues come in that will make this possible," Dr. Deane says. Here, where the only real enrolment growth that is being planned for is at the graduate level, the current projections present a different kind of challenge.

"The biggest issue we will face will be our ability to hire faculty in a market in which highly qualified faculty are hotly sought after."

According to the report, the elimination of mandatory retirement is not expected to help over the long-term. While it will have some impact on lowering the rate of departure for faculty over the short term, the general age demographic of faculty is expected to remain flat over the next two decades.

"Universities are now faced with the difficulty of how you go about strategizing to grow a faculty complement in anticipation of pressure on enrolment and in the context of uncertainty about people's retire-

ment dates. We can't really predict what the rate of retirement is going to be," says Dr. Deane.

"The biggest issue we will face will be our ability to hire faculty in a market in which highly qualified faculty are hotly sought after."

Patrick Deane

Queen's leadership is still digesting the AUCC report, described by Dr. Deane as "a very interesting document worth studying, as it will not only provide insight into our own situation but also enable us to see how other jurisdictions in the county are dealing with related issues".

The report also points out that while the gender gap for faculty is closing, an imbalance still exists. There are now almost as many

women as men completing doctorals, with 44 percent of new PhD graduates being female. However, the share of women represented in the most senior ranks is much lower than in the junior ranks. This pattern holds true at Queen's and across the country, with a significantly higher percentage of female faculty represented at the adjunct professor level than at that of full professor.

"The issue for us is to be monitoring growth in the percentage of women in senior positions in the expectation that it will and should increase with each year," he says. "It does alert you to the fact that there is still a case to be made for the existence of systemic barriers in the advancement of women up the ladder. Or at least there is reason to pay close attention to our process to make sure there is nothing there that is perpetuating the status quo or impeding a more rapid change in the situation."

Queen's has had considerable success in attracting high quality faculty given the challenges associated with being located in a small city.

"We have been better than many other institutions in casting the net wide to ensure we get the best candidates. And our hiring has been very good with us able to attract some of the best people from Europe and the United States as well as outstanding Canadian candidates."

The university has also worked hard to develop competitive start-up funding packages and to leverage existing academic strengths to attract people in cognate areas.

"To really compete with some of the major institutions in the U.S., we still have a way to go."

Queen's biggest advantages are the high quality of its students, both undergraduate and graduate, and the overall reputation of the institution, says Dr. Deane.

"These are real assets and they position us quite well on the Canada scene. There are some things that can present more of a challenge and one of those is the size of the city of Kingston which doesn't often present strong employment opportunities for spouses."

Principal appoints senior leadership to new town-gown working group

Principal Karen Hitchcock "strongly endorses" the motion passed at the most recent meeting of Kingston City Council establishing a working group and inviting Queen's to join with the city to find solutions to issues of mutual interest and concern, including the Aberdeen Street party and current rental housing standards.

"Queen's takes the views and concerns of the Kingston community very seriously and looks forward to a constructive dialogue with City officials," she says. "To that end, we are delighted to accept the City's invitation to participate in the working group."

Dr. Hitchcock has asked Vice-Principal (Academic) Patrick Deane

and Vice-Principal (Operations and Finance) Andrew Simpson to represent the university on the working group.

Dr. Deane also sees the potential of the working group to come up with meaningful solutions.

"I regard as extremely constructive the recognition by council that many of these issues will require joint solutions and that so often behavioural issues that are seen as problematic within the city are embedded within bigger issue having to do with urban development and urban change."

The council motion specifically asked that the university give strong consideration to moving Homecoming to another time of

year as a means of breaking the Aberdeen Street phenomenon, in which thousands of people gather for an unlawful street party.

"The answer to that is that the university is looking very serious at that issue," says Dr. Deane.

"On behalf of the university, I would like to express our appreciation to the city for taking this important step forward," Dr. Hitchcock says.

"Queen's remains committed to working with the city and other partners, particularly our students, in a spirit of openness and co-operation that we trust will lead to positive solutions that benefit all concerned."

A TALL ORDER



KAREN RICHARDSON

The first of three large-scale cranes arrived recently on the Queen's Centre site, bounded by Clergy Street, University Avenue, Earl and Division streets. This view, from the corner of Union and Division streets, shows the site where a new home for Kinesiology and Health Studies will be built, next to the PhysEd Centre.

Applied Science student to embark on unique exchange



CELIA RUSSELL

Derek Chow talks about his upcoming exchange at the University of Western Australia (UWA), which combines with a work practicum at the Perth, Australia office of Hatch, a multinational engineering firm, at a recent gathering of Queen's, UWA and Hatch representatives at the Integrated Learning Centre in Beamish-Munro Hall. Yola Szymakowski, first-year coordinator at the Faculty of Engineering, Computing and Mathematics and Mark Bush, Dean of Engineering at UWA, look on.

By CELIA RUSSELL

For Applied Science students, gaining an international experience while at university can be more challenging than it is for others.

Not so for third-year student Derek Chow, who will be leaving in January for a trip halfway around the world to the University of Western Australia (UWA) in Perth, Australia.

Mr. Chow will be doing more than just hitting the books. He is the first student from Applied Science to attend UWA on an exchange that features an integrated practicum with the multinational engineering firm, Hatch.

While Mr. Chow is in Australia, UWA engineering student Nadia Vujovich will be taking courses at Queen's, to be followed by a work practicum at Hatch's Mississauga office.

Hatch, which has 8,000 employees in offices worldwide, has close ties to Queen's. It is the major contributor to the university's solar vehicle team and sponsors several entrance scholarships.

"This marks the kick-off of the practicum development of our student exchange program with the University of Western Australia," said Associate Vice-Principal (Academic/International) John Dixon at a Nov. 15 reception at Beamish-Munro Hall, where Mr. Chow met

representatives from UWA and Hatch. "It's an expansion of the partnership that already exists between our two universities and a fantastic addition to our exchange programs."

The unique opportunity developed out of a casual conversation between UWA Dean of Engineering Mark Bush and a Hatch representative on how the company and the university could intersect.

"Engineering students are notoriously reluctant to take an international exchange for many reasons," said Dr. Bush. "There's the cost, but also the reluctance of some universities to recognize credits from outside institutions. In addition, school semesters in the northern and southern hemispheres don't always coincide."

Hatch will also pay for Mr. Chow's travel to Australia and back. After a few weeks of touring, he will start classes in February. He will begin work with Hatch's Perth office in July.

Mr. Chow, who studies mining engineering with a specialization in minerals processing, is excited about the opportunity to get valuable international work experience while on a university-run program.

"Hatch will allow me to get my hands on a variety of different things – and the pay is good too," he said with a smile.

VIEWPOINT

LAURA MURRAY



Digital rights management and the law

IMPLICATIONS FELT AT UNIVERSITY LEVEL AND BEYOND

Canadian Copyright: A Citizen's Guide, by Laura J. Murray and Samuel E. Trosow, has just been published by Between the Lines (Toronto). Impending federal copyright legislation suggested the selection of this excerpt on Digital Rights Management and American legislative models.

You try to copy a scene from a DVD into your movie editing software for a class presentation and find that you can't. You switch to Linux and lose access to your iTunes library. You see a photograph in a proprietary database, but you can't copy it – even though the copyright has expired and the work is in the public domain. You discover that a document that arrived two weeks ago has disappeared without a trace from your hard drive. You discover that a digital resource bought by your library a few years ago can no longer be accessed. You upload a CD and end up infecting your computer with a virus.

Welcome to the world of digital rights management, known, not always fondly, as DRM. DRM is a mechanism by which owners or vendors of digital intellectual goods can control access to and use of the materials they sell to consumers. Sometimes it is used to police copyright without having to go to court. Other times it is used to assert claims or regulate practices beyond the bounds of copyright.

DRM is beginning to arouse debate and resistance as a consumer issue: many people are feeling not just unfairly treated, but also at risk. The 2005 Sony rootkit – which surreptitiously loaded software and exposed hard drives to a virus upon insertion of a copy-protected CD – became a notorious scandal. But it is possible that fairer pricing, safer software, and more transparency in the terms of transactions may satisfy many people.

Problems resulting from the proliferation of DRM systems cannot be adequately addressed as a consumer issue. DRM has equally important consequences for freedom of speech, for the texture and dynamism of our social and cultural fabric, and for access to representations of the past. It does not allow the exercise of ethical, legal or professional judgment. It routinely prevents people from utilizing material in customary and heretofore lawful ways. DRM systems and accompanying contractual limitations on use together clearly challenge the previously established copyright norm that – as Canada's Supreme Court put in the *Théberge* case – "once an authorized copy of a work is sold to a member of the public, it is generally for the purchaser, not the author, to determine what happens to it." The Court, emphasizing society's long-term interests, warned against the "excessive control by holders of copyrights and other forms of intellectual property."

In recent years, the Canadian government has been under massive pressure from the U.S. government and lobbyists of large rights owners to make it illegal to circumvent DRM systems for any purpose whatever. In 1998, the United States passed its notorious Digital Millennium Copyright Act (DMCA), which offered special legal protection to digital rights management systems and technological protection measures. Under the DMCA, it is unlawful to circumvent technological protections, even when the use made of the accessed material is not infringing. In addition to outlawing direct acts of circumvention of access controls, the DMCA also proscribes the provision of devices that could aid others in frustrating either access controls or copy protections. These device prohibitions have proven to be the most troublesome aspect of the DMCA, because there is no general exemption for acts of circumvention and the making of circumvention tools for purposes that are otherwise justified and lawful – such as library or research purposes.

The DMCA has also come under severe criticism from researchers and innovators in software design and development because it has been construed to ban "reverse engineering" (looking at or taking apart source code for purposes of analysis), on which a great deal of research and development depends. It thus dampens innovators' ability to make new devices and software inoperable with existing ones.

This may mean that consumers become locked into dependency on certain systems and are even more susceptible to the costs associated with planned obsolescence.

While some creators may see DRM as a promising development, they too would bear increased creative and financial costs under a Canadian DMCA.

Laura Murray is an associate professor in the Department of English. Sam Trosow is an associate professor at the University of Western Ontario.

Viewpoint Policy

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

QUEEN'S FLASHBACK: OCT. 31, 2002



STEPHEN WILD

Charles Baillie performs his first Oil Thigh as Chancellor at his installation five years ago this fall. He is accompanied by Principal Bill Leggett (on left), Queen's Bands Drum Major James Thackeray and Rector Dan Sahl. Chancellor Baillie will step down after two three-year terms next June. Principal Karen Hitchcock is heading a search committee to recommend his successor.

A new era at the castle

Today, as I write this, the 19th of November, is a special day in the life of the International Study Centre (ISC).

It is rare, given the ongoing financial challenge of balancing the annual budget for a program "housed" in a castle with its notoriously demanding fixed costs – to say nothing of the strict limitations imposed by English heritage and local planning on this historically significant estate – that an opportunity occurs to improve substantively the quality of any of the buildings here.

But today we celebrate the official opening of the David Smith Hall – the refurbished old physics building of the one time Royal Greenwich Observatory, owners of Herstmonceux from the Second World War to 1988. Thanks to – once more – the remarkable generosity of Drs. Alfred and Isabel Bader, the entire building has been re-roofed and secured from the desperate deterioration that time had wrought, with one major wing being completely redone to provide outstanding living accommodation for residential faculty. Presided over by Principal Karen Hitchcock, and in the presence of benefactors Alfred and Isabel Bader, as well as Mary Smith, wife of the former Principal of Queen's after whom the new facility has been named, the official opening will bring together the entire ISC community for suitably celebratory speeches and music.

However, while a wonderful development in itself, this "value-added" to the castle operation can be seen as more broadly symptomatic of the tangible new confidence in the viability and the



DAVID BEVAN

Notes From Herstmonceux

future of the ISC. Each term is now seeing an accumulation of qualitative enhancements to what happens here, primarily and properly in the student area.

And so, fall 2007 has seen the inception, for the first time at the castle, of a "doctor on-site" weekly clinic, by appointment and drop-in, conducted in a specially fitted room in Bader Hall by the Herstmonceux Surgery doctors. This is already well used and fills an evident gap in the student support services previously provided.

Also in response to the various outcomes of ongoing dialogue with each student cohort, the minibuss schedule has been significantly expanded, with the addition of a third driver, in order to facilitate more local trips to supermarkets, train stations, shops and restaurants – the necessary safety valve for a campus which, however exquisite, can seem more than a little isolated at times, particularly in the (short) days of UK winter gloom.

Added this term, too, to the wireless Internet access already available in Bader Hall and in the castle courtyard, is the opening up to students of the now wireless Tea

Room, from 9 am to 9 pm, as a much-needed extra social and study space, outside of Bader and of the castle.

In the cultural and academic areas, and in the same mode of enhancement of the broad education experience at the castle, recent and ongoing recruitment initiatives see further diversification of the student body, with our first Russian and Japanese undergraduates joining the community this term. The direct peer learning that occurs from the daily encounters that inevitably mark castle life are already affecting everyone's real knowledge of these parts of the world. Korean and Caribbean students are expected for the first time in 2008.

More traditionally in the "academic" sphere, the appointment of a continuing faculty member to special ongoing responsibilities for broad academic skills tutoring is providing an essential generic service to support the intensive, individual, course-based mentoring that has always been a hallmark of the ISC.

Essay-writing, and oral presentations, note-taking, research techniques, time management, etc. are now approached from a variety of angles – with workshops, individual sessions, electronic handouts etc.

All of the developments above are the happily accumulating evidence of a new buoyancy around the castle and its future as an increasingly significant and valuable part of Queen's. Long may it be so!

David Bevan is executive director of Queen's International Study Centre at Herstmonceux Castle in East Sussex, Great Britain.

Go to where the action is

Aspiring pastry chefs honing their craft in the pâtisseries of Paris, investment bankers starting their day on Bay Street and young guitarists learning their chops in the Blues bars of Chicago all have at least one thing in common.

They know that to succeed you need to go to where the action is. After all, it's not enough to be good at what you do. You need to be doing it in the right place.

That is the thinking behind a new approach to reaching out to Queen's researchers by PARTEQ Innovations. As you probably know, our role at PARTEQ is to advance discoveries generated at the university into the marketplace in the form of new products and services. To better serve our Queen's clients, the commercial development group, of which I am a part, recently expanded into three teams, focusing respectively on Life Sciences, Engineering and Information Technology, and Chemistry and Material Science.

This targeted approach enables us to interact more extensively and effectively with our inventors, and one of the ways that we ensure this is by increasing our physical presence in these respective departments.

The Department of Chemistry is a good example of this approach. Last month, with the support of



RUI RESENDES

'TEQ Talk

department head Robert Lemieux, PARTEQ established a satellite office in Chernoff Hall. This is significant because for the Chemistry and Materials Science team at PARTEQ, the Department of Chemistry represents more than half of our client base.

We all know how much easier it is to build relationships with someone when we meet them every day at the office coffee machine, or pass them in the hallway. Being on-site and within easy reach of Chemistry researchers has not only improved our ability to interact with them; it has also given us the opportunity to forge a number of strong relationships.

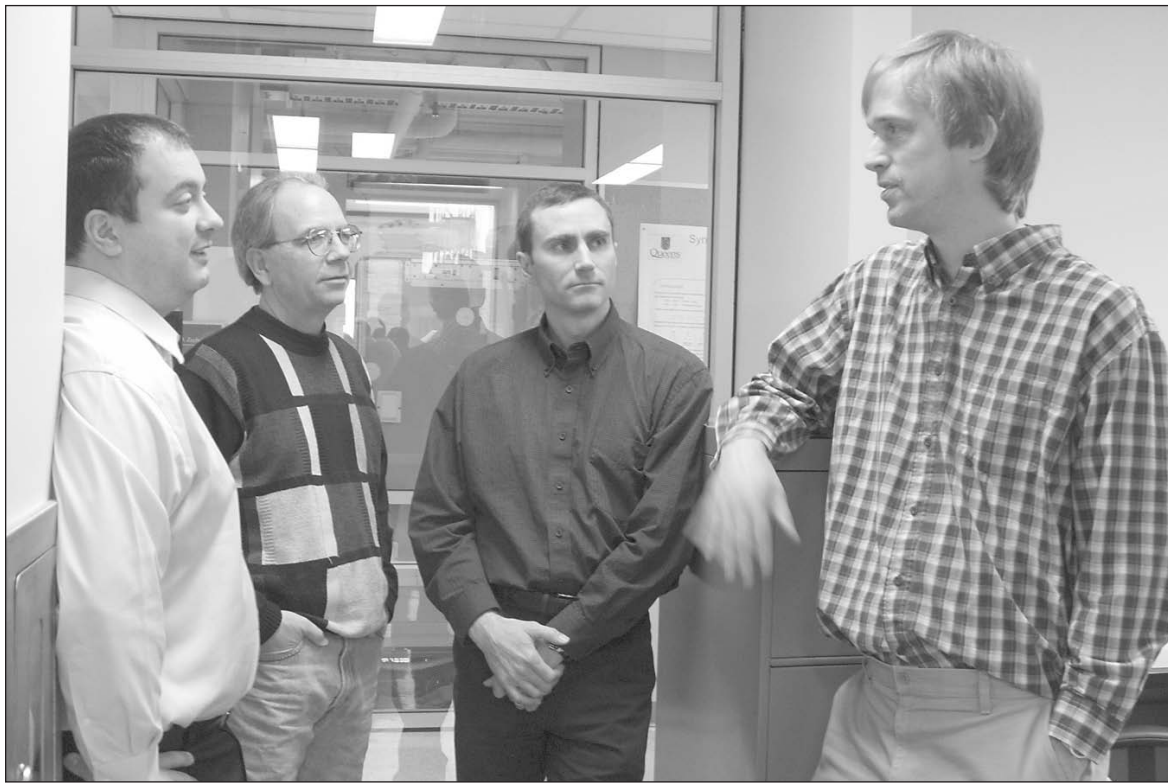
As a result of these efforts, we're now working with several faculty members from the Department of Chemistry on a number of projects.

Here are some examples of the innovative research programs that chemistry researchers have brought to our door:

- a new class of "switchable" surfactants which can turned "on" and "off" with benign chemical triggers – *Philip Jessop*;
- solar cells based on molecular dyes which are more cost-effective than traditional silicon-based technology – *Jean-Michel Nunzi*;
- specialty polymers derived from commodity materials through environmentally friendly processes – *J. Scott Parent and Ralph A. Whitney*;
- a new "cleanup" technology to destroy pesticides and chemical warfare agents – *R. Stan Brown*.

The Queen's Chemistry department can be counted amongst the most prolific in Canada. Its world-class faculty, support staff and state-of-the-art infrastructure have helped to establish Queen's as one of the leading research institutions in North America. With our newly established office in Chernoff Hall, we in the Chemistry and Material Science team at PARTEQ can now boast that we are truly "where the action is."

Rui Resendes is Director of Commercial Development, Chemistry and Materials Science, at PARTEQ. He also plays a mean bass guitar.



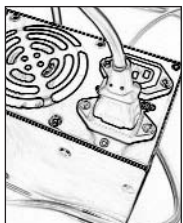
MARY ANNE BEAUDETTE

Rui Resendes, left, chats with Chemistry inventors Ralph Whitney, Scott Parent and Philip Jessop.

Practise safe computing

In today's world of complex computing, there are best practices that are very important to follow in order to keep you and Queen's safe from the increasing threats that come from the interconnected world in which we live and work. These best practices can also be employed to protect your home computer. The following are not exhaustive, but constitute some of the best practices that are strongly recommended:

- Your Queen's NetID is your identity. The key to your identity is your password. Do not share your password with anyone, as you are responsible for protecting your identity. Ensure your password is strong (e.g. a minimum of 8 characters, both upper and lowercase, and that it includes numbers or special characters !"#%&'()*+,-./:;<=>@[^\]^_{}~).
- Keep your antivirus software up to date.
- Install the latest updates and



GEORGE FARAH

Plugged In

security fixes on your operating system.

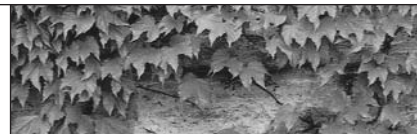
- Back up your computer and/or important files. Use password protected files on highly sensitive information like personal and confidential data.
- Never open email attachments or unexpected file transfers from anyone you do not know and/or trust.
- Scan for viruses any CDs,

disks, data keys or files that others give you before opening

- Never store your password when given the choice in a browser or application.
- Limit the amount of information you post on the internet about yourself, your friends and your family. Remember your personal information is accessible to everyone in the public domain when you post it on websites like Facebook.
- Be informed about hoaxes, scams and phishing attacks. These are intended to steal your identity. They can come in the form of an email from a supposedly trusted source asking for confidential information.
- Make sure you scan your computer for spyware and adware regularly.
- Use encryption on sensitive files and folders when possible.

George Farah, GIAC/GSEC Gold, is Information Systems Security Manager.

UNIVERSITY ROUNDUP



Why girls don't like science

Growing numbers of Canadian women are successfully pursuing post-secondary studies, but there is still a large gender gap in science-related occupations and a gender-based wage gap, according to the Canadian Council on Learning. A number of factors, including parental attitudes, social pressures, and girls' perceptions of and experiences with science turn girls and women away from science and engineering. A number of programs have been developed to foster interest in science among girls.

Canadian Council on Learning, Nov. 1

Short cuts for medical training?

Under pressure to produce doctors more quickly, Canadian medical schools are weighing the merits of allowing students without undergraduate degrees to enroll in physician training. Although the number of students entering medicine is at a record high, the review comes at a time when Canada's medical schools are under pressure to produce more doctors as baby boomers age and hundreds of doctors approach retirement. The review will look at best practices around the world.

CanWest News Service, Nov. 18

Professors wanted – now

Faculty renewal and a growth in enrolment will drive the need for thousands of new hires in next decade, according to a study by the Association of Universities and Colleges of Canada (AUCC). Universities will need to replace about 21,000 faculty while also hiring another 3,600 to 13,600 new professors by 2016 to keep pace with record enrolment numbers each fall, and to ensure and enhance the quality of the teaching, learning and research environment, according to AUCC. While government investment in Canadian universities since 1998 has helped boost faculty numbers by 21 per cent to 40,800 in 2006, professors must teach relatively more students. "Retirements and projected undergraduate enrolment increases will fuel demand for new faculty over the next decade. As well, demand across the economy for people with advanced degrees will put pressure on universities to expand graduate studies and to hire additional full-time faculty this will require," says AUCC President Claire Morris.

Association of Universities and Colleges of Canada, Nov. 20

A different kind of Iraqi aid

"Here, the teacher has more flexibility. It is completely different. We don't have that kind of teaching in Iraq."

So says Niran Al-Salihi, an assistant professor of chemistry at the University of Basrah, on a recent visit to the University of Alberta. He was part of a group of university professors from Iraq who were on campus to learn from U of A's faculty of education professors in their efforts to rebuild the Iraqi education system. The Western approach to teaching is designed to engage students in their own learning by creating an atmosphere of openness and independence. And while Al-Salihi says this method of teaching will help open up students to a world of knowledge, making the classroom a consistently safe place filled with resources is their biggest challenge.

University of Alberta website, Nov. 19

What to wear at UWA

After hearing several comments about students' poor taste in clothing at formal functions and around campus, officials at the University of Western Alabama are offering some fashion sense. This fall, they introduced a set of guidelines so students know what they can't wear and when and where they should dress properly. The guidelines aren't a dress code, per say. "We're not going for the khaki pants and the pullover polo shirt," explains Danny Buckalew, vice-president for Student Affairs. But they do aim to show students that appearance matters. At a recent career fair, Buckalew offers as an example, some students didn't realize the event was a chance to make a good first impression with interviewers. No caps, do-rags, bandanas, or hoods are permitted, except for items worn for religious reasons. "A lot of it is common sense, but I guess a lot of it is a reminder," Mr. Buckalew says. So far, most students have complied, he says. But if they don't, they may be pulled aside and talked to.

university.business.com, November

A ruckus at Rutgers

"While the [Board of Governors] is fast-tracking the football stadium expansion, the university is suffering from savage budgetary cutbacks. Four hundred courses have been eliminated. Hundreds of staff positions have been abolished. Key projects have been put on hold. Teams in Olympic and participatory sports have been eliminated. Rome is burning, Mr. President. How long shall the BOG be allowed its fiddling?"

From an ad in the Daily Targum, the Rutgers University NJ student newspaper, part of an open letter from students and faculty members to President Richard McCormick. Rutgers is contemplating a \$100 million-plus renovation and expansion of its football stadium, to add seats and luxury boxes. Although university officials say the stadium project will be "self-supporting," there has been talk of the state contributing \$30 million in financial support. All of which is galling to some faculty members and students, given that Rutgers is still feeling the pain of a \$50 million cut in its budget last year necessitated by a reduction in state funds.

Insidehighered.com, Nov. 21

Compiled by Karen Richardson and Celia Russell

"Time-sharing" birds prove Darwin's theory

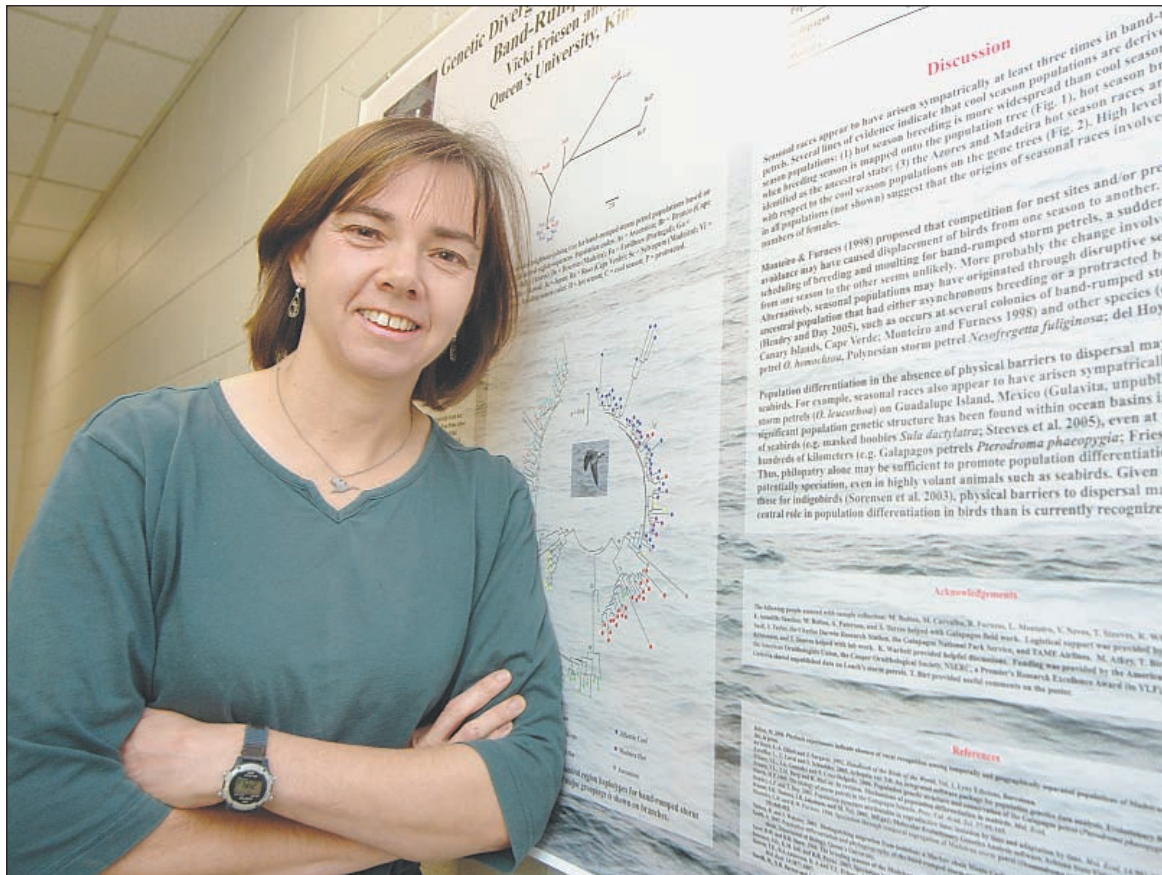
NEW STUDY HELPS
RESOLVE EVOLUTIONARY
MYSTERY

By NANCY DORRANCE

Whereas most birds are sole proprietors of their nests, some tropical species prefer "time sharing" – a discovery that helps clear up a 150-year-old evolutionary mystery, says Biology professor Vicki Friesen.

The Queen's-led international study confirms one of Charles Darwin's more controversial theories – first put forward in 1859 and since disputed by many experts – that different species can arise, unhindered, in the same place. Others believe that a geographic barrier such as a mountain or a river is required to produce two separate species. Although focused on how species change over time through natural selection, Darwin's landmark book, *The Origin of Species*, also speculates that it is possible for different species to develop in the same place.

With PhD student Andrea Smith and an international team of researchers, Dr. Friesen studied a small seabird called the band-rumped storm petrel, which nests on desert islands in the tropics and sub-tropics. They observed that one set of petrels will breed in burrows, raise their chicks, and leave for the winter. Then a different set of birds moves in – similar to a vacation "time share" – and repeats the pattern in the very same burrows. When the season changes again, the first set of birds will return.



With colleague Andrea Smith, Biology professor Vicki Friesen led an international study that corroborated one of Darwin's more controversial theories of evolution.

"We're taught today that new species generally emerge as a result of a geographic barrier such as a mountain range or river, creating two separate populations that can't easily move from one place to the

other," says Dr. Friesen, an expert in evolutionary biology. "While that model fits for many parts of the natural world, it doesn't explain why some species appear to have evolved separately, within the

same location, where there are no geographic barriers to gene flow."

The evidence for this happening in certain types of plants, insects and fish has led to a number of scientific explanations, such as

salmon spawning in the same location at different times of year. Until now, however, there have only been two documented cases that show a pattern might occur in birds, and no clear evidence as to how it happens in any warm-blooded creature.

Using DNA samples retrieved from birds breeding in the Azores, Madeira, Cape Verde and the Galapagos, the researchers determined that petrels breeding in different seasons but from the same burrows did indeed differ genetically. They also learned that the seasonal species had not bred with each other for periods ranging from around 1,000 to 180,000 years, providing a series of "time shots" of divergence, Dr. Friesen explains.

"This is important for us to know, not just as an explanation for how new species can arise, but also because biodiversity is part of a healthy ecosystem and each bird species is part of our natural heritage," she says, noting that the European Union is now elevating the conservation status of band-rumped storm petrels.

"It's also exciting to be able to verify Darwin's original theory!" Dr. Friesen adds.

Other members of the research team include: Elena Gomez-Diaz and Jacob Gonzalez-Solis from the University of Barcelona; Mark Bolton and the late Luis Monteiro from the University of Azores; and Robert Furness from the University of Glasgow.

biology.queensu.ca/faculty/friesen.html

STEPHEN WILD

QSpace: a safe – and reliable – place to post scholarly info

By NANCY DORRANCE

Launched as a pilot project in 2004, QSpace – the university's online repository for research and learning information – is now a fully supported service, open to all members of the Queen's community.

"By contributing research and learning materials to QSpace, Queen's scholars can increase the visibility and impact of their scholarly output," says QSpace Coordinator, Sam Kalb.

Part of a global system of repositories, QSpace holdings are tagged and indexed for fast, effective search and retrieval using web interfaces through search engines such as Google Scholar. And since open-access articles are more likely to be used and cited than those with subscription barriers, says Mr. Kalb, they tend to generate higher citation counts. This may be partly due to the fact that digital repositories such as QSpace facilitate sharing of information with researchers in developing nations,

where institutions sometimes can't afford subscription rates to many scholarly journals, he adds.

While retention of copyright is a concern in the faculty publishing process, many publishers now allow authors to contribute published material to institutional repositories. "However, because publishers have differing policies, it's necessary to check copyright requirements before posting," Mr. Kalb cautions. "Some fields of study are very open, while others tend to be much more proprietary." QSpace offers assistance to contributors by linking to a summary of publishers' copyright policies.

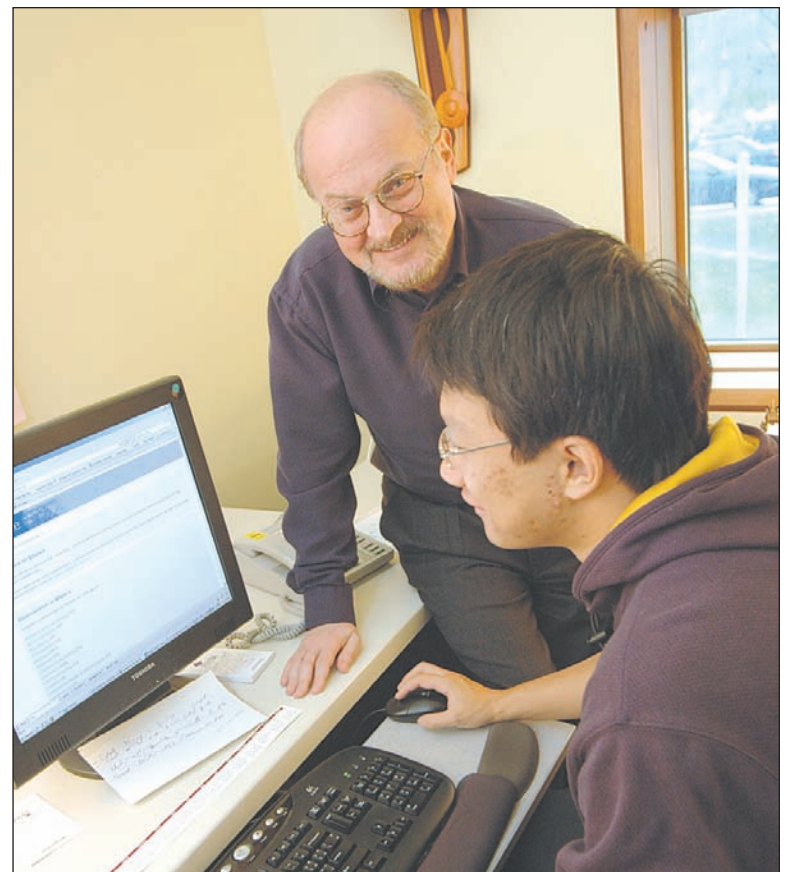
Operated by the Library with technical support from ITServices, QSpace works closely with contributors in establishing their sites. Work bursary students help transfer content to the repository and also search for content on faculty web pages. Then, either the coordinator or a liaison librarian will contact the authors to see if they would like to transfer their content.

One of the big pluses in posting on QSpace is that links to those materials will always work. While web sites get reorganized and files can move, QSpace content is securely backed up, so contributors need never worry about file deletions and data loss.

Like a personal or departmental website, QSpace also offers the opportunity to disseminate unpublished research and learning materials, including conference presentations, data sets, and course materials, as well as multimedia and other materials that do not fit traditional publishing models.

Pointing out that the web is an excellent tool for recruitment, Mr. Kalb notes that QSpace facilitates access to the work of Queen's faculty by prospective graduate students and post-doctoral fellows. As of July 2007, Queen's graduate theses are now also deposited in QSpace, providing timely, free access to researchers around the world.

qspace.library@queensu.ca



STEPHEN WILD

QSpace Coordinator Sam Kalb with M.A. (Economics) student Xi Chen, who is helping transfer Queen's content to the QSpace site.

CFI awards researchers more than \$3 million

Eleven promising young Queen's researchers – working on projects ranging from new treatments for skin cancer and heart disease to developing materials for tissue regeneration and studying buried infrastructure – have received a total of \$3,015,479 from the Canada Foundation for Innovation (CFI) Leaders Opportunities Fund.

The award is part of a \$28-million package to support 193 researchers working at 35 institutions across Canada.

"CFI has provided us with an excellent mechanism for attracting top-flight researchers through their Leaders Opportunity Fund," says

Vice-Principal (Research) Kerry Rowe. "The results of this competition will enable 11 of Queen's promising researchers to acquire the equipment and infrastructure required to do world-class research."

CFI's Leaders Opportunity Fund program, created in 2006, was designed to give Canadian universities the flexibility to both attract and retain the very best researchers, at a time of intense international competition for leading faculty.

Recipients include:

Brian Amsden (Chemical Engineering), who receives \$389,849 to develop biomimetic materials to be

used in the regeneration of tissues. **Victor Tron** (Pathology and Molecular Medicine) has been awarded \$96,339 to develop novel therapeutic targets in malignant melanoma.

Roel Vertegaal (Computing) receives \$397,773, for his research into advanced input and display techniques for transparent computing technologies.

Michael Adams (Pharmacology and Toxicology), has been awarded \$161,021 towards his research into experimental cardiovascular conditions and treatments.

Craig Hawryshyn (Biology) has been awarded \$302,250 towards a

confocal microscope for biological imaging.

Mark Daymond (Mechanical and Materials Engineering) receives \$374,804 for his work on high resolution, three-dimensional imaging of materials.

Kevin Deluzio (Mechanical and Materials Engineering) receives \$350,000 to support his research in the Human Mobility Research Centre.

Bruce Banfield (Microbiology and Immunology) has been awarded \$160,000 towards his work on molecular biology of herpesvirus-cell interactions.

Colin Funk (Biochemistry) receives

\$238,731 to study preclinical testing of novel therapies for cardiovascular disease and cancer.

Kurt Kyser (Geological Sciences and Geological Engineering) receives \$313,903 for his work tracing elements in natural systems.

Ian Moore (Civil Engineering) has been awarded \$236,809 toward his research into the strength of buried infrastructure.

The Canada Foundation for Innovation is an independent corporation created by the Government of Canada to fund research infrastructure. For a complete list of LOF projects by university, visit www.innovation.ca.

High-tech scanner maps urban infrastructure

CAN ALSO AID IN TRANSPORTATION, MINE SAFETY

By KAREN RICHARDSON

It's amazing what you can do with a tripod and a laser – especially if it's a high-tech scanner that can measure the surface of buildings and pinpoint objects to a millimetre of accuracy.

The latest device acquired by the Department of Geological Sciences and Geological Engineering is so efficient at building 3-D models, it may even be used for programs such as Google Earth, which could expand to a 3-D model for their online mapping program in the next few years.

Researchers can use the tool for transportation corridor safety, including scanning potentially unstable cliff faces.

It can also be used during mining excavation and for research on urban infrastructure.

"This is an opportunity for Queen's because it is the only high-resolution scanner of this type in North America in universities," says Rob Harrap, research coordinator of the Geographic Information Systems Laboratory, and adjunct professor of Geography and Geological Sciences. Although the HDS6000 scanner is used on a tripod, the research group also works with mobile Laser Imaging Detection and Ranging (LiDAR) devices, which use lasers to measure distances.

Professors Harrap and Michael Greenspan of Electrical and Computer Engineering and the School of Computing recently received \$160,000 from the Ontario Centres for Excellence to work on the 3-D scanning data products with an Ottawa-based geo-spatial technology company.

The mobile scanner, called the TITAN Dynamic Vehicle-Mounted LiDAR Mapping System, is the only one in the world.

"We're the only university that has access to TITAN data for geological and urban mapping research, at the moment, so it's an opportunity for students and researchers," says Professor Harrap. "Ten years from now this will be considered something everyone has to do."

Most North American infrastructure was built in the 1950s and is aging at the same rate, he says.

"This is a big problem. In the next 20 years a huge amount of infrastructure is going to have to be replaced, and we aren't even sure where all of it is."

Jean Hutchinson and Mark Diederichs of Geological Sciences and Geological Engineering use LiDAR to measure the surface of rock cuts and hillsides where shifts of rock or earth may affect infrastructure. Their master's student, Matt Lato, is using both mobile and static LiDAR to evaluate road and rail cuts in Ontario, where it could have an important role to play in transportation corridor safety, such as for CN Rail and the Ontario Ministry of Transportation,

as it can detect how rocks interact together and whether they are likely to fall onto the highway or rails.

"We can assess not only the type of rocks but also the size and volume of rock that may fall," says Mr. Lato, who has been studying the rocks in Barriefield near Fort Henry. "The biggest advantage is from a safety perspective. This can all be done by a geologist or an engineer on site, but you don't have to approach the face."

Since April, Professor Harrap and his team have mapped much of downtown Kingston, Barriefield and the Royal Military College campus.

"Once we have a model of Kingston, we can look at it in a couple of years and see what kinds of changes have happened."

Professor Harrap says the scanner is so accurate it can record shifts in a sidewalk. It does present one challenge, however. It can display objects and distance, but it is unable to differentiate what is connected with what.

"It doesn't know, for example, which pieces were part of the wall, which pieces were part of the floor," he says. "But we're starting to write software that can differentiate between features."

As part of the grant from the Ontario Centres of Excellence, Professor Harrap's team is also working to make the data suitable for people without a lot of computer experience so they can make models for use in business, academia and government.



CELIA RUSSELL

Graduate student Matt Lato of the Department of Geological Sciences and Geological Engineering conducts a scan of Miller Hall with a Leica HDS6000 scanner to examine how visibility through leaves can be evaluated using LiDAR, which has applications to transportation issues.

Self-protection may explain how women walk

WHEN MOST FERTILE, WOMEN'S GAIT IS LEAST ATTRACTIVE TO MEN, STUDY SHOWS

By NANCY DORRANCE

A new study from the Biomotion Laboratory has yielded surprising results about the connection between the way a woman walks and where she is in her menstrual cycle.

Led by Meghan Provost (now an assistant professor at Mount Saint Vincent University), the researchers discovered that, at the time they are most fertile, women walk differently – and surprisingly, it's in a way that is perceived by men to be the least attractive.

The findings conflict with previous studies indicating that during ovulation women use facial attractiveness and scent to invite sexual partners.

Also on the research team are Psychology professors Nikolaus Troje and Vern Quinsey.

The Biomotion Laboratory uses high speed cameras to track the three-dimensional trajectories of small reflective markers attached to the central joints of a person's body.

When the subject moves, these seemingly unstructured white marker dots become organized into meaningful images, from which observers can determine the gender, body build, emotional state, and other attributes.

In the study, researchers ana-

lyzed the gait of 40 female student volunteers, and assessed their hormone level through saliva samples. Forty male volunteers were shown footage of the women and were asked to rate those with the sexiest walks.

"One theory is that faces and gait present different information."

— Meghan Provost

"One theory is that faces and gait present different information because of the intimacy with which

the stimulus is viewed," says Dr. Provost, noting that cues such as body odour and facial attractiveness are less broadly displayed than walking patterns.

"If women are trying to protect themselves from sexual assault at times of peak fertility, they may be attractive on widely available cues when they are not fertile, yet still be attractive to people they choose to be with during face-to-face interactions," she adds.

The next step in this study will be to investigate how men prone to sexual violence view walking stimuli, and learn whether unadvertised ovulation is adequately protecting a woman's reproductive fitness interests, the researchers say.

www.biomotionlab.ca



COURTESY OF MEGHAN PROVOST

— Meghan Provost

Fewer family docs means higher health care costs, experts say



COURTESY OF WALTER ROSSER

Walter Rosser

By NANCY DORRANCE

Citing new evidence that a strong relationship with their family doctor can result in fewer trips by Canadians to the emergency department and hospital admissions, two Family Medicine researchers are calling on provincial governments to strengthen health-care delivery models that promote continuity of care.

Professors Walter Rosser and Karen Schultz point out the connection between decreasing numbers of family physicians and increasing health-care costs. They stress the importance of provinces developing health insurance plans that build trust in doctor-patient relationships – particularly for seniors and those with chronic diseases.

However, "shortages of physicians in many parts of the country make continuity of care difficult or impossible for those who do not have a regular physician," says Dr. Rosser, an emeritus professor and former head of Queen's Family Medicine.

"From a health systems viewpoint, this is very concerning"

— Walter Rosser

A recent Canadian study using Quebec health insurance data shows that having a primary physi-

cian and continuity of care is associated with lower emergency department use. "This study makes a significant contribution to the growing body of evidence demonstrating benefits from continuity of care, especially in the elderly," says Dr. Rosser. The new findings build on recent U.S. studies with similar conclusions.

The Queen's researchers point out, however, that during the past decade a number of developments in Canada's health care systems have reduced the possibility for developing strong, trusting relationships between doctors and patients.

As well as a shortage of family doctors, other contributing factors include:

- increasing fragmentation of health-care delivery by growth in

the number of agencies and organizations delivering health care

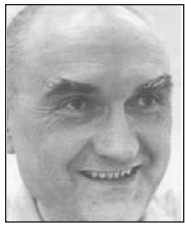
- use of specialty clinics for specific problems (e.g. varicose veins and obesity)

- walk-in clinics not connected to family practices

"From a health systems viewpoint, this is very concerning, because those over 65 years old are the heaviest users of the system, and are rapidly growing in numbers," Dr. Rosser continues, noting that in Ontario, the Family Health Networks and Family Health Team concepts promote improvement in care for patients with chronic diseases as well as the elderly. "Reducing costs and improving efficiency in health-care delivery to those over 65 has the potential for more cost-effective care," he says.

IN BRIEF

Library scores Fiala works



The W.D. Jordan Special Collections and Music Library has acquired 72 scores by the prolific Canadian composer George Fiala.

Fiala Students will now have access to additional Canadian chamber music repertoire for study and performance, says Ireneus Zuk, coordinator of Performance and Keyboard areas in the School of Music.

A grant from the Chancellor Richardson Memorial Fund helped fund the purchase. Dr. Zuk's first grant in 2003 helped the library purchase 40 scores by late Quebec composer and 03-04 Queen' Mitchener Visitor Clermont Pepin.

George Fiala was born in Kyiv, Ukraine. He studied at the Tchaikovsky Conservatory in Kyiv, the Akademische Hochschule für Musik in Berlin and the Conservatoire Royale de Musique de Bruxelles.

Since arriving in Canada in 1949, he has been active professionally as a composer, pianist, organist, and teacher. A prolific composer, his output numbers more than 200 works in most genres: for orchestra, chamber music for diverse groups of instruments, choral and vocal music. His style is close to neo-classicism with influences of Hindemith and Stravinsky. Characteristics typical of Fiala's writing include transparency of texture, dissonant harmonies and incisive rhythmic figures.

Experts address climate change, war in Afghanistan, and women's gait

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Nov. 8 - 19

Globe and Mail

John Smol (Biology) – Arctic climate-change research.

Megan Provost (Psychology) – Fertility research finds link between changes to the way women walk and their monthly cycle, also covered in the National Post, Ottawa Citizen, CBC-Radio's Ontario Morning, CBC.ca, Toronto Star online, BBC News, and New Scientist magazine.

Doug Bland (Policy Studies) – Opinion piece on the importance of marking the Canadian commitment in Afghanistan once the troops are gone; Rick Hillier's role as Canada's Chief of the Defence Staff on CBC-TV's The National.

Toronto Star

Vicki Friesen (Biology) – Research on Darwin's notion that the emergence of different species doesn't depend on geographic barriers to mating, in the Toronto Star, on CBC-Radio's Quirks and Quarks, and CBC.ca.

David Detomasi (Business) – Canadian trade levels with China.



Bland



Craig



Cunningham



Franks



Friesen



Smol

Paul Banfield (Archives) – Inventor of the Nissen hut, a shelter made from a semi-circle of steel.

National Post

Peggy Cunningham (Business) – Opinion piece on the benefits of corporate social responsibility plans.

David Mitchell (Advancement) – Former Prime Minister Brian Mulroney's demand for a full public inquiry into the "Airbus affair," also in the Montreal Gazette and Vancouver Province.

Ned Franks (Political Studies) – the Privy Council Office's interpretation of the new role of deputy ministers under the Harper government's accountability act; the National Capital Commission's politically motivated decision to remove a portrait of a British official from commemoration exhibit for Ottawa's 150th anniversary as capital, also in the Ottawa Citizen

Ken Wong (Business) - Labour market scarcity.

Kingston Whig-Standard

Wendy Craig (Psychology) –

Cyber-bullying and childhood aggression.

John Andrew (Urban and Regional Planning) – The Real Estate Council of Ontario's decision to fine an agent accused of placing phantom bids, also on CBC-Radio's Ontario Morning.

Blaine Allan (Film and Media) – Hollywood's use of war films to support war efforts in the U.S. during WWI and WWII.

Howard Adelman (History) – Comparison of international boycott of Israeli universities to other boycotts in history.

Howard Coombs (History) – Significance of Remembrance Day.

Dale Mercer (Surgery) – Critical care for hospitals and staff resources.

CBC

Nick Bala (Law) – An Alberta case in which a young offender was sentenced to 10 years in prison for killing her mother, father and younger brother on CBC-TV's The National.

David Skillicorn (Computing) – How easy it is to use the Internet anonymously on CBC-Radio's

Ontario Morning and the World at Six.

Karen Dubinsky (History) – The Dominion Institute survey results on Canadians' historical knowledge on CBC-Radio's Ontario Today.

Christian Leuprecht (Policy Studies) – Canada's role in Afghanistan and the current state of Canadian troops on CBC.ca.

Lew Johnson (Business) - Variable mortgages rates on CBC's Biz Net.

Newsweek

Roel Vertegaal (Computing) – Advertising and the Eyebox2.



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.

Nov 26th TAG DAY

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LEARNING ABOUT THE CLASSICAL VEENA



STEPHEN WILD

Adjunct lecturer Lakshmi Ranganathan leads a workshop on the veena in Grant Hall, part of the Plucked Instrument Festival presented by the School of Music earlier this month. One of the foremost veena artists of India, she comes from a musical family dating back six generations.

Tuition

continued from page 1

programs. For 2008-09 academic year, it is recommended that international student fees increase at the same rate as domestic student fees at both the undergraduate and graduate levels.

At an average increase of 3.9 per cent, the recommendations fall well within the provincial government's mandated average maximum increase of five per cent.

Tuition fees for international students are set outside of the tuition framework and fully deregulated.

Vice-Principal (Academic) Patrick Deane noted that graduate studies fees have been frozen for the last 10 years, while professional program fees have increased substantially.

"Although these increases are somewhat regrettable, they are not altogether inappropriate," he said.

Some senators expressed concern that a proposed eight-per-cent increase in tuition fees would erase any gains in student support made by the School of Graduate Studies over the last year, including the elimination of differential tuition fee payments for international students.

Faculty Senator Hossan Hasanein said he was concerned that responsibility for additional graduate student support would be downloaded to departments whose budgets are already stretched.

"I don't know where this is going to come from, if I take this back to my department, the School of Computing. It will be very hard for us."

Revenue from all student fees goes directly into the central fund. An increase in international fees will enable the university to increase the level of financial support for international students, which is essential under the strategic plan.

Students fan fires of philanthropy with Tag Day event

By LORINDA PETERSON

Tag Day, an innovative student-driven donor recognition initiative aimed at raising the visibility and honouring the tradition of giving kicks off today.

Bright red, yellow and blue tags attached to equipment, furniture and buildings across campus celebrate alumni gifts to Queen's. By drawing attention to the many ways that former students support their alma mater, the university will highlight philanthropic giving and its impact on the every-day life of the campus.

"The sheer number of items labeled will make these gifts highly visible and I think most people will be inclined to read the information on the tags to find out what this is all about," says Annual Giving Officer Ruth Wannemacher.

Supporting the growing trend on university campuses to educate students about the value of philanthropic giving, this initiative aims to foster the tradition of giving in a new generation of students.

Annual Giving at Queen's raised \$5.5 million last year, thanks to gifts from staff, faculty, parents, students and alumni. This year's goal is \$6 million.

"Alumni giving far exceeds this total when we count major and planned gifts though," says Director of Annual Giving Paul Chesser. "Support from many people giving whatever amount they can give is the key to annual giving success."

The tags remind current students that alumni donations enhance the education experience for the students that follow. Alumni giving starts with the ThankQ gift that graduating classes present each year to the university.

"The ThankQ gift is so important to student life at the university that it should be recognized," says Melissa Pogue, Artsci '09, Advancement and Development Officer for Queen's Alma Mater Society (AMS). "I knew nothing about this traditional gift until this year, and I feel that it should become part of the student experience from day one."

Along with Ms. Wannemacher, ThankQ 2008 co-chairs Fanny Yuen, Sc'08, and Jess Lindal, Artsci '08, and tag teams from each faculty at the university completed

the tagging before students arrived on campus this morning.

An ad campaign to run in the Queen's Gazette and Queen's Journal this week reinforces the tradition and the importance of philanthropy.

The AMS Sesquicentennial and ThankQ Class of 2008 committees present a hot breakfast buffet for students between 9 pm and midnight on Tuesday, Dec. 4, 2007 in Wallace Hall, the night before exams start. Alumni, staff and

faculty volunteers will be on hand to serve.

In addition to easing pre-exam jitters, the event will also kick off the AMS sesquicentennial celebrations and graduating class gift campaign set to start in January.



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www.queensu.ca/sociology/Surveillance

The Surveillance Project



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Luncheon meeting: noon, Thursday, Dec. 13
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Speaker: Louis Delvoie – Canadian Ambassador (Retired)

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PROBLEM: Redness in your skin

REMEDY: Using a skin cream with a vaso constrictor will help eliminate redness in your skin.

Try our France Laure blotchy skin cream. \$29.99

IN BRIEF

United Way nears goal

The Queen's community has raised 88 per cent of its goal of \$295,000.00 to date in support of the Queen's United Way campaign.

"I would like to extend my sincere appreciation to those of you who have already kindly contributed to this year's fundraising campaign," says Principal Karen Hitchcock. "Your generosity has helped make Queen's University the single largest workplace contributor toward the United Way serving Kingston, Frontenac, Lennox and Addington."

Those still wishing to donate can contact campaign co-chair Shelley Aylesworth-Spink at shelly.aylesworth-spink@queensu.ca for a pledge form.

Campaign results will be communicated to the Queen's community this Friday, Nov. 30. on November 30, 2007.

Athletics

continued from page 1

The rankings used in the report to determine inter-university team status are meaningless because they include quantitative scores, and the criteria used in the ranking "are biased in favor of the model being advocated," he said. If other criteria had been used, such as the ability to encourage lifelong participation in sport, contributing to the sport outside the university, and the percentage of the student body participating in the sport, squash would score vastly higher than football, he said.

The team ranking was also criticized by staff member Roger Healey, who cited his expertise in dealing with ranking systems through his work with the Office of Institutional Research and Planning.

"I know what a lot of the problems with rankings are," said Mr. Healey, who volunteers with the women's varsity hockey team. "When you really look at these numbers, they're totally wrong."

Mr. Healey said he gives the report's team rankings a "triple-A" rating: "arbitrary, arcane and absurd."

"I think all sports are equally good and we should probably be engaged in more, not less... I just plead with you not to use a ranking system to decide whether to support or not support a certain team."

Only five Canadian universities currently engage in all 19 Canadian inter-university sports: McGill, Alberta, Toronto, Western and Queen's, he said.

"I don't see the point in dropping sports unless these other universities are prepared to do the same."

"If we're going to compete, why would we do it in a mediocre way?"

Brenda Willis

Sentiment at the meeting was also split on the report's recommendation to expedite recruitment and admission offers for top student athletes, and allow them early course pre-registration in order to minimize scheduling conflicts.

While some students took to the microphones to protest the proposals as unfair and unequal treatment, some student athletes spoke of the difficulty of reconciling academic and athletic schedules.

Queen's sailing team member

Honours

continued from page 1

Elizabeth Eisenhauer noted at the recent awards dinner. "Over the past 60 years, researchers have uncovered a multitude of answers to many of the most pressing cancer questions, leading to vast improvements in prevention, early detection and treatment. The outstanding researchers we are honouring today have laid a rock-solid foundation, putting us in a position of great strength to build upon."

As director of the Queen's-based

Clinical Trials Group for more than 25 years, Joe Pater has overseen more than 300 cancer clinical trials involving more than 45,000 patients worldwide. In 2003, Canada was recognized internationally as the country with the highest impact factor in clinical cancer research publications.

Dr. Pater's citation reads, in part, "As CTG director, Dr. Pater deserves a large part of the credit for this international accolade. The clinical trials network that he has estab-

lished in Canada now serves as a model for other countries around the world."

In collaboration with Susan Cole, Roger Deeley's investigations of the causes of multi-drug resistance in human small-cell lung cancer led to the landmark discovery of Multidrug Resistance Protein (MRP) 1 which can prevent chemotherapeutic drugs from accumulating in both normal and cancer cells. Increased activity of MRP1 has been detected in a variety of cancers and has been associated with resistance to chemotherapy. Since the discovery of MRP1, Dr. Deeley has made major contributions to understanding the mechanism by which a family of related drug transporters recognize and transport their drug cargo.

For more than 20 years, Dr. Cole's research has focused on the biological mechanisms that limit the effectiveness of cancer chemotherapy. Of particular focus are MRP1 and related transport proteins that not only pump chemotherapeutic agents out of tumour cells, but also determine the disposition of other drugs as well as chemicals and toxins. Dr. Cole has also investigated the biology of topoisomerase II, a nuclear DNA-modifying enzyme that is an established cellular target for several clinically important anticancer agents.

Also named as NCIC Diamond Jubilee Award winners are: Roy Cameron, University of Waterloo; Anthony Pawson, Samuel Lunenfeld Research Institute/Mount Sinai Hospital; Victor Ling, BC Cancer

Agency/BC Cancer Research Centre; James Till and John Dick from the Ontario Cancer Institute/University Health Network; Ernest McCulloch, retired from Princess Margaret Hospital; and Lesley Degner, University of Manitoba.

Established in 1947, the NCIC has grown to become Canada's largest charitably-funded cancer research granting organization. Through investment from the Canadian Cancer Society and The Terry Fox Foundation, NCIC grants cover all facets of cancer research from basic molecular investigations to behavioural and prevention studies.

qc.ri.queensu.ca
www.ncic.cancer.ca



Roger Deeley and Susan Cole have been honoured for their groundbreaking discoveries leading to better understanding of resistance to cancer treatment.



STEPHEN WILD

Joe Pater is recognized for his work in identifying new and effective cancer therapies.

Seth Whitmore said he knew of four freshmen who had to quit the team because their course schedules conflicted with practices.

"I know when I pick courses, it's not based on what I really want to take, it's based on how I can make it to practice every day," he said.

He also noted that CIS teams, a main focus of the report, are Canadian based, whereas the sailing club, (ranked 24th out of 34 Queen's sports in the report), regularly represents the university in Europe and the U.S. He also suggested that if the university wants to make students pay more for athletics, that Queen's match their contributions.

David Waugh, president of the Commerce Society, said commerce students support the report's proposals to increase fees, reduce CIS teams, and allow academic accommodations for athletes.

"We support playing to win. Commerce students are convinced we'll be on course for excellence with this report."

Faculty member Joan Stevenson, a past director of the School of Kinesiology and Health Studies, spoke against the report's approach, saying the spirit and culture of Queen's, where people can find different ways to improve their health and well-being, depends on the variety of clubs and sports available. She questioned whether the 800 student athletes whose teams would be moved to recreational status under this report, would have chosen Queen's in the first place under such circumstances.

Hugh Munby, a professor emeritus and head fencing coach, called the report "impoverished." In the same way that regular internal academic reviews pinpoint departments and elements that need help to meet quality standards, "we should be improving our capacity to offer sports experience to students - not, if you're falling down you're out. The report should be helping us, not hindering us. It

means more than winning."

Pat Sheahan, head football coach, spoke up near the end of the meeting, observing that "The have-nots are being vocal, and the haves are not well-represented here today."

Early course registration privileges for athletes are not an attempt to do an end run around the system, but an acknowledgement that top athletes face intense scheduling pressures, he said.

"The sacrifices they make to play need to be recognized."

Some team athletes also spoke of the obstacles they face in their efforts to compete at the top in their sports.

Basketball team member Rob

Shaw said the team lost one coach who believed the university wasn't serious about trying to win a national title. Injured team members end up having to go to team sports doctors at other universities, such as Carleton and Toronto, because Queen's doesn't have one.

Brenda Willis, the award-winning coach of the men's volleyball team, spoke of the difficulty of attracting top athletes to Queen's.

"They say, 'Why should I come to Queen's? You're a glorified intramural program. If we're going to compete, why would we do it in a mediocre way?'"

"There's a tension here today between big and small, between

sports that need a matrix and sports that contribute to Queen's enriched culture," Emeritus Professor Geoff Smith noted. "Every report is going to get hammered. Every set of rankings is going to get criticized. Every set of conclusions that deigns to be the last word will be criticized."

Principal Karen Hitchcock thanked the gathering and promised to move forward with the process, "because we want to see every student at Queen's move ahead in developing their potential."

Dr. Hitchcock will make a decision on the review's recommendations by Dec. 31.

Athletics and Recreation review highlights

* Through inter-university teams and OUA Clubs, Queen's enters teams in 35 of the 41 OUA sports... This is where 70 per cent of the overall Athletics & Recreation budget is spent.

* Students at nine other Ontario universities pay higher Athletics & Recreation fees (than Queen's) - by their own decision.

* The total of all ancillary fees that Queen's students paid in 2006-07, including the Queen's Centre capital fee, ranks eighth among Ontario universities.

* Students at most other institutions pay additional fees for specific programs such as instructional classes and even intramurals; Queen's students do not generally face such fees. The service value of the fee far exceeds the dollar value that is provided.

* There is an overall feeling that Queen's is not committed to inter-university sport. This is the reaction of coaches and student-athletes alike. We might argue that this is not true, but we cannot argue with perception. There is no perfect answer, no one set of criteria that is provably right. We are fully aware that not everyone will like our criteria...

Recommendation 16: That Queen's implements an excellence model for inter-university athletics and, commencing as soon as possible, engages in between 10 and 16 inter-university sports, based on the criteria ranking as well as budget and gender equity considerations.

Use of the instrument for the existing Inter-University Teams, OUA Clubs and Competitive Clubs led to the following ranked order of these teams (there are ties):

1. Men's Volleyball
2. Women's Soccer
3. Women's Basketball
4. Men's Basketball
5. Football
6. Men's Soccer
7. Cross-Country
8. Women's Volleyball
9. Men's Rugby
10. Rowing
11. Women's Ice Hockey
12. Track & Field
13. Golf
14. Figure Skating
14. Men's Ice Hockey
16. Women's Rugby

* We estimate that it is possible to fund 10 teams under the excellence model, with little deficit. Each additional team that is added to the

list results in a further funding deficit. Based on the excellence model, examples of the deficits are: 10 teams - \$40,000, 11 teams - \$270,000, 16 teams - \$1.3 million.

* What happens with those student-athletes who are on teams that are not designated as inter-university teams? We have not decided that certain sports cannot exist at all at Queen's. There is a structure within which a wide range of sports and competitive levels may find a home...

* The clearest fulfillment of the two goals of breadth of opportunity and a commitment to the highest standards of excellence is most achievable when Campus Recreation provides breadth of opportunity and inter-university athletics demonstrates a commitment to the highest standards of excellence, which includes success in competition.

* The conclusions drawn and the recommendations that were made were not ones that we could have foreseen. We have both been at Queen's for a very long time, and for much of that time, Queen's philosophy of broad-based sport was fine. It no longer is.

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

Barrington Walker appointed Diversity Advisor to the Vice-Principal (Academic)

Vice-Principal (Academic) Patrick Deane announces the appointment of Barrington Walker as first Diversity Advisor to the Vice-Principal (Academic) effective Nov. 1, 2007 to June 30, 2009. Dr. Walker will lead and support informed consideration and progress of issues of race, ethnicity and diversity in its broadest context among all aspects of academic life at Queen's. As an assistant professor of History, Dr. Walker's research and teaching interests are in Black Canadian history, the histories of race and immigration in Canada and Black masculinities. He is completing the book *Black Felons: Race, Nationhood and the Law in Ontario's Criminal Courts 1850-1950*. He is also working on a history of a Black Civil Rights organization established in Canada from 1969 to 1985 and he has a number of major publications. Dr. Walker holds a BA from York University and an MA and PhD from the University of Toronto.

Awards and Grants

Chancellor A. Charles Baillie Teaching Award

Nominations are invited for the Chancellor A. Charles Baillie Teaching Award to be awarded in October 2008. The award recognizes undergraduate or graduate teaching that has had an outstanding influence on the quality of student learning. Nominations should provide evidence of an improvement in student learning and/or a demonstrated impact on the quality of the student learning experience, especially through the promotion of active learning. All full-time and part-time faculty are eligible to be nominated by a peer (a colleague at Queen's) for this award. For submission details, visit queensu.ca/ctl/scholarship/awards/award.php?description=Baillie. Send submissions to: The Selection Committee, The Chancellor A. Charles Baillie Teaching Award, c/o The Centre for Teaching and Learning, Faculty and Staff Learning Facilities, B176 Mackintosh - Corry Hall. Deadline: March 3, 2008.

Committees

Principal's Advisory Committee, Vice-Principal (Operations and Finance)

Principal Karen Hitchcock announces the membership of the committee that she has asked to advise her on the reappointment of Andrew Simpson as Vice-Principal (Operations and Finance).

Members are: Board of Trustees member George Anderson; Associate Dean, Faculty of Arts and Science Jamey Carson; AMS President Kingsley Chak; Interim SGPS President Arash Farzam-Kia; Principal Hitchcock (chair); Special Advisor to the Principal Greg Lessard (secretary); Rector Johsa Manzanilla; Vice-Principal (Human Resources) Rod Morrison; Chief Information Officer, ITS Sean Reynolds; Dean, Faculty of Health Sciences David Walker.

Members of the university community are invited to submit their views on this reappointment and on the present state and future prospects of the Office of the Vice-Principal (Operations and Finance) to Principal Hitchcock. Respondents are asked to state whether or not they wish to have their letters shown, in confidence, to members of the advisory committee. Deadline: Dec. 12, 2007.

Headship search, Physical Medicine and Rehabilitation

Karen Smith's second term as head of the Department of Physical Medicine and Rehabilitation will end June 30, 2008. Dr. Smith has indicated that she does not wish to be considered for a further term. Principal Karen Hitchcock, Executive Director of Hotel Dieu Hospital Hugh Graham, President and Chief Executive Officer, Kingston General Hospital Joseph de Mora and President and Chief Executive Officer, Providence Care Cathy Dunne have established a joint search committee to provide advice on the headship and the present state and future prospects of the department.

Members are: Sean Dukelow, Matthew Faris, Joy Wee and Beverly Woogh, Physical Medicine and Rehabilitation; David Pichora, Hotel Dieu Hospital; Eleanor Rivoire, Kingston General Hospital; Maureen McGuire, Larry Norman, John Puxty and Marcy Saxe-Braithwaite, Providence Care; Stephen Scott, Anatomy and Cell Biology; Allison Spiller, Medicine; Elsie Culham, Rehabilitation Therapy; Bettina Lott, Undergraduate Medical Student; John Jeffrey (Chair) and Gail Knutson (secretary), Health Sciences.

Faculty, staff, students, and residents and all other members of the university and hospital communities, are

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

Headship Search, Spanish and Italian

Jan Mennell's present term as head of the Department of Spanish and Italian ends June 30, 2008. Principal Karen Hitchcock has appointed a selection committee to advise her on the appointment of the next head. Members are:

Elected Faculty: Cristina Caracchini, Dan Chamberlain, Judit Luengo-Martinelli, Pepa Novell, Roberto Viereck-Salinas; Appointed Members: Martina Di Gioacchino, undergraduate student; Shelley King, English department faculty member; Kelly Mezzetta, graduate student, Laurie Young, staff member; Non-voting Members: Associate Dean, Graduate Studies Eleanor MacDonald; Alistair MacLean, Dean, Arts & Science (chair); Associate Dean, Arts & Science Gordon Smith; Diane Reid, Arts & Science, (secretary).

University members are invited to comment on the present state and future prospects of the department and to submit names of possible candidates for the headship to the chair, Gordon Smith, at gordon.smith@queensu.ca. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

Human Resources

Dates to remember

- Monday, Dec. 3**
Deadline for changes to the December monthly payroll. This includes salary requisitions for monthly paid employees.
- Thursday, Dec. 13**
Salary advice statements for monthly paid employees will be mailed.
- Tuesday, Dec. 18**
Deadline for emergency salary advances for monthly paid employees. Contact Lynne Gaudet at 36460.
- Friday, Dec. 28**
Final 2007 pay date for casual and bi-weekly paid employees
- Monday, Dec. 31**
2007 pay date for monthly paid employees

December holiday closing

Normal university operations for most (but not all) departments will close at 4:30 pm, Friday, Dec. 21.

Continued on page 14

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FOLLOWING THE SUN



MEGHAN CARTWRIGHT

Waving the Tricolour, Queen's Solar Vehicle Team members escort their vehicle, Aurum, as it crosses the finish line of the Panasonic World Challenge late last month in Victoria Square in Adelaide, South Australia. The team completed a 3,000-kilometre trek across the Australian Outback, fighting high winds, dust storms and rain to place 14th in the new Challenge Class.

Regular university operations resume on Wednesday, Jan. 2, 2008.

seven days a week. Details: www.queensu.ca/eap.

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,

Staff job postings

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

PhD Examinations

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

Monday, Nov. 26

Asim Maqsood, Department of Mechanical and Materials Engineering. A Study of Subsonic Air-Air Ejectors with Short Bent Mixing Tubes. Supervisor: A.M. Birk, 312 McLaughlin Hall, 1:30 pm.

Tuesday, Nov. 27

Qi Chen, Department of Mechanical and Materials Engineering. Performance of Air-Air Injectors with Multi-Ring Entraining Diffusers. Supervisor: A.M. Birk, 312 McLaughlin Hall, 1:30 pm.

Wednesday, Nov. 28

Todd Kristopher Macklin, Department of Chemistry. The Development of Sulfamates as Latent Directed Metalation Groups. Total Synthesis of Schumannophytine. Divergent Synthesis of Substituted Chromone 3- and 8-Carboxamides. Supervisor: V.A. Snieckus, 300 Chernoff Hall, 2 pm.

Friday, Nov. 30

Mark Kos, Department of Physics, Engineering Physics and Astronomy. Low Energy Solar Neutrino Analysis of the Salt Phase of the Sudbury Neutrino Observatory. Supervisors: A.L. Hallin, A.B. McDonald, 201 Stirling Hall, 9:30 am.

Monday, Dec. 3

Alison Fiona Mark, Department of Mechanical and Materials Engineering. Microstructural Effects on the Stability of Retained Austenite in Transformation Induced Plasticity Steels. Supervisors: J.D. Boyd, E. Es-sadiqi, 227 Nicol Hall, 9:30 am.

Monday, Dec. 10

David Raymond Tyner, Department of Mathematics & Statistics. Geometric Jacobian Linearization. Supervisor: A.D. Lewis, 521 Jeffery Hall, 10 am.

Calendar

Unless specified, all events are free. For a full listing, visit eventscalendar.queensu.ca

Art

Agnes Etherington Art Centre

University Avenue at Bader Lane

Events:

Nov. 29

Documentary: The Rape of Europa, narrated by Oscar-nominated actress Joan Allen. 7 pm. Introduced by Janet M. Brooke, director. Adults \$4, seniors \$2.50, Gallery Association members, students and children free.

Free admission Thursdays and holiday Mondays. Free admission to exhibits.

African Gallery

Exhibition launch for African sculpture Ere Ibeji: Twin Figures of Yoruba. Dec. 17 to Sept. 2008. Tour of current exhibition highlights, Dec. 20. Thursday, 12:15 pm.

www.aeac.ca

APARTMENT EXCHANGE

Barcelona for Kingston

March 23 – April 19

Visiting Fulbright scholar, Dr. J.C. Spender, The Monieson Centre, Queen's School of Business, requires accommodations in Kingston in exchange for his apartment in Barcelona, Spain.

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For information, contact Dr. Spender at jcspender@yahoo.com

stephanie MILLIGAN

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A New LIF is introduced effective January 1, 2008. It will provide more flexible payments and allow owners a one-time opportunity to withdraw up to 25% of the amount in the New LIF, which can be taken as cash or moved to an RSP/RRIF.

There will no longer be a requirement to convert a LIF to a Life Annuity at age 80.

Effective January 1, owners of locked-in accounts who are non-residents of Canada, as determined by the Canada Revenue Agency for the purposes of the federal Income Tax Act, may apply two years after departure from Canada to Withdraw the money in their accounts.

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ANNUAL CONTRIBUTION LIMIT

Prior to 2007 \$4,000 Starting in 2007 None

LIFETIME CONTRIBUTION LIMIT

Prior to 2007 \$42,000 Starting in 2007 \$50,000

MAX. ANNUAL CANADA EDUCATION SAVINGS GRANT (CESG)

Prior to 2007 \$400 Starting in 2007 \$500

ELIGIBILITY FOR EDUCATIONAL ASSISTANCE PAYMENTS

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Studio Gallery

Duncan McArthur Hall, B144
Selections from the Where the Waters Meet. Photographs by Preston Schiedel. To Nov. 30. Gallery hours: Tuesday-Thursday, 11 am-2 pm and by appointment. Details: Angela Solar, solara@queensu.ca.

Union Gallery

Stauffer Library, first floor
Main Gallery and Project Room: Inaugural Doodlezoo. Gab Kokas, Aly Ogasian, Chris Saba, Amy Uyeda. To Nov. 27. Emma Charlton, Laura Cooney, Ivanna Ko, Andrew Gertsman, Dec. 4 - Jan. 8, 2008. Jonathan Stamp and Jacqueline Collomb. Jan. 15 - Feb. 5, 2008
Project Room: 2007 Annual Mini-works Silent Auction. Open Up: Interiors of Space and Mind: An Eclectic collection of small canvasses inspired by interiors. On display through November.
uniongallery.queensu.ca

nextGallery

89 Colborne St.
Carmina French, Fine Arts. This is how it goes. To 2008. Details: 613-542-8777 or info@nextchurch.com.

Music

Wednesday, Nov. 28

Queen's Polyhymnia, directed by Dr Aurora Dokken. Grant Hall, 7:30 pm. Admission: \$6 adults; \$3 students and seniors. Details: 613-533-2066, music@queensu.ca.

Thursday, Nov. 29

Queen's Wind Ensemble, directed by Gordon Craig. Grant Hall, 7:30 pm. Admission: \$6 adults; \$3 students and seniors. Details: 613-533-2066,

music@queensu.ca.

Friday, Nov. 30

Student Chamber Ensembles, lunchtime concert. 120 Harrison-LeCaine, 12:30 pm. Free admission. Details: 613-533-2066, music@queensu.ca.

Annual Messiah Sing-a-Long. Foyer, Harrison-LeCaine, 2:30 pm. Details: 613-533-2066, music@queensu.ca.

Conferences

Monday, Nov. 26 - Tuesday, Nov. 27

Policy Studies
Wait Times in Canada: Writing the Script for Success: From Dialogue to Action. 202 Policy Studies. Details: www.queensu.ca/sps/health_conference.

Meetings

Wednesday, Dec. 5

Queen's Pension Plan
Annual meeting. All plan members, including retirees, are invited. Dunning, 1:30 pm. Details: HR Pensions and Benefits Unit, ext. 36414.

Public Lectures

Monday, Nov. 26

Duncan G. Sinclair Lectureship in Health Policy
Colleen Flood, CIHR Institute of Health Services on Policy Research. Courts vs. Medicare. Grant Hall, 5 pm. Co-sponsored by Policy Studies and the Centre for Health Services and Policy Research.

Tuesday, Nov. 27

Computational Science and

Engineering

Christina Christara, University of Toronto. Computational partial differential equations: the accurate, the fast and the ugly. 101 Jeffery, 2:30 pm. Details: qcse.queensu.ca/conferences/seminars.php

Thursday, Nov. 29

Policy Studies

Keith Banting, Queen's. Beyond Multiculturalism: The Challenges of Multiple Identities. 202 Policy Studies, noon. www.queensu.ca/sps.

Tuesday, Dec. 4

Education

Faculty Research Seminar Series, Scott Johnston, Queen's, presenting John Dewey in China: Lessons for Democratic Education. Vernon Ready Room, 3:30-4:30 pm. Refreshments provided.

Monday, Dec. 10

Centre for Teaching and Learning
Vicki Remenda, 2006 Queen's University Chair in Teaching and Learning. Inquiry@Queen's: A New Dance for Undergraduate Learning at the University. 1102 Biosciences. Reception to follow. Details: Meredith Richards, ext. 36429 or queensu.ca/ctl/publiclecture/2007.

Retirements

Wednesday, Dec. 12

Friends and colleagues are invited to drop in with their best wishes for Lise Thompson of French Studies. University Club, 4:30-6:30 pm. Those wishing to send a card can mail it to or drop it off at the French Studies office, Kingston Hall. PS: it is also her birthday!!!

Seminars

Wednesday, Dec. 5

Monieson Centre Business
Satyendra Singh, Queen's. The Development and Investigation of a Conceptual Model to Understand Knowledge Management. 403 Goodes. Lunch provided. RSVP to monieson@business.queensu.ca by Friday, Nov. 29.

Special Events

Monday, Nov. 26 - Friday, Nov. 30

Sociology

Surveillance Awareness Week
Watching the watchers. A week-long examination of our global surveillance society. Lunchtime speakers, film screenings, and other special events. Details: queensu.ca/sociology/Surveillance. Presented by the Surveillance Project.

Wednesday, Nov. 28

Urban and Regional Planning

Open house. Explore a professional graduate degree in Urban and Regional Planning. Meet faculty and graduate students. Features exhibits and information on the program, admissions and job prospects. 554 Policy Studies, noon - 2 pm.

Tuesday, Dec. 4

Principal's Holiday Reception.

Grant Hall, 11:30 am - 1:30 pm. Presentations of Staff Recognition Awards at 12:30 pm. Non-perishable items for the Partners in Mission Food Bank will be accepted at the door.

Saturday, Dec. 8

Queen's Observatory

Open house. Ellis Hall, University Ave., 7:30 - 9:30. Details: observatory.phy.queensu.ca.

Submission Information

The deadline for the Dec. 10 issue is at noon on Monday, Dec 3. Email submissions to gazette@queensu.ca in the following format:

Date, department, speaker's name, affiliation, title, location, time. Please spell out acronyms.
For news and information between issues, visit
www.queensu.ca/newscentre.

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Chuck Vetere - Student Counselling
613-533-2893 ext. 77978

Anti-Racism Complainant Advisors

Stephanie Simpson, Coordinator
613-533-6886

Audrey Kobayashi - Geography,
613-533-3035

Anti-Heterosexism/Transphobia Complainant Advisors

Julie Darke, Coordinator
613-533-6886

Eleanor MacDonald, Politics
613-533-6631

Coordinator of Dispute Resolution Mechanisms

Please contact Harry Smith, Coordinator of Dispute Resolution Mechanisms, at 613-533-6495 for assistance or referral to an advisor.

Sexual Harassment Respondent Advisors

Paul Banfield - Archives
ext. 74460

Greg Wanless - Drama
ext. 74330

Anti-Racism Respondent Advisor

Ellie Deir - Education
ext. 77673

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University Dispute Resolution Advisors - Students

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University Secretariat
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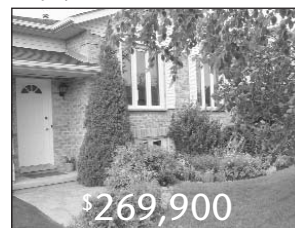
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More than a place for art

QUEEN'S OWN GALLERY OFFERS TEACHING AND LEARNING OPPORTUNITIES, A SPACE FOR REPOSE

By CELIA RUSSELL

The Agnes Etherington Art Centre began 50 years ago in the red brick house that still stands near the corner of University Avenue and Bader Lane – the childhood home of its generous namesake.

Widely regarded as the finest university art gallery in Canada, it sealed that claim in September when benefactors Alfred and Isabel Bader donated a second Rembrandt to the gallery's extensive Dutch and Flemish Masters collection. That the art centre houses two Rembrandt paintings – one third of all the Rembrandts in Canada – speaks to the calibre of its collections.



AGNES ETHERINGTON ART CENTRE ARCHIVES
The main entrance pre 2000.

It also serves the national and international communities with loans to exhibitions. For example, early next year, two works from the collection by 17th-century Dutch Master Jan Lievens will be going to the National Gallery in Washington and afterwards will tour Europe.



TIM FORT
Curator Dorothy Farr guides Tim Fort's DRAM241 (Introduction to Design) class through the costume exhibit currently on display at the art centre.

"We are well-positioned now – the Bader Collection has been growing slowly and spectacularly over the last few years," says Art Centre Director Janet M. Brooke. "As it grows, the art centre's reputation grows exponentially in the international arena."

Soon to be published is a catalogue of Dutch and Flemish



JEFFREY CHIANG
Creating hats at a family event.



AGNES ETHERINGTON ART CENTRE ARCHIVES
Curator Emerita Frances K. Smith was a familiar face at the art centre for more than 30 years.

Paintings in the Bader Collection, numbering 200 works and including current and future gifts from the Queen's benefactors.

The gallery is also noted for its Canadian historical and contemporary art, including works by the Group of Seven, as well as its African Art collections. Closer to home, it is known for its tours and lectures, family events and school programs that attract about 3,000 children annually.

It is an integral part of both the university campus and the community. Or is it?

As the anniversary-year celebrations wind down, there is a feeling amongst those who work there that although the larger community looks upon the art centre as its gallery, there is still more that can be done to strengthen the relationship with the university community.

"Getting the attention of faculty, staff and students – that's the challenge," says Ms. Brooke.

Although some have, she would like to see more faculty take advantage of a unique opportunity to escape the sterile classroom and add

also in disciplines further afield – including the humanities and the sciences. Take geography, for example.

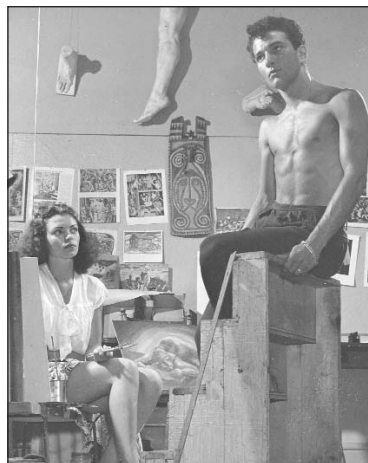
"We have a phenomenal collection of watercolours from the 18th century on how Niagara Falls has been perceived over the centuries and show how the falls developed.

"As a university art gallery, we have a commitment to contributing to the academic enterprise," says Ms. Brooke. "This can take many forms. With 14,000 works in the collection, chances are there would be suitable material that in one way or another would help professors to enrich the students' experience and articulate their learning.

"Faculty need only to call us. I would love to see our collection used more."

The art centre also offers a seminar room seating 20 people for this purpose.

The director also invites more people to visit the gallery – psychological studies have shown that



AGNES ETHERINGTON ART CENTRE ARCHIVES
A life-drawing class in the 1960s.

wandering through a gallery promotes a feeling of wellbeing. It's a friendly, quiet oasis – an escape from the stress of everyday university life, fraught with deadlines, marking – and construction noise.

"We are working with residence dons to raise profile of the art centre and what it can offer to students – as a place to go and decompress, participate in programs or just wander around.

"It's not just for those wanting to tour an exhibit. There's nothing to say that you can't sit down and read a book in a great, quiet environment – and not just students, but everybody."

Admission for students and gallery members is free; general admission is \$4 and free for everyone on Thursdays. The centre also features a gallery shop and an art rental service.

The art centre's high profile is indicative of the calibre of its staff, she says.

It has three highly qualified and dedicated curators, specialists in Canadian (Dorothy Farr), Contemporary (Jan Allen) and Old Masters (David de Witt), which makes it unique among university galleries.



AGNES ETHERINGTON ART CENTRE ARCHIVES
Former directors (left to right) Ralph Allen, Andre Bieler, Robert Swain and Michael Bell posed for this photo in 1982.



BERNARD CLARK
Staff member Matthew Hills checks out works in the art centre's vault.

Staff also include Pat Sullivan, who handles art education outreach, head preparatory Nigel Barnett, who works behind the scenes mounting and framing art for exhibitions, financial coordinator Barry Fagan, gallery shop and art rental manager Ted Worth, administrative coordinator Matthew Hills and a host of student and community volunteers.

Ms. Farr, who retires this month, will be especially missed. She started at the art centre as its registrar in 1978 and became curator in early 1980, succeeding Frances K. Smith.

"She was a hard act to follow," Ms. Farr recalls with a smile. "Frances was there from the beginning. She was a powerhouse. She was the core of the art centre and the energy of it. She put in 18-hour days, six and a half days a week – she took Sunday evenings off."

The art centre and its collections have grown steadily, funded primarily by the university and the Canada Council – with the exception of the Mike Harris era in the 1990s, where provincial grants to arts groups dried up.

"We have since been recovering from that. The big news is that the university is going to reinstate a job that was cut – that of collections manager."

The most recent expansion to the gallery in 2000 has allowed it to better take care of its collections, thanks to temperature and humidity control.

"The new galleries are a pleasure in which to organize exhibitions, rather than a challenge," says Ms. Farr, who hopes to keep in touch on a contract basis with the art centre. "This is one of the reasons that I've stayed at the art centre for so long. It's a fun place to work."

For more on the Agnes Etherington Art Centre, see the cover story in this month's Queen's Alumni Review magazine. Visit www.alumnireview.queensu.ca www.aeac.ca



BERNARD CLARK
Director Janet M. Brooke.



AGNES ETHERINGTON ART CENTRE ARCHIVES
Agnes Etherington (centre) poses for a photo taken at the 45th-annual meeting of the National Council of Women of Canada in Vancouver B.C., May 23-28, 1938. Mrs. Etherington served as treasurer of the council.