

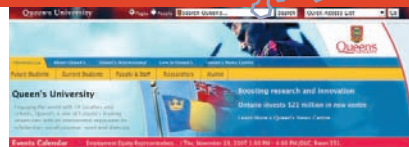


# QUEEN'S GAZETTE

Are students picky? P9



A new gateway to Queen's P4



## The pension plan challenge

### PROPOSED COMMITTEE WILL GUIDE REFORMS

By CELIA RUSSELL

The Board of Trustees has decided to create an advisory committee to help review the structure of the university's pension plan.

This initiative was taken to ensure that the board's governance practice reflects new and developing community standards with regard to the university's dual roles as pension plan sponsor and pension plan administrator, Vice-Principal (Human Resources) Rod Morrison said in an email to all employees last week.

A consultative process will begin

over the next few weeks, with an appropriate forum for this consultation to be announced shortly.

"I think we all realize how important the Queen's Pension Plan is to Queen's employees," Board Chair Bill Young said at the board's Nov. 30 meeting. "I think of the term, 'sacred trust.' The board has fiduciary responsibilities to its employees and the institution."

The plan was designed 30 years ago and is not responding well to the current environment in which there are more retirees collecting pensions than actual members contributing, said Mr. Young. The plan is running at about a \$30-million deficit.

"The indication is that the plan pays more in benefits than it does receive in contributions, which is

partly offset by investment income. There are some exogenous factors and good factors – the remarkable longevity of those at Queen's is one – but it's taking the plan into a deeper and deeper budget position.

"We are currently running a deficit, and it is growing. We need to be thoughtful about how to handle these challenges."

See PENSION: Page 16

### FRIENDS IN HIGH PLACES



Principal Karen Hitchcock and staff award winner Wendy Powley react to a raucous cheer from the Grant Hall balcony from Ms. Powley's School of Computing colleagues last Tuesday. Ms. Powley was among several winners that Principal Hitchcock recognized with 2007 Special Recognition for Staff Awards at the annual Holiday Reception, attended by several hundred members of the Queen's community. For a photo of all the winners, see page 16.

## Annette Hayward wins Governor-General's award

A recently published book by French Studies professor Annette Hayward has won a 2007 Governor General's Literary Award for Non-Fiction.

Entitled *La querelle du régionalisme au Québec (1904-1931): Vers l'autonomisation de la littérature québécoise*, the work marks a significant step in studies on the literature of Quebec in the first half of the 20th century.

"With a rigorous approach and a precise, elegant style, the author allows us to relive a major episode in the literary life of Quebec," notes the jury's citation.

The Canada Council for the Arts announced the winners of the 2007 Governor General's Literary Awards Nov. 27 in English and in French in the categories of fiction, non-fiction, poetry, drama, children's literature (text and illustration) and translation.

The winners will be presented with their awards by Her Excellency the Right Honourable Michaëlle Jean, Governor General of Canada, at Rideau Hall on Thursday, Dec. 13.

This year marks the 71st presentation of the GGs, Canada's oldest

and most prestigious awards for English- and French-language Canadian literature.

Nine of this year's winners are receiving Governor General's Liter-

ary Awards for the first time. For Michael Ondaatje, winner of the 2007 award in English-language fiction for *Divisadero*, this is his fifth award, tying the record set by the

late Hugh MacLennan for the most Governor General's Awards in the prize's history. Other previous winners receiving awards this year include Daniel Danis (French-language drama), Serge Patrice Thibodeau (French-language poetry), Nigel Spencer (French-to-English translation), and collaborators Lori Saint-Martin and Paul Gagné (English-to-French translation).

"To hold a book in our hands is to hold a promise of freedom, discovery and adventure," says the Governor General. "Getting caught up in words and phrases, discovering worlds that others have created, travelling through time and space, accessing knowledge: there is no greater joy than reading! Let us celebrate these writers, those who awaken our senses and lead us down unexpected, unimagined and brilliant paths."

The Canada Council for the Arts funds, administers and promotes the Governor General's Literary Awards. For the first time, the value of each award will be \$25,000, increased from \$15,000 in celebration of the Canada Council's 50th anniversary.

Each winner will also receive a

specially-crafted copy of the winning book bound by Montreal bookbinder Lise Dubois. The publisher of each winning book will receive \$3,000 to support promotional activities. Non-winning finalists will each receive \$1,000 in recognition of their selection as finalists, bringing the total value of the Awards to approximately \$450,000.

BMO Financial Group has been the sponsor of the GGs since 1988, providing support for the promotion of the winners and finalists.

For a complete list of winners, visit [www.canadacouncil.ca/news](http://www.canadacouncil.ca/news)



ALISSA CLARK

French Studies department head Johanne Bénard (right) surprises Annette Hayward in class with a congratulatory bouquet of flowers, celebrating her recent Governor-General's Award.

### Index

Bulletin Board . . . . .	13
Calendar . . . . .	15
Discovery @ Queen's . . . . .	8
Viewpoint . . . . .	6

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

## Principal supports full airing on racism issue

By ANNE KERSHAW and CELIA RUSSELL

Principal Karen Hitchcock is encouraging all faculty to engage in discussions with their students about abusive and racist behaviour.

She would also like to see all members of the university community take the time to convey to one another ideas on how to eliminate behaviour that is disrespectful and damaging to individuals and to the learning environment.

"I would encourage faculty members to discuss these issues with their students and all members of the Queen's community to reflect on how we might, individually and collectively, work toward our goal of a respectful and supportive environment," she said in an email distributed recently to all members of the Queen's community.

In her report to the Board of Trustees meeting on Nov. 30, Principal Hitchcock said that she planned to convene a town hall early next term to provide an opportunity for the Queen's community to propose actions concerning the culture of inclusiveness and mutual respect that must continue to characterize Queen's.

"Being a member of this community is a privilege, not a right and such membership carries with it the responsibility to act in keeping with our values," she said. "Whatever action is required to ensure an environment free of

prejudice and discrimination will be taken."

A faculty-led rally against racism will take place in front of Stauffer library on Wednesday, Jan. 16 at 3:15 p.m. The email from the Queen's Coalition of Anti-Racist Faculty notice notes: "Although real change will only come about with sustained efforts on a broad front from hiring practices to curriculum development there is a role for public demonstration of opposition and solidarity." Staff and students are also invited.

Rector Johsa Manzanilla said she has spoken to several people, including engineering students and alumni, who are ashamed to be associated with the incident.

"It's one thing to say that we are a welcoming and inclusive campus, but programming needs to be developed and in place in classrooms - where people can discuss these issues and not just read about them in the papers and hear about it on CBC."

Concerns about racism came into sharp focus with a report of a serious incident on Wednesday, Nov. 14, involving abusive language and physical intimidation. A faculty member reported to Campus Security that she had been forced from a sidewalk and subjected to racial taunts by four male students wearing engineering jackets.

On learning of the incident, the principal and vice-principals issued

a statement on the Queen's website condemning such behaviour.

Campus Security has also notified the Human Rights Office and an investigation is under way. At this point, there are no new developments. It is hoped that the dissemination of information about the incident will inspire members of the Queen's community with relevant information, or the perpetrators themselves, to come forward.

It is the responsibility of all faculty members to discuss the issue in their classes, says Dorit Naaman, a Film and Media Studies professor who has communicated her thoughts in an email to university colleagues.

"We should discuss institutional racism, brainstorm with our students ways to change the current climate at Queen's where a few white men are not afraid to express their racism, and where the majority does not publicly condemn such bigotry. But most importantly, by taking precious class time to discuss racism, we will fulfill our educational mandate, which goes far beyond disciplinary knowledge, and into the arena of ethically using knowledge towards responsible citizenship."

As a member of the Kingston Whig-Standard's new "blue ribbon panel," Principal Hitchcock selected the issue of diversity on campus as the topic for her first opinion piece, which ran last Friday. She and other community

leaders have been invited to contribute their views on matters of interest to the community on a regular basis. In her piece, she notes that "Queen's challenges in combating racism are, of course, shared by the broader community.... But, as a microcosm of Canadian society, and an institution dedicated to critical inquiry and respect for differing perspectives, Queen's has both a unique opportunity and a compelling responsibility to challenge the ignorance that underlies prejudice, in all its forms."

In the principal's consultation process for the university's strategic plan, many faculty, staff and students strongly expressed their concern about the need for the university to take strong action to build diversity on campus and clearly demonstrate intolerance for racist conduct.

The university has been making concerted efforts in this area through a range of initiatives introduced by the Office of the Vice-Principal (Academic), the Human Rights Office, the Office of the University Registrar and the Queen's University Faculty Association.

Last month, the principal announced the appointment of a new diversity advisor, whose mandate is to help create a climate for eliminating prejudice by addressing human and ethical concerns surrounding race and ethnicity from the perspective of informed scholarship.



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

#### SCHEDULE

**Issue date: Monday, Jan. 14**  
Ad booking deadline: **Dec. 21**  
Ad artwork deadline: **Jan. 2**  
Noon editorial deadline: **Jan. 7**

**Issue date: Monday, Jan. 28**  
Ad booking deadline: **Jan. 11**  
Ad artwork deadline: **Jan. 16**  
Noon editorial deadline: **Jan. 21**

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

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## Prof shortlisted for prestigious book prize

Donald Harman Akenson (History) is one of three authors shortlisted for Canada's largest literary non-fiction book prize.

Dr. Akenson was nominated for the B.C. Award for Canadian Non-Fiction for his book *Some Family: The Mormons and How Humanity Keeps Track of Itself* (McGill-Queens University Press). Also in the running for the \$40,000 prize are Lorna Goodison for *From Harvey River: A Memoir of My Mother and Her People* (McClelland &



Akenson

Stewart) and Jacques Poiras for *Beaverbrook: A Shattered Legacy* (Goose Lane Editions).

The shortlist was chosen by a jury comprising Queen's Vice-Principal (Advancement) David Mitchell (jury chair), a political commentator and historian; Patrick Lane, one of

Canada's most highly regarded poets and Sandra Martin, award-winning senior features writer for the *Globe and Mail*.

"When you read these books, you're reminded that good storytelling is just as important to non-fiction as it is to fiction," says Professor Lane.

The B.C. Award is the richest non-fiction book prize in the country and the non-fiction counterpart to the Giller Prize for fiction and the Griffin Poetry Prize.

Dr. Akenson is an internationally acclaimed scholar and author who is considered the world's foremost authority on the Irish Diaspora.

He has written several books, including the highly critically acclaimed *Surpassing Wonder: The Invention of the Bible and the Talmuds* and *St. Saul: A Skeleton Key to the Historical Jesus*.

The winner will be announced Feb. 7, 2008, at a presentation ceremony in Vancouver.

**Happy Holidays!**  
The staff of the *Queen's Gazette* would like to wish everyone the best for the holiday season and the New Year.

The first issue of 2008 appears Monday, Jan. 14.

Editorial deadline is Monday, Jan. 7.  
Email your submissions to Celia Russell, [gazette@queensu.ca](mailto:gazette@queensu.ca).

Advertising copy deadline is at noon on Friday, Dec. 21.  
Email your submissions to Ying Gilbert, [advert@queensu.ca](mailto:advert@queensu.ca)  
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## Library live-in for literacy goes national

By KAY LANGMUIR

University students across Canada will start the New Year by pitching tents in campus libraries for 10 days, joining a Queen's-led student initiative to raise money to build schools in the developing world.

Live-In for Literacy holds its third-annual event at Queen's on Jan. 18-28, but for the first time the event will take place concurrently at the University of British Columbia, Memorial University in Newfoundland and Laurentian University in Sudbury.

"It will always be the defining experience of my university life," says John MacDonald, a volunteer with DREAM (Discover the Reality of Educating All Minds), the student club organizing the event. A camp-out survivor, he recalls his library stay last year as exhausting yet exhilarating.

DREAM has come a long way from three years ago when two inspired Queen's students met with librarians at Stauffer Library, asking to give them squatters' rights for 10 days.

They seemed surprised at first, says Mr. MacDonald. "But we were serious. We had detailed plans, and we won them over."

The first year, the event's two creators, Alvin Shin and Joanna Sue, camped out in the library foyer and raised \$6,000 toward building a computer lab for a school in Cambodia. Last year, they had the good fortune to attract Suzuki Canada as the event's lead sponsor. In return, the students willingly traded their tent to sleep in one of the company's cars, which was rolled into the library. That attempt raised \$11,000 to build three schools in Nepal.

"These students really impressed us as being so enthusiastic and capable, and able to pull this thing off – and they did," says Associate University Librarian Martha Whitehead.



Students John MacDonald, Leslie Chan, Alvin Shin talk with Carl Richards from FLY-FM Kingston at the Live-In for Literacy fundraiser at Stauffer Library last January.

The library staff are thrilled that other university libraries have joined in this year, she says.

"We thought this cause was a very good fit for a library, because it's all about learning and literacy," says Ms. Whitehead. The international reach of the DREAM cause also fits Queen's global vision, she says.

Mr. MacDonald credits Ms. Whitehead, Associate University Librarian Barbara Teatero and University Librarian Paul Wiens for helping expand the event beyond Queen's. Not only did the library staff post information on the event on national peer networks and talk it up with colleagues, they fielded questions and encouraged interest when inquiries came in from other campuses, he says.

Once the other universities came on board, the DREAM used

all their social networking skills, via personal contacts and Facebook, to recruit students willing to camp out. The volunteers are receiving a quick course in the logistics of library camping from the old hands at Queen's – everything from getting the right size of tent to arranging other volunteers to bring in meals, to making banners and posters, and printing up T-shirts.

This year, the event suffered a setback when cuts to Suzuki's advertising budget prevented the company from continuing as a sponsor. Nevertheless, the students are busy selling the event to other companies, not just as a good charity to support, but also as a first-rate marketing opportunity reaching 84,000 students among the four universities involved, in cities containing \$2.4 million people. A \$12,000 donation will earn a com-

pany lead sponsor status in all four locations.

Organizers hope to raise enough funds this year to build five schools in Nepal.

Funds raised through pledges during the Live-in go to projects undertaken by Room to Read Canada, which works toward the education of the world's children. Its U.S. parent, Room to Read, is a non-profit organization with a reputation for efficiency, founded by a former Microsoft executive, which has earned praise from former president Bill Clinton.

Since it was founded eight years ago, Room to Read has created more than 4,000 schools and libraries in Asia and Africa. It also offers 10-year scholarships to young girls in recognition of the cultural bias that often limits a girl's chance at schooling.

## IN BRIEF

### United Way campaign hits record total

The Queen's United Way campaign has raised a record total of \$300,018 from staff, faculty and retirees.

There has been an increase in people giving at Queen's across the board this year, says Shelley Aylesworth-Spink, United Way co-chair.

"The AMS is running a successful campaign, and the whole Queen's community seems to have an increased awareness of the needs of the Kingston community."

The Queen's campaign is the single greatest workplace campaign in the Kingston, Frontenac, Lennox & Addington area.

Donations are still being received, and are accepted throughout the year, which will add to this total.

For pledge forms, email shelley.aylesworth-spink@queensu.ca

### Help to reinvent the Golden Gaels

Help Athletics and Recreation to reshape the Queen's Golden Gaels brand.

The department is undertaking a revitalization process with the goal of reinventing the Golden Gaels brand.

Athletics and Recreation needs the help of the Queen's community in understanding what the Golden Gaels name and logo mean to individuals.

Members of the Queen's and Kingston communities are invited to take part in an online survey, which will help gather information to help build a new Athletics and Recreation brand strategy.

Visit [goldengaels.com](http://goldengaels.com) and click on the Athletics & Recreation Brand Survey button located on the left side for more details.

### A defining experience of university life

Pulling an all-nighter at the library took on a whole new meaning for student John MacDonald last January. He told the Gazette about his experience camping in the foyer of Stauffer Library for 10 days to raise money to build schools in Asia.

**What's it like to live in a tent in the Stauffer foyer?** It's physically draining because of the lack of sleep and time spent on your feet talking to people. The whole thing is a very emotional experience. There are so many highs each day, as someone congratulates you on what a wonderful job you're doing, and as DREAM (Discover the Reality of Educating All Minds) members stop by to check on us, bring us food, or sit and talk for hours. You're doing it all for children in Nepal, so it keeps you motivated. It will always be the defining experience of my university life.

**What were the tough parts?** We hardly got any sleep! The library closes at 2 am most nights and opens at 8 am. The lights in the lobby never go off or even

dim for security reasons. Watching people walk by or shake their heads that they weren't interested was frustrating, as was talking to the odd person for five or 10 minutes and then watching them walk away without leaving a dime. But the point is to raise awareness as well as money so we were still happy they stopped to talk. I also used my banked time to run home and shower, and I mean run home.

**How did you stay on top of your classes?** That was nearly impossible. I just committed myself to the fact that I would have to catch up afterwards. There was no real down time to hide and do assignments.

**Who did you meet?** You meet students, faculty, staff members, and community members. Last year, a boy and his father stopped by every day on their way home after they had heard about it on the radio. Many people brought us food. We had lots of people coming by to discuss what our cause was, although it did get tiring in the sense that we always had to walk over and initiate the conversation. During the day I doubt we sat for more than 20 minutes without talking to someone. There's something exciting about living in Stauffer's lobby, waking up to the footsteps of the first students coming through the lobby each morning. It was like home and as much as we didn't want to be trapped, we didn't really want it to end.



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.

### CANADIAN CLUB OF KINGSTON



Luncheon meeting: Noon on upcoming Thursdays  
 Dec. 13: Louis Delvoie, Canadian Ambassador (ret'd)  
 "Catalogue of Failures: Bush's Foreign Policy"  
 Jan. 10: Ken Wong, Queen's School of Business  
 "Kingston's Economic Prospect"

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 Saturday 9:30am – 5:30pm

## Queen's home page gets a vibrant new look

What comes after gold?

Queen's top award-winning home page – the electronic gateway to the university – has gone through a makeover to ensure the university remains at the forefront of web design, accessibility and content.

Launched Nov. 26, the new face of Queen's at [www.queensu.ca](http://www.queensu.ca) continues to meet the highest industry standards with maximum accessibility and web-browser compatibility.

**"There is no standing still in this business."**

*Scott Amort*

Its new, wider design also takes better advantage of today's larger computer monitors. Since more than 96 per cent of visitors to the site view it on screen resolutions of 1024 x 768 pixels or higher, previously wasted screen real estate is now fully used, in that the vast majority of today's users will be able to view the full width of the page.

Two years ago, the Department of Marketing and Communications relaunched the university's home

page and top-level navigation as part of a move to enhance web accessibility.

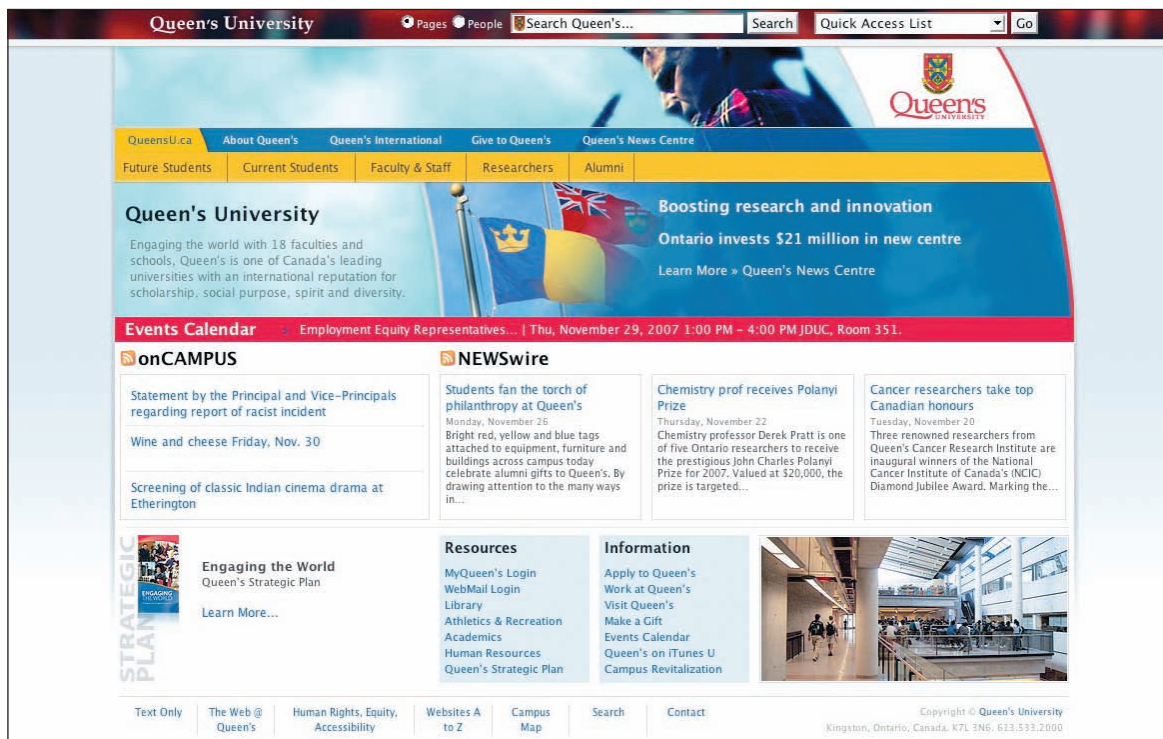
The Canadian Council for the Advancement of Education (CCAE) recognized this work last year with a Gold Medal for Best Institutional Home page.

But that's no reason to rest on one's web laurels.

"There is no standing still in this business," says Scott Amort, developer, electronic communications, who worked on both the system design and graphical layout. "It was more than a year and a half ago when we won the gold, and the standards for ensuring that our side is both modern and accessible have moved to another level."

There was also a desire to add the kind of features that make the site more dynamic and keep visitors coming back to check out new information, says Robin Moon, manager, electronic communications, who organized and updated the content.

The improved content on the home page includes information feeds from the university's events calendar, the main Queen's News Centre and On Campus news as well as highlighted main features and spotlights. There is also a better navigation structure between the



Queen's new-look home page debuted Monday, Nov. 26.

top and the second level and more efficient use of quick links.

A more informative and common footer across top-level pages

allows for easier navigation and a cleaner, brighter design with more images and better typography increases the overall visual appeal.

The sites went through a variety of usability testing with both students and staff as a means of finessing the final product.

## Fighting hunger one meal at a time

By LORINDA PETERSON

Delivering 120 kilograms of food – approximately 300 meals per week – to homeless shelters in Kingston, Queen's students are working to raise awareness about Canadians living in poverty.

Soul Food organizes volunteer students to pick up excess food from dining halls on campus just after they close and at about the same time as local shelters open for the evening.

"The timing is perfect," says Phil Sparks, manager of Food Services. "There is always some excess food when we close the dining halls. We wrap it, take a temperature check when the students arrive to pick it

up, and it's at the shelter within a few minutes of leaving the dining hall."

At no extra cost to students or the university, Soul Food promotes responsible consumption by using food that might otherwise go to waste.

Initiated by a group of students from Queen's Hillel and led by fourth-year students Sheri Krell and Tyler Peikes working with Queen's Outreach Coordinator Marija Linjacki, Soul Food made two trial runs last spring to the Street Mission Truck parked on the corner of Clergy and Princess streets.

"The response was so overwhelmingly positive we wanted to

do it seven nights a week this year," says Ms. Krell, Soul Food Co-chair. Realizing the program would need more volunteers, the students put out a call to Queen's clubs.

"The response was great, with seven clubs committing immediately and several more considering a commitment."

In addition to Hillel, student groups in the Soul Food coalition include Queen's University Muslim Students Association, Students Helping Others Understand Tolerance, Students Against Indifference, Queen's Asian Focus, the United Way and Volunteer Crew of the Alma Mater Society's Municipal Affairs Commission, Arts and Science Undergraduate Society and students from Women's Studies Gender and Poverty class.

While Soul Food is committed to deliver food first to the Street Mission Truck, the co-chairs maintain a list of Kingston shelters and take remaining food to a different one each night.

"Soul Food is making a difference to those who come to the Street Truck for food, warmth, and a sense of community," says Street Truck Mission Coordinator Darcy Izzard.



SHERI KRELL

Mark Nichols of the AMS Municipal Affairs commission and a shelter volunteer deliver plates of food to a shelter.

December 2007

To members of the community of Queen's University:

Greetings and sincere best wishes to you and your families for a safe and joyous holiday season and a New Year filled with happiness, peace and goodwill.

*Karen Hitchcock*  
Karen R. Hitchcock  
Principal and Vice-Chancellor



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## Union Street now open to traffic

### CONSTRUCTION UPDATE

Union Street at University Avenue in the heart of the campus reopened to vehicle traffic on Nov. 30. The intersection is open to traffic traveling east or west on Union Street. University Avenue remains closed due to construction between Bader Lane and Union Street.

Overall, the closure affected Union Street between Division to Alfred Streets and University Avenue between Union and Clergy Streets at different times over the last six months. The construction work was necessary to allow for the rerouting of water, sewer and electrical services for the Queen's Centre Project.

The intersection had been expected to reopen at the end of October, but took longer than expected due to unexpected underground problems.

The first of three large-scale cranes is now at the Queen's Centre site, bounded by Clergy Street, University Avenue, Earl and Division streets. At 200 feet, it is the tallest of the three cranes used in constructing Phase 1. At times, crane booms may pass over the houses near the site, however, crane hook or loads will not cross

over any homes. The cranes will be used until the project is complete in fall 2009 to lift building materials off delivery trucks and transport them within the construction zone.

The remaining cranes will be erected on the construction site as the project progresses. See [www.queensu.ca/pps/roadclose/cranemap.pdf](http://www.queensu.ca/pps/roadclose/cranemap.pdf)

Work is progressing on the footings, columns and foundation walls for the underground parking garage planned for the north-east corner of the project, bounded by Earl and Division Streets.

Blasting of the limestone bedrock that began in July is expected to end in December. Vibration and noise created by blasting for this project is minimal and falls within safe levels as prescribed by the authorities having jurisdiction.

**Tindall Field Parking Facility**  
An interim paved lot on the former Tindall Field holds 205 vehicles with access off Albert Street. Blasting and excavation of the bedrock to prepare for the new underground parking structure and field facility continues through February, 2008 on the former Mackintosh-Corry site.

The delivery route along the west side of Mackintosh-Corry Hall will stay open for the duration of the project.



CELIA RUSSELL

Blasting at the Tindall Field parking facility will continue through February.

The project addresses the need for improved sports fields and the demand for main-campus parking.

When the project is finished in the fall of 2008, the university will gain an additional 381 parking spots.

For more details, visit [www.queensu.ca/revitalization.php](http://www.queensu.ca/revitalization.php). View a Stauffer Library webcam showing the University Avenue redevelopment at [www.queensu.ca/pps/roadclose/roadclose.html](http://www.queensu.ca/pps/roadclose/roadclose.html)



CELIA RUSSELL

Workers lay paving stones on University Avenue.



STEPHEN WILD

Principal Karen Hitchcock digs in at the Queen's Centre site.



STEPHEN WILD

Work continues on the new underground parking garage at the Queen's Centre site.



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### RESEARCH TECHNICIAN (GRADE 4)

A full-time contract position supported by funds from the CIHR is available in the Molecular Hemostasis Group in the Department of Pathology and Molecular Medicine. The successful candidate will be responsible for providing assistance with general molecular laboratory duties including preparing reagents and ensuring availability of research materials, and will also assist with the care of a colony of research animals. The candidate will be expected to have knowledge and experience relating to general laboratory procedures and will preferably have some formal training or prior experience in the provision of animal care in a research setting. The candidate should also have excellent organizational and interpersonal skills. A new hire to Queen's will start at the minimum grade 4 salary of \$33,536.

Send resume and names of 2 references by December 17<sup>th</sup> to:  
Dr. David Lillicrap  
Department of Pathology and Molecular Medicine  
Richardson Laboratory  
lillicrap@cliff.path.queensu.ca

*Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and racial minorities.*

*Only applicants selected for interviews will be contacted.*



## VIEWPOINT

MARGARET PAPPANO



# Students need to explore the unfamiliar

A university creates and preserves knowledge, rendering this knowledge valuable and available by the sheer effort funneled into these activities. If our curriculum, through default as well as through actual planning, perpetuates the idea that Anglo-European culture is more important than others, we have to wonder about the effects of that vision on our students.

We do not have nearly the number of courses on Asia, Africa, the Middle East, Central and South America as we do on Europe and North America, despite our nation's professed commitment to "multiculturalism" and our university's to "engaging the world." While it is important for students (for everyone) to study what they are not and get to know traditions that are not their own, we do not provide many opportunities for students to do that at Queen's. Instead, we tend to perpetuate to our largely white student body that their traditions shape the world.

The white settlers who came to Canada in the 16th century may have been European; but the land upon which Queen's was founded and now sits had a wholly different cultural legacy and the financing of the institution involved the labour and wealth of many peoples of colour.

The single most important donor in the history of Queen's, Robert Sutherland, was a black man who, at the time of his gift, made the largest contribution to the university to date, saving it from bankruptcy. This man, today barely remembered, was Queen's second founder. We have a particular responsibility at Queen's to recognize the legacy of Robert Sutherland and make racial equity, knowledge of race, knowledge of non-white peoples and cultures, important components of our institutional life. When I see the dismal numbers of students and faculty of colour here, when I see the gaps in the curriculum constellated around non-western languages, literatures, arts, histories, religions, I feel doubly dismayed: We have abandoned our mission as an educational institution and tarnished the legacy of Robert Sutherland.

Minority and non-western international students often fail to see themselves represented in the curricula and in positions of authority in the university, especially in the administration. In the Henry Report, a faculty member describes diversity in the curriculum as "bits and pieces." (*Tabled at Senate last year, Frances Henry's report, A Culture of Whiteness, sought to explain why six faculty members from visible minorities left the university six years ago.*)

There has been no systematic rethinking of what it means to be a citizen in a diverse world; not where "boundaries have become blurred" as the university's strategic plan suggests, but instead where boundary policing according to racial, religious, and national status has accelerated. An understanding of global inequity is critical to responsibly "engaging the world."

The Henry Report points to a lack of support for hiring, research and coursework outside of the Anglo-European tradition. Faculty who work in Anglo-European areas sometimes react as though courses and programs in non-western cultures diminish their own scholarship. Work in non-west or minority cultures is liable to be labeled as trendy and dismissed as less rigorous. I have even heard it said that Queen's students are uninterested in these other areas, so why should we bother to offer courses in them? Is it not the role of responsible educators to prompt students to explore the unfamiliar? And is it not our responsibility as scholars to constantly assess and reassess our own intellectual paradigms?

On Nov. 25, the New York Times published a list of the reported "noose incidents" from the last two years in the eastern half of the United States. What is even more alarming is that more than one third of these 47 recorded incidents within this limited geographical and temporal sample occurred in educational institutions, schools and universities. It is worth asking why so many hate crimes occur in places of education.

A racial hate crime in the university sends the signal that some members feel particular ownership of the institution and seek to secure it as a place of white identity. Since the university is a place where equity is supposed to be enforced, a reaction against this suggests that some members are uncomfortable with sharing the same space and being subject to the same rules as minorities. Since an educational institution is a place of opportunity, from which a degree facilitates social and economic mobility, a hate crime protests the erosion of white privilege in society, reinscribing racial hierarchy.

And since universities preserve knowledge and perpetuate tradition, a hate crime is a sign of fear that this tradition may be contested by the presence of racial others. Forcing a person of colour off the sidewalk of the university speaks to all of this. Who controls access here? Who has the power to occupy the centre and who has to linger on the periphery? Who is the university for? What tradition is being preserved?

The curriculum can ask these questions in other, less overt ways. Representing the world not as borderless but acknowledging the very real boundaries inscribed in education that create one area of the world as more important than another is essential to reconfiguring our intellectual life.

Margaret Pappano is a faculty member in the Department of English.

## Viewpoint Policy

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

## QUEEN'S FLASHBACK: 1990



Pens and pencils instead of laptops are the instrument of choice in this 17-year-old photo, taken in Douglas Library, the university's main library at the time. Exams finish Dec. 20. Winter term classes begin Monday, Jan. 7.

COURTESY OF QUEEN'S ALUMNI REVIEW

# What's happening to my printed journals?

There used to be a time, back in the '70s, when the marvels of new technology made people giddy enough to consider wistfully the many advantages – even the obvious necessity – of the completely paperless office.

Why have memos been piling up on your desk and folders crammed into your filing cabinet when you could store the whole mess on this new-fangled computer thing? We now have email and word processing and files on the web, of course, but there's still lots of paper and no end in sight to the continued co-existence of both hard and electronic copies.

A similar dynamic is happening with journals. The many disadvantages of printed journals – expensive and time-consuming to produce, inaccessible from your residence room or office, eating up scarce floor space in the library, prone to unpreserve themselves from overuse and natural decomposition – have started and accelerated a trend in the last five or 10 years in which publishers are producing electronic versions of their printed journals and offering subscriptions to libraries in conjunction with the print, or even as electronic-only.

Typically, a journal's current issues and several years back are readily available electronically, and the publisher is working diligently, frantically to deepen the back-issue archive right back to volume 1, number 1. (The electronic *Philosophical Transactions of the Royal Society of London*, which may hold the double record of oldest journal and deepest backfile, go back to 1665.)

Like all other academic libraries, Queen's purchases access to a lot of



WAYNE JONES

Library Now

electronic journals. In many cases, a decision is made to cancel the subscription to the printed journal. Often, the Library maintains overlapping runs to both the printed and the electronic versions. Sometimes the electronic access is provided "freely" or with a small add-on price by the publisher with the subscription to the print. Some publishers do not even allow electronic-only subscriptions.

Many journals are still not yet available electronically, or in some cases, the Library has decided to maintain a subscription to the print version. For example, the reproduction of art works in electronic form is often not of sufficient quality to be useful to the researcher, and it's therefore important to keep the printed versions. Although the proportion of electronic journals to printed journals is high and only getting higher, there may not be a day any time soon when we've gone all electronic.

The Library now spends well over half its acquisitions budget on electronic resources of all kinds (not only journals, but databases and electronic books as well), and provides access to nearly 38,000

unique electronic journals. The fact that electronic journals are expensive, and very far from being free, is worth emphasizing. Due in part to the open access movement and in general to the way in which the web makes dissemination relatively easy, there are many reputable journals which are freely available (the Directory of Open Access Journals at [doaj.org](http://doaj.org) lists nearly 3,000). However, these cannot of course fulfill the Library's mandate to provide the resources to support the university's research and teaching, and so paid subscriptions to publishers are essential.

So, what does the future hold? Likely, more of the same. We know from the results of our most recent LibQUAL+ survey that there is high demand for electronic journals. Users want access to more and they want the journals to be much easier to locate and use.

The Library also participates actively in national and provincial consortia of academic libraries (notably the Canadian Research Knowledge Network and the Ontario Consortium of University Libraries) in order to maximize buying power and to provide users with access to many more journals than would be possible by individual purchasing.

It's a very positive trend for the Library but more importantly for students, faculty members, researchers and other staff who will not only have access to more scholarly resources, but also be able to get that access no matter where they are outside of the physical library.

Wayne Jones is Head of Central Technical Services (acquisitions and cataloguing) in the Queen's Library.

## Letters Policy

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

# Why mental health stigma hurts us all

This is one of the two periods each year (the other being late March to mid-April) when our students are experiencing unusually high levels of pressure. Classes are over; examinations and assignments are foremost in their minds.

Extracurricular activities and recreation are set aside to permit maximum focus on academic requirements. It is also a time when academic pressures can exert a serious toll on their health and well-being.

Times of pressure, like these, can precipitate significant changes in mental health such as increases in anxiety or exacerbation of a pre-existing mental health problem. As well, the coping mechanisms that students may use to get through the academic pressure (such as extended study periods resulting in insufficient sleep) may in turn exert a very negative effect on students' mental health. Students are not alone in this, however. Many among our faculty and staff experience significant pressure and stress, and are also vulnerable to the development of mental health difficulties.

In spite of data showing that mental health problems are fairly common (according to the Canadian Mental Health Association, up to 20 per cent of us will experience a mental health problem over our lifetime), it is still common for individuals with mental illness to be referred to as "those people." Although follow-up data show that more than 80 per cent of those diagnosed with a mental health problem will return to their pre-morbid level of functioning after treatment, many in our culture still believe that mental health problems are not treatable. No wonder then that there is still a great deal



MIKE CONDRA

## Diversity

of shame, stigma and fear about the self-disclosure of mental health problems.

What is there to fear? Many people with mental health problems avoid disclosure because of a fear of what one person described to me as "psychological and social reprisal." She went on to describe the sense of intense discomfort that followed her disclosure of her mental health problem to a friend.

"It was as if I had admitted that I had a secret life of crime – only worse. If I had admitted to a crime, at least she could judge me, argue with me, say how much she disliked what I did. Because I had acknowledged a mental health problem, I knew I would experience silence. In the conflict between her fear and her desire to continue being a friend (and not judge me), fear would most likely win out." The result was a disruption in a relationship, a sense of loneliness, and an increased feeling of isolation.

Perhaps there are other reasons to fear self-disclosure; the documented experiences of individuals with mental illness shows that they are at higher risk of victimization as a result of their health problem. The findings, from a large-scale

2005 study, show that individuals with severe mental illness are four times as likely to be victims of a property crime, 12 times as likely to have been the victim of violence, and a staggering 140 times as likely to have experienced personal theft as those without mental illness.

Evidence shows that, in the lives of our students, stigma is a barrier that interferes with disclosure and thus with gaining access to supports and services on campus. There is also evidence that this is true outside the university environment. However, the effect of stigma is in fact even more widespread and more malignant. Acceptance of stigma promotes and legitimizes social distance, and prevents us all from developing a richer, more complex and a more thorough understanding of our world. It prevents us from confronting and addressing our own anxieties, from having a dialogue with others who may have a lot to teach.

There are lots of things that we can do. Heather Stuart, in a 2005 paper, recommends that we "think big, but start small." Programs, which focus on modest goals, are targeted to specific audiences and are designed to address the identified needs of the target group, are most likely to be effective in reducing stigma. The aim is not just the improvement of mental health literacy (greater depth and breadth in society's understanding of mental illness), but the translation of this enhanced literacy into individual and community behaviour that is characterized by social responsibility, tolerance and inclusion.

Mike Condra is Director of Health, Counselling and Disability Services. [condram@queensu.ca](mailto:condram@queensu.ca)

# Take a moment to tell us how we're doing

Established in 1972, the Centre for Teaching and Learning could now be considered a fixture at Queen's. With tenured academic staff, a full complement of support staff, an endowment and annual budget, and a history of providing a comprehensive package of educational development services, the centre is part of the campus landscape. The mandate is clear: to enhance the quality of student learning by supporting teaching. It is equally clear that the centre – to fulfill its mandate – needs people. The centre itself is nothing without the active, engaged involvement of those members of the Queen's community who care about teaching and learning.

Who has made the centre theirs? Let's take a look at those who have staked a claim over the years.

Undergraduate students have always been eager to say that quality of teaching matters to them. Their contribution of \$750,000 to the centre still stands as the largest gift ever made by students to a teaching development program anywhere. Right from the beginning, student government members and other interested undergrads have involved themselves in centre initiatives, especially through active service on committees and presentations for faculty and teaching assistants. Graduate students have also participated actively, in increasing numbers, in programs



SUSAN WILCOX

## Teaching and Learning Issues

designed to help them be more effective TAs and course instructors.

Members of senior administration have taken advantage of the centre by calling upon our support to help achieve university strategic goals related to teaching and learning – promoting the centre as an important feature when presenting the face of Queen's to the outside world. They have also invited us to partner with them in programs designed to reward and support excellent teachers and have sometimes asked for our assistance in setting and meeting accountability standards.

It is regular faculty, however, who might truly regard the centre as their own. Teaching – in all its guises – is what the centre is about. We are here to support faculty in their various teaching roles and educational responsibilities. We expect to work with course instructors

and research supervisors, with undergraduate chairs, graduate coordinators, and department heads, with professors at the beginning of their career and those with years of experience, with exceptional teachers and those who are struggling. Faculty can expect to find programming, information, and services that are relevant to their educational concerns and experiences. To fulfill its mandate, the centre must be a place that reflects the interests, values, ambitions and intentions of faculty.

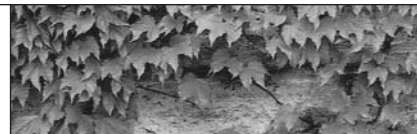
As part of our continuing endeavour to maintain a real presence on campus and to contribute to the quality of teaching at Queen's, we are asking all faculty this month to complete an on-line survey at [www.queensu.ca/ctl/](http://www.queensu.ca/ctl/).

Despite the busy time of year, please tell us what is uppermost in your mind as the term comes to an end.

What do you want and need? Tell us what you think. The business of the centre – what we do together and what the centre becomes – depends to a very large extent on you. Make this centre yours.

Susan Wilcox is Educational Developer (Faculty/Adjuncts) at the Centre for Teaching and Learning. She is also an associate professor in the Faculty of Education and the Department of Women's Studies.

## UNIVERSITY ROUNDUP



### Nova Scotia to drop student loan rate

The Nova Scotia government has promised to reduce student loan interest by two per cent. The government is able to fund the change by taking the program out of the private sector and administering the loan itself. It will charge students the same interest rate that they pay to borrow the funds.

*Maclean's website, Nov. 26*

### Early admissions forge ahead

The elimination of early admission at Harvard and Princeton universities, effective this year, is helping to fuel a rise in applications at other elite schools that offer nonbinding "early action" programs. The trend will make it more difficult for top colleges to predict how many of the students they admit will actually enroll, admissions officials say. Early application is up 36 per cent at Yale, 42 per cent at University of Chicago, and 30 per cent at Georgetown University. Last year, both Harvard and Princeton announced they would abandon their early admission programs in an effort to increase access for disadvantaged students. Critics of such programs say that the process benefits students who attend well-funded high schools and can afford private guidance counselors. The Harvard and Princeton decisions aren't seen as the primary reason for the increases elsewhere. Instead, there is a continuing trend to submit more applications. And, The Wall Street Journal reports, "more students prefer to apply early."

*Wall Street Journal online, Nov. 14*

### Harvard strengthens Egyptian ties

Harvard University and the Arab Republic of Egypt recently announced the creation of a new fellowship program to provide financial support to students from Egypt accepted to the Harvard Graduate School of Education, Harvard School of Public Health or Harvard's Kennedy School of Government. The program has been established by an endowment of \$10 million from the Arab Republic of Egypt to finance prestigious "Egypt Fellowships" designed to enable highly qualified members of the Egyptian public sector to study at Harvard.

*Harvard University Gazette Online, Nov. 15*

### Education on the go

Japanese already use cell phones to shop, read novels, exchange email, search for restaurants and take video clips. Now, they can take a university course. Cyber University, the nation's only institution to offer all classes only on the Internet, began offering a class on mobile phones recently on the mysteries of the pyramids. The university opened in April with government approval to give bachelor's degrees, has 1,850 students and offers about 100 courses, including ancient Chinese culture, online journalism and English literature. The virtual campus is 71 per cent owned by Softbank Corp., a major Japanese mobile carrier, which also has broadband operations and offers online gaming, shopping and electronic stock trading services.

*Associated Press, Nov. 28*

### Which fork is which?

When graduates leave the University of Toronto, they may have polished resumes and excellent skills, but what about their table manners? This question drove the alumni office to include a series of sessions on business etiquette as part of the Life After Graduation series. Barbara Dick, executive director of alumni affairs and administration, says the series addresses some of the big life issues and questions around finances and career decisions. Students and recent graduates expressed interest in these areas of knowledge. The series is also designed to provide practical advice about how students can present themselves effectively – through public speaking, dress and behaviour. "University coursework isn't designed to help you navigate through these situations – nor should it be – but it doesn't mean our graduates don't need to know these things," Ms. Dick says.

*University of Toronto Bulletin, Nov. 27*

### Arabic enrolment boom

The U.S. needs all the Arabic speakers it can get, according to the National Security Language Initiative, an essential component of U.S. national security in the post-9/11 world.) But in Seattle this semester, Professor Hussein Elkhafaifi had to turn 150 would-be Arabic students away. "This is a major challenge for us because there is no correlation between the increased enrolment, which is now up about 127 per cent, to the number of teachers who are trained," says Professor Elkhafaifi, director of the University of Washington's Arabic language program. Despite the national security need, they are turning away students. A report released earlier this month by the Modern Language Association found that the number of students taking Arabic in higher education institutions rose by 126.5 per cent from 2002 to 2006 – to 23,974. The number of colleges offering Arabic instruction also nearly doubled, from 264 in 2002 to 466 in 2006.

*Insidehighered.com, Nov. 29*

Compiled by Karen Richardson

## IN BRIEF

## Research award sparks students' specialty

Two of the three Canadian recipients of a prestigious research award are Queen's medical students.

Vishal Tulsi and Deborah Siegal were recently presented with Trainee Research Awards from the American Society of Hematology (ASH).

Mr. Tulsi's research involves the creation of a database to organize genetic test results and biographical information for all the hemophilia patients in Kingston. This database is designed for hemophilia clinics across the country. In addition, he identified the number of genetic carriers of hemophilia tested in Kingston Ontario.

The awards are designed to encourage the pursuit of research and spark an interest in the students specialty. Thirty-six medical students, undergraduates, and residents from U.S.A, Mexico and Canada each received \$4,000 to conduct research on blood and blood-related diseases.

Also receiving the award is Keith Barry of the University of Alberta.

## PARTEQ inks Chinese partnership

PARTEQ Innovations, the university's technology transfer office, has signed a Memorandum of Understanding with the Capital Science and Technology Group (CSTG) in Beijing, China. The two partners will identify promising technologies developed in China for commercialization in North America and/or China.

"This partnership opportunity is great news for PARTEQ and Queen's," says Vice-Principal (Research) Kerry Rowe. "Working with the leading research institutions in China through the collaboration with CSTG will provide expanded opportunities to bring promising new technologies to North America."

The first step in the collaboration will be a joint pilot project between the CSTG and PARTEQ. Comprising all of the leading research institutions in Beijing, the CSTG provides resources and services, including technology transfer, aimed at transforming the capital city into a centre for science and technology innovation.

## New contact for research excellence

Randall North, PARTEQ's Executive in Residence, has been appointed Business Development Manager for the Ontario Centres of Excellence (OCE).

As OCE's representative for researchers at Queen's and the Royal Military College of Canada, Mr. North will be primarily responsible for finding and helping to develop innovative technology opportunities for the Centre for Communications and Information Technology, one OCE's five Centres of Excellence. He will also act as a liaison between Eastern Ontario industry, researchers and OCE's business development managers in four additional innovation sectors: Earth and Environmental Technologies, Energy, Materials and Manufacturing, and Photonics.  
[www.oce-ontario.org](http://www.oce-ontario.org)

## NEWEST CANADA RESEARCH CHAIRS ARE "BRAIN GAIN" FOR QUEEN'S

By NANCY DORRANCE

Reversing the academic "brain drain" to the U.S. and other countries, as well as keeping our own world-class researchers in Canadian universities, was the bold intention of the Canada Research Chairs program when it was established in 2000.

Queen's most recent additions to this select circle – Mechanical and Materials Engineering professor Ugo Piomelli and Urology professor Curtis Nickel – exemplify the program's success in achieving this aim.

Dr. Piomelli comes to Queen's from the University of Maryland, where he works at the forefront in studies of turbulence – one of the most perplexing problems in classical physics – through computer simulations. Dr. Nickel, a graduate of Queen's (Meds '78), heads a multi-disciplinary research team in conjunction with Kingston General Hospital, examining novel therapies for prostate and bladder disease.

Both new positions at Queen's are Tier 1 researchers, who will receive \$200,000 annually from the program for a period of seven years. Four of the university's current CRCs have received renewals.

"The exceptional work of all of our Canada Research Chairs will contribute significantly to the strengthening of Queen's strategic research clusters," says Vice-Principal (Research) Kerry Rowe.

Dr. Nickel, Canada Research Chair in Urologic Pain and Inflammation, says he hopes to expand his international collaborative efforts and develop a strong core of clinical and basic science researchers at Queen's, who will become interested in inflammatory and painful diseases of the pelvis



Curtis Nickel

STEPHEN WILD

and urinary tract.

As a busy clinician and surgeon, it can be difficult to find time for intensive research, he notes. Now, with funding from the Chair and the support of the university and the hospital, he will be able to focus on areas like prostatic hyperplasia, which is extremely common in men, and chronic pelvic pain conditions in both women and men. His team will also continue to evaluate alternative therapies, expand its behavioural work looking at psychological/coping factors in pain management, and explore sexual functioning issues associated with these conditions.

"Overall, a research chair becomes a big stimulus to increase your productivity and collaborations, and to expand your clinical and basic science programs," says Dr. Nickel, whose U.S.-funded studies have led to offers of appointments at American universities. "This type of chair was designed to reverse the brain drain," he notes. "In my case, it's not a question of bringing me back, but it certainly means now that I won't consider moving for the rest of my career!"

As Canada Research Chair in Computational Turbulence, Dr. Piomelli will target general problems in turbulence physics as well as applications. "Weather patterns, flow in blood vessels, fuel consumption



Ugo Piomelli

COURTESY OF UGO PIOMELLI

of cars and aircraft and pollutant dispersion in the atmosphere are all examples of problems in which turbulence plays a major role," he notes. "Yet no theory has yet been developed that can account for its effects."

By modelling complex turbulent flows using numerical techniques, Dr. Piomelli and his team study turbulence through simulations carried out on clusters of thousands of interconnected computers. He hopes this new understanding will lead to improved car, aircraft and engineering devices, better weather forecasts and advances in the design of heart valves.

Queen's chairs being renewed are:

Catherine Cahill (Pharmacology & Toxicology), Chair in Chronic Pain Research, whose work is providing insight into the mechanisms underlying chronic neuropathic pain, and aiding in the development of new therapeutic treatments for this condition.

Troy Day (Biology), Canada Research Chair in Mathematical Biology, studies the evolution and causes of infectious diseases through the use of mathematical models. His research examines how and why diseases appear when they do, as well as the reasons some diseases become deadly while others remain relatively benign.

Joshua Mozerky (Philosophy), Canada Research Chair in Metaphysics and the Philosophy of Science, works in metaphysics and the philosophy of language. His research interests include rationality, the nature, history and limits of analytic philosophy and the relationship between philosophical and scientific investigations into the nature of reality.

John Smol (Biology), Canada Research Chair in Environmental Change, focuses on the study of the complex interactions between a lake's biota and the environment. Most of his research uses paleolimnological techniques, which allow him to extend lake studies with the further dimension of geologic time.

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

## Wanted: men with prostate problems

Dr. Nickel and his research team will be starting an 18-month clinical trial in February 2008, as part of his National Institutes of Health (NIH) series of studies.

"We'll be looking for about 600 male volunteers from the Kingston and southeastern Ontario region, who have mild to moderate voiding difficulties and prostate problems," says Dr. Nickel. "These problems should not be severe enough to require medical or surgical therapy, however," he adds. Potential participants in the new trial should be interested in alternative and complementary methods, such as herbal therapies, to treat and prevent prostate problems.

For further information and to volunteer for the study, contact Joe Downey at the Centre for Applied Urologic Research, 613-548-7832.

## Eyes front ... now check the neck!

By NANCY DORRANCE

Determining whether you have someone's undivided attention could require checking the person's neck, a Physiology professor has discovered.

In a study conducted with colleagues at the University of Western Ontario and U of T, Doug Munoz has discovered that "covert" attention – when someone may be looking at you but thinking about somewhere else – can be measured by recording muscle activity in the neck.

The study has been posted on the Advance Online Publication of *Nature Neuroscience*.

The new findings could change how attention is measured, and help assess the effectiveness of therapies for stroke or other neurodegenerative disorders such as

Parkinson's disease, says Dr. Munoz, who is Canada Research Chair in Neuroscience and director of the university's Centre for Neuroscience Studies.

"Until now, measuring attention was based on indirect measures of changes in reaction time, or stimulus detection," he explains. "But our studies show that clearly-induced neuromuscular effects that had previously gone unnoticed may indicate a shift in attention from an object that a person is fixated on, without moving the eyes."

Co-author of the paper with Dr. Munoz is Brian Cornel from the University of Western Ontario. Also on the research team from Western are Brendan Chapman and Tania Admans, and Sharon Cushing from the University of Toronto.



Doug Munoz

COURTESY OF DOUG MUNOZ

## SPEG researchers to study why students drop out

By NANCY DORRANCE

Education researchers Alan King and Wendy Warren of the Social Program Evaluation Group (SPEG) are heading the most comprehensive research study ever conducted into the attitudes of high school students who won't be pursuing post-secondary education after high school.

Commissioned by Colleges Ontario, the study will seek to

determine the characteristics of students who do not proceed to post-secondary education. A broad range of variables including demographic considerations, education and geography will be considered. The initial phase of the \$250,000 study is scheduled to be completed next fall.

Past work by the SPEG researchers has included an extensive study of the double cohort in On-

tario following the restructuring of the province's secondary school curriculum.

"Ontario needs to understand why so many people are not fulfilling their potential," says Linda Franklin, president and CEO of Colleges Ontario.

"Post-secondary education and training is becoming a necessity in today's workplace, yet one-third of Ontario citizens ages 25 to 34 have

only a high-school education, or less. We need to know what Ontario must do to address this."

Colleges Ontario is the voice of Ontario's 24 colleges of applied arts and technology.

Funding partners for the study include the Canada Millennium Scholarship Foundation, the Higher Education Quality Council of Ontario, and the Ministry of Training, Colleges and Universities.



# The food is good – are students just picky?

Despite the high marks they give to other facilities, Queen's students, and university students in general, often give low marks to the university's dining-hall fare in university rankings. Gazette writer Karen Richardson set out on a recent trip to the dining halls on the main campus to find out why. The age of consumerism, of selection and having personal expectations met has clearly made its way to university cafeterias.

There's no question that residence food has changed over the years. These days it's all about choice, choice and more choice. And events called "eatertaining," which expand the dining experience beyond a meal and social chat to cooking contests, mini-sporting competitions, and socially conscious educational lectures and events about food.

Seemingly endless options of salad bars, soups, sandwiches, hot meals and beverages awaited me when I arrived at Leonard Hall, on assignment to explore why our students consistently diss university residence food in university satisfaction surveys or at least rate it lower than other university services.

The reason can't be lack of selection. I was impressed with Leonard and Ban Righ dining halls, which feature an "international noodle bar," where students can create their own stir fries, choosing from chicken, beef or shrimp and a variety of vegetables, and flavoured with a choice of four zingy sauces.

Special diets are accommodated. There are vegan stations, soy milk as an alternative to milk, listings of nutrition labels, late-night dining options and grab-and-go lunches for students on the run. There are even flex-meal plans where students can trade in a meal for \$8.45 worth of food items in retail food locations. Pizza, hotdogs and french fries are even available for those wanting a fast-food treat.

In fact, anyone on campus can eat breakfast, lunch or dinner for a reasonable price at any residence dining hall – Leonard, Ban Righ or West Campus.

Are students being given too much choice? Despite the variety in food options, students are still returning to traditional, "comfort" foods that may remind them of home, says Carl Hanna, director of Queen's Food Services for Sodexo,

the university's main food contractor. He says that meatloaf day is the most popular.

When I ask a group of first-year students about the food, one says, "It's hit-and-miss." Another says, "It was good." When asked to elaborate, he indicates he has grown tired of it already.

"Meal-plan fatigue" is a diagnosis that is not left untreated. To address this, Food Services changes the menu every day, and staff have introduced tastings called the "chef's table," held once a month to prevent students from settling into the same food-choice habits or going to the same dining hall. (Queen's has three, at Ban Righ, Leonard and West Campus.)

"We used to plan menus monthly and repeat them every four weeks, but we now plan them just two weeks out and react to trends," says Bruce Griffiths, director of Housing and Hospitality services. "We're actually now adapting one of our service stations to be just comfort food."

To improve the overall dining experience, Leonard Hall is now *marché* style. Students can use meal-plan dollars to buy more non-traditional items such as wraps at The Lazy Scholar in Victoria Hall, which stays open until 1 am.

Given this level of catering to every gastronomic whim and trend, how can we explain the less-than-rave reviews?

Those who are familiar with the food business aren't all that surprised. As it turns out, university residence food is typically rated lower than restaurant food, due to the challenge of feeding a large number of people at one time.

## The ratings for Queen's aren't that bad, comparatively.

Queen's is one of the country's largest residential schools, with primarily a first-year population in residences. Leonard Hall services about 700 people, and residential services feeds up to 5,000 students per day. Universities as a group also typically suffer in ratings due to the perceptions and myths about student food that may exist before students even arrive on campus, food services experts say.



KAREN RICHARDSON

A Food Services staff member serves up a specialty pasta-of-the-day for students at Leonard Hall.

The ratings for Queen's aren't that bad, comparatively. In the most recent *Globe and Mail* student perception ranking survey, Queen's was in the top-five for many categories and got an overall score for food quality of C, up from C minus last year.

But overall marks for all universities were low, with the most common score being D.

"If everyone was getting an A or a B we would be concerned, but some schools received Ds in all categories," says Mr. Griffiths.

Even better news is that in the recent international Educational Benchmark International (EBI) survey, Queen's is ahead in all categories related to food services for 2007.

The dining halls themselves seek ongoing feedback, with comment boards posted daily. Queen's typically receives 3, 4, and 5s on a 1-5 rating scale.

But comments come from students of diverse backgrounds with subjective, personal preferences, who once in a while may not like

the taste of a particular food.

"It's fine to say you don't like the taste, but not to say the food is 'bad,'" says Roxy Denniston-Stewart, Associate Dean of Student Affairs. She says it is not the "quality" per se, which refers to healthy food, temperature and fresh food and other factors, that students are commenting on.

"There is very little 'processed food' and most dishes are made from scratch by our chefs," says Mr. Griffiths.

Another challenge for Food Services is that students might often say they want to eat healthy but aren't necessarily true to their intentions, so in-house student ratings aren't necessarily a good indicator.

"We're working on how to engage students in more of an informal structure," says Mr. Griffiths, adding that surveys and comments don't often tell the whole story.

Two of the three food contracts (Sodexo and Brown's Fine Foods) will expire in 2010. In addition, a consulting group began a review of

Food Services in the fall and will report their findings in January next year.

The convenience and quality of dining hall food often improves in the minds of those students who have decided to live off-residence for a year and go through the experience of buying groceries and cooking. They frequently return to an optional meal plan.

"We sell about \$ 2.5 million in optional meal plans each year for students who aren't in residence who choose to buy a meal plan, and that number has been increasing steadily in the past five years," says Mr. Griffiths.

The plans feature guest passes, flex dollars (which can be used in retail food locations), cash equivalency, lunch on the go or vending funds to be used in select vending machines across campus.

At Queen's, it's not about profit or maximizing revenue as is the case in a traditional retail environment.

"We want students to make healthy choices that are not based on price or cost," says Mr. Griffiths.



KAREN RICHARDSON

A group of first-year students socialize during their lunch at Ban Righ Dining Hall.



KAREN RICHARDSON

A student makes a stop at the self-serve salad bar at Leonard Hall.

## IN BRIEF

### Students and holiday travel

It's that time of the year when Canadian students need to check the expiry date on their International Student Identity Card to make sure they're covered for holiday travel. The 2007 ISIC expires Dec. 31, so students need to get their 2008 ISIC from their students' union or Travel CUTS office before the holidays hit to avoid running into problems when returning to school in the New Year.

Students with an expired ISIC can be denied boarding on some student flight, train, and bus tickets that require showing a valid ISIC as proof of full-time student status. As a result, students may have no choice but to pay more to upgrade to expensive last-minute adult tickets in order to get back to school on time.

Full-time students can get their 2008 ISIC now from most university (and many college) students' union offices or from Travel CUTS, Canada's only national student travel bureau.

The 2008 card costs \$16 (free for students who are members of the Canadian Federation of Students) and is valid until Dec.31, 2008.

[www.isic.org](http://www.isic.org)



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.

## Experts address Karlheinz Schreiber, thyroid cancer, and "The Golden Compass"

### QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Nov. 20 – Dec. 3

#### Globe and Mail

**Shelley King** (English) – A complaint by a Catholic School Board in Toronto to remove 'The Golden Compass' from libraries, also in the Kingston Whig-Standard.

**Donald Akenson** (History) – His book on genealogy and tracing lineage is highlighted.

**Ned Franks** (Political Studies) – The parliamentary procedural battle involving Karlheinz Schreiber.

**Stephen Hall** (Otolaryngology) – Research finds an increase in reported incidences of thyroid cancer, also on CTV-National News.

**Don Stuart** (Law) – Former chief justice Antonio Lamer's contributions to the development of criminal law under the Charter of Rights and Freedoms, also comments in the Ottawa Citizen about politics and harsh crime penalties.

**Tom Axworthy** (Policy Studies) – Reviews a new book about the life of Pierre Elliott Trudeau, also an editorial on the debate over "reasonable accommodation" of immigrants in Quebec in the Toronto Star.



Aiken



Brock



Chan



Lyon

#### Toronto Star

**Doug Bland** (Policy Studies) – Internet security issues faced by the military, also in the National Post about Canada's regional power in the western hemisphere.

**John Smol** (Biology) – Arctic climate-change research, also in the Edmonton Journal.

**Sharryn Aiken** (Law) – Application-processing fees to immigrate into Canada, also comments about the impact of tighter Canada-U.S. border security on undocumented migrants.

**Tom Courchene** (Policy Studies) – Future of Canada's global cities.

#### National Post

**Alvaro Morales** (Urology) – Risks associated with hormone-replacement therapy for men.

**Kathy Brock** (Political Studies) – Change in the Liberal party's image.

#### Kingston Whig-Standard

**Alan King and Wendy Warren** (Social Program Evaluation Group)

#### CBC

**Bruce Pardy** (Law) – Issues related to post-Kyoto meetings in Bali, Indonesia taking place this week on CBC's Ontario Morning.

#### Maclean's

**Laurence Ashworth** (Business) – Highs associated with impulse buying.

**LeRoy Whitehead** (Education) – Number of education graduates in Ontario.

#### TVO's The Agenda

**Elia Zuriek** (Sociology) – Israel-Palestinian conflict.

#### ABC News

**Arthur Cockfield** (Law) – On-line privacy for people in the public eye on ABCNEWS.com.

#### Toronto Sun

**Peter MacLeod** (Centre for the Study of Democracy) – Mixed-member proportional representation.

#### Calgary Herald

**Ken Wong** (Business) – Battle for labour in Elk Valley, British Columbia.

#### Kingston's CKWS-TV

**David Lyon** (Sociology) – Surveillance in society and how it affects our everyday lives.

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Remember to include the name and email address of attendee.

For more information go to:  
[www.medicalschooladvantage.com](http://www.medicalschooladvantage.com)

## Corporate social responsibility: Does it matter for small firms?

More and more of our students at Queen's School of Business are interested in starting their own businesses. They may be hard-driving entrepreneurs, but if they're not acting responsibly, as well there's a good chance their ventures will fail. This is why we've added corporate social responsibility (CSR) content to every program.

But who's got time for CSR when you're worried about making payroll, right? Many small businesses, particularly in the early days, are sweating it from month-to-month.

If you don't have a CSR plan in place, chances are you won't have to worry about payroll because you won't have any employees. Smart start-ups develop CSR early on, because they know it makes a difference in recruiting and retaining top talent. Today's workforce doesn't just want big bucks; they want to work for responsible companies.

CSR has to be part of a company's DNA. It's not a cost of doing business – it's an investment that can lead to many long-term benefits. Even for the little guys.

CSR-savvy firms enjoy strategic flexibility. Because they are more conscious of the various environments in which they operate, they tend to monitor the kind of information that can give them a leg up. Firms that saw the current green movement coming predicted that consumer buying behaviour would change, and positioned themselves to take advantage of this change.

One of my favourite examples of this is the start-up Terracycle. They make organic fertilizer and



**PEGGY CUNNINGHAM**

Expert Outlook

have put CSR at the forefront since their inception. In their early cash-strapped days, they realized they could package their liquid fertilizer in used plastic pop bottles. It was perfect – zero cost for inputs and good for the environment too!

### Smart start-ups develop CSR early on.

CSR also gives small firms an edge in terms of accessing capital. If you look at the capital markets and the risk assessments that are being done as part of due diligence, firms that have CSR-related programs are deemed to be far less risky. They're less likely to be sued for polluting the environment, having a major accident or treating an employee poorly.

Additionally, ethical investment funds now represent a significant portion of the total investment

funds available worldwide – somewhere between 15 and 30 per cent depending on country and investment criteria. These fund operators are not investing this way to be nice, it just makes sense. The JANTZI Index, for example, contains a portfolio of 60 CSR firms, and it consistently outperforms the market in Canada.

We can learn CSR lessons from the corporate giants too. When it comes to employee relations – a big part of CSR – Costco gets it but Wal-Mart doesn't. Costco pays a decent wage, has a good benefits program and invests in employee development. Wal-Mart views these as needless costs. But according to the book *Firms of Endearment*, Wal-Mart has an employee turnover rate of 21 per cent in the first year of employment, versus just six per cent at Costco. Do the math and it's easy to see which approach makes the most business sense.

Bottom line: if you're not going to live CSR, forget it, because it's more than just fancy brochures – even if they are printed on recycled paper. You need a CEO that believes CSR will pay off for the business and is prepared to follow through. More and more small businesses are discovering that success follows.

Peggy Cunningham leads the Queen's Centre for Corporate Social Responsibility, which will host the Globally Responsible Leadership Initiative (GRLI) General Assembly in October. This article was originally published in the *National Post*.

### ONE WAY TO KICK-START THE HOLIDAY SEASON



CELIA RUSSELL

A festive boot, created by the skilled hands of Queen's Food Services staff, decorates a table at the Principal's Holiday Reception in Grant Hall, which took place last Tuesday.

## Peers recognize Queen's composer's birthday milestone with gala performance

By CELIA RUSSELL

Award-winning composer Marjan Mozetich is known for his rich, romantic music, which seems to roll off the fingertips of the musicians who perform his works.

His view of the creative process, however, is very straightforward.

"It's not very romantic," admits Professor Mozetich, who will be honoured next month by the School of Music at a gala concert in Grant Hall. "That old saying that it's one per cent inspiration and 99 per cent perspiration is true. It's the discipline of sitting oneself down and giving oneself the time to let the ideas come – and giving oneself the time to work on it."

The concert, which takes place on Saturday, Jan. 12 at 8 pm, will celebrate his 60th birthday and come complete with cake for all. Twelve faculty performers will present six of Professor Mozetich's compositions with Glen Fast, conductor of the Kingston Symphony Orchestra, being the invited guest conductor for the final work on the program.

"The national importance of this event is recognized by the involvement of CBC Radio 2, who is coming to Kingston to record this concert for later broadcast on a number of their programs," says John Burge, director of the School of Music.

Professor Mozetich is one of Canada's most popular composers. In 2002 and 2006, he was awarded the Jan Matejcek Award by the Society of Composers, Authors and Music Publishers of Canada (SOCAN), which is presented annually to the Canadian composer of concert music whose music generates the largest amount of royalties. In 2001, his violin concerto,



DEBORAH WASHINGTON

Marjan Mozetich's music is frequently aired on CBC Radio 2.

*Affairs of the Heart*, was nominated for a Juno Award for Best Classical Composition.

"Not only is Marjan a gifted composer, but he is an inspiring teacher," says Professor Burge. "The School of Music is so fortunate that Marjan has been teaching our composition students for the past 15 years."

As a prelude to the concert, Professor Mozetich will talk about his music at a free lecture on Friday, Jan. 11 at 12:30 pm in 124 Harrison-LeCaine Hall.

"I write and I don't always realize the impact my music has on other people," says Professor Mozetich. "I'm honoured that the faculty at the school have decided to honour me – I'm an adjunct professor. Their show of respect shows that the work I've done has some impact on the music community, and that's very encouraging."

There's just one catch, he says with a smile. Now everyone knows how old he is.

"I don't feel like I'm showing that age – I think I still have many more productive years to come."

Tickets are \$10 for adults, \$8 for seniors and \$5 for students and are available at the Queen's University Performing Arts Office in the John Deutsch University Centre and at the door.

Those purchasing subscriptions to the School of Music's Faculty Recital Series can also get a free ticket to the birthday concert. The concerts in the series feature the Luba and Ireneus Zuk Piano Duo on Feb. 9, the Potsdam Brass Quintet with Queen's faculty on March 5 and Bruce Kelly and Dina Namer, baritone and piano, on March 15. Series tickets are available from the Performing Arts Office for \$30 adults, \$24 seniors and \$15 students.

**Stephanie Milligan**  
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The same universal investment principles apply to women as they do to men, but women face some unique considerations when developing a financial plan. You may have taken time away from your career to raise a family or you may have started working later in life. You may want to work part-time to provide for yourself in retirement.

You may also think that you have plenty of time – the reality is, since the average woman's life expectancy is longer, you'll likely need more time when it comes to investing. And if you've been out of work for any length of time, those lost savings will need to be made up.

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## DIG THIS



KAREN RICHARDSON

Workers prepare the footings and foundation walls for the underground parking garage planned for the north-east corner of Phase 1 of the Queen's Centre project. This view looks west toward University Avenue.

# Send Packman packing – Ida is your new desktop friend

20,000.

I'm sure that's low, but it's a round number, and it will do. There are at least 20,000 Windows computers in daily use at Queen's. No?

Take 3,500 staff and faculty, most with at least one computer in the office and another at home, add in 17,000 undergraduate and graduate students, subtract the Macintosh crowd, and I think 20,000 is a conservative estimate.

The vast majority of those computers are owner-managed: you decide how to set up Windows, what software to install, when to install it, and how to configure it. I have another word for owner-managed: unmanaged.

There is an alternative, widely enjoyed in the business world, where a central authority manages your computer for you. They decide what version of Windows you'll run (or rather what subset they'll allow) and they lock down your computer to ensure nothing interferes with the sacred setup. Sometimes a managed environment is necessary but it can be frustrating to work in.

Another alternative is to avoid the desktop as much as possible; that is, deploy applications on the web. What sounds more attractive to you, a fat client or a thin client? Thin must be better, right?

Just my opinion, but if you compare your typical application's web version to its native Windows client, what the marketers call thin, I call anemic, and what they call fat, I call full-featured.



MIKE SMITH

### Plugged In

Still, the web is a beautiful thing and web applications will only get better. (Of course, there is still the minor inconvenience that you can't work when the network is down, but really, how often does that happen?)

For the past decade or so, there has been a third alternative to managing Windows systems at Queen's: Packman. Ten years is a long time and Packman is being retired, replaced by Ida. Ida stands for ITServices Desktop Assistant. Pop quiz: what does Packman stand for?

Ida manages your desktop in a similar fashion to Packman: Ida suggests software changes and if you approve those changes, Ida does its best to automate the process. The idea is that you get the benefit of some unseen expert's guiding hand without having to wait for said expert to visit.

Why Ida, why not just another version of Packman? Packman was designed in 1996 when half the desktops at Queen's were running Windows 3.1, high-speed network

connections were not ubiquitous and disk space was a scarce resource. Those realities are reflected in Packman's architecture and all things considered, it seemed wiser to start anew.

Ida was released in September for "Back to School" and is currently running on several thousand student computers. Over the next few months, staff and faculty will be encouraged to migrate from Packman to Ida. (Another word for encouraged is forced. The truth is we've stopped releasing new software in Packman so you really have no choice but to adopt Ida. First in line are SPSS and BI Query users.)

There will be some growing pains, just as there was when Packman debuted in 1997, but Ida already has advantages over Packman: Ida makes role-based recommendations, Ida lets you compose jobs that include multiple tasks, Ida creates detailed logs of its actions (including screen shots of the windows it manipulates), and Ida runs on Vista: Vista and XP.

You can install Ida without removing Packman – they get along together – by downloading Ida's setup from <http://www.its.queensu.ca/its/ida>.

Send me a note if you want to know more about Ida, including how to get departmental software or courseware added to the Ida package suite.

Mike Smith is team leader on the Ida project and the commissioner of Noon-Hour Soccer. [mike.smith@queensu.ca](mailto:mike.smith@queensu.ca)

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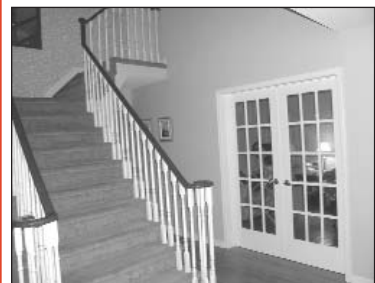


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## A LASTING LEGACY



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Alma Mater Society Advancement and Development Officer Melissa Pogue tags the stacks in Stauffer Library as part of Tag Day Nov. 26, celebrating alumni gifts to Queen's.

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## A TRAGIC REMINDER



WANDA KAY

Queen's students spent hours preparing for World Aids Week by cutting out 8,000 paper dolls – representing the number of people who die of AIDS each day – and stringing them across the Ceilidh area in the John Deutsch University Centre.

## Taking care of business

### STUDENT COMPETITION CELEBRATES A MILESTONE

Students from as far away as Hong Kong will compete in Canada's largest, oldest and most prestigious undergraduate business case competition next month at Queen's.

The final round of this year's Inter-Collegiate Business Competition (ICBC) will take place Jan. 10 to 13 at Goodes Hall. The event is celebrating its 30th anniversary, and features eight different competitions in the categories of Accounting, Business Policy, Debating, Ethics, Finance, Labour Arbitration, Marketing, and MIS.

Before the final weekend, 35 schools from all over the world competed in the Inter-University Round. The number of teams competing in this round of the competition has increased steadily since the competition's inception.

During this round, teams have a month to complete cases, which are then sent back to Queen's and marked by Queen's professors. The top six teams from each event make it to the final weekend of the competition in January. During this part of the competition, teams have 5.5 hours to create a presentation of a solution to the case they are given. They present it to different panels of judges, who are typically representatives from ICBC's sponsors.

Students and others are invited to watch the competition.

For a list of finalists and other details, visit [www.icbconline.ca](http://www.icbconline.ca)

## Bulletin Board

### Submission information

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

### Appointments

#### Dean, Faculty of Health Sciences and Director, School of Medicine

In 2004, the advisory committee established to review the present state and future prospects of the Faculty of Health Sciences and its leadership unanimously recommended to Principal Karen Hitchcock that David Walker be reappointed for a five-year term as Dean of the Faculty of Health Sciences and Director of the School of Medicine. Dr. Walker will complete his second term on June 30, 2009. In response to a request from Vice-Principal (Academic) Patrick Deane to consider a one-year extension of his term to complete an external organizational review of the Faculty of Health Sciences in 2007-08 and a series of accreditations scheduled in the faculty during the 2008-09 academic year, Dr. Walker has indicated that he would consider serving for an additional year. Dr. Deane has consulted with students and key internal and external stakeholders and received strong support to extend Dr. Walker's appointment for one year until June 30, 2010.

Principal Hitchcock expresses her sincere appreciation for Dr. Walker's commitment to the university and his willingness to serve Queen's in this capacity.

#### Director, International Study Centre

Principal Karen Hitchcock, on the recommendation of Vice-Principal (Academic) Patrick Deane, announces that David Bevan's appointment as Executive Director of Queen's University's International Study Centre at Herstmonceux Castle has been extended for two years to June 30, 2010.

Principal Hitchcock expresses her sincere appreciation for Dr. Bevan's commitment to the university and his willingness to serve Queen's in this capacity.

#### Associate Dean, Graduate Studies

Associate Vice-Principal and Dean of Graduate Studies and Research Janice Deakin announces that David Rappaport has been appointed Associate Dean of the School of Graduate Studies and Research for a five-year term as of Jan. 1, 2008. Dr. Rappaport is a professor in the School of Computing. He has a BSc in mathematics from Concordia and an MSc and PhD in Computer Science from McGill. Dr. Rappaport came to Queen's in 1986 as an assistant professor, was granted tenure and promoted to associate professor in 1992, and became a full professor in 2003. From 2003-2007, he served as Chair in Division IV of the School of Graduate Studies and Research. He also served as Chair of the Fellowship Committee of the School of Graduate Studies and Research in the academic year 2006-2007. Dr. Rappaport's research is in the area of Computational Geometry, a branch of computer science concerned with the computational aspects of geometric problems that arise in various fields of science and engineering, including computer-aided design, operations research, and pattern recognition. Recently, he has been

studying connections between geometry and music. He is the founding director of the Computational Geometry Laboratory at Queen's, and hosted the Canadian Conference on Computational Geometry in 1997 and 2006.

#### New Faculty Appointments

##### Faculty of Health Sciences

Shafeequr R. Salahudeen, Diagnostic Radiology (Dec. 1, 2007).  
Michael O'Reilly, Medicine Cardiology (Nov. 1, 2007).

#### Awards and Grants

##### 67th Andrina McCulloch Public Speaking Competition results

The finals of the 67th Andrina McCulloch Public Speaking Competition were held on Nov. 7. After preliminary rounds earlier in the week, in the finals, the competitors presented two speeches, one after the other: a compulsory speech and a free-choice (prepared or impromptu) speech. Congratulations to the following winners: Grand Prize: Dorion Positano, Commerce. First Runner-up: Nathaniel Erskine-Smith, Law. Second Runner-up: Ashton Teulon, Political Studies/Global Development Studies. Honourable Mentions: Anamaria Crisan, Computer Science; Alana Fletcher, Drama; Hui Xian Grace Soo, Concurrent Education/Psychology; Courtney John-Reader, Commerce. Additional information at [queensu.ca/jduc/speaking](http://queensu.ca/jduc/speaking).

#### Committees

##### Dean, Business

David Saunders's term as Dean of the School of Business ends on June 30,

## A Footnote on Health

### Cooking up healthy holidays



Here are some easy tips to keep healthy during the holiday season:

**Indulging yourself (a little).** Watching your food doesn't mean sitting in a corner with a rice cake and bean sprout sandwich while everyone else is filling up on turkey and stuffing. In fact, that type of attitude can be counterproductive: by depriving yourself, you become more susceptible to an eventual dessert-table binge. Follow the 80/20 rule: make smart food choices 80 per cent of the time and allow small indulgences 20 per cent of the time.

**Taking time to savour.** Many people get so used to holiday gluttony, that they don't even realize what they're putting into their mouth before it's too late. Instead take one bite at a time and eat it slowly, appreciating the taste of every morsel. By paying attention to the food you're consuming, you're less likely to overeat.

**Cutting out the fat.** Try to move away from the heavy cream and milk-laden sauces and instead consider dishes that incorporate olive oil and other healthy ingredients. Look for lower fat, lower sugar options to your favourite festive deserts.

**Snacking selectively.** Snacking is a great way to keep your appetite in check and prevent overeating at dinnertime, but be picky about your snack choices. Steer clear of dips, sauces, cookies and other high fat foods. Instead, try fresh fruit, or whole-wheat crackers and bagels.

**Staying active during the holidays.** One of the reasons weight gain is so common during the holidays is that people focus on the eating and drinking, neglecting other parts of their lives. When you have some down time in the midst of a busy holiday schedule, consider a walk with family or friends. The fresh air will do you a world of good.

The holidays are full of temptation to lead you astray from healthy habits. But if you can put into action some of the above tips you can have fun whilst enjoying some healthier options over the holidays.

*Need more help staying on a healthy path during the holiday season?* Call your EAP, toll-free, 24 hours a day, 7 days a week: 1-800-387-4765 TTY Service: 1-877-338-0275. Or, visit online counselling at: [www.shepellfgi.com/ecounselling](http://www.shepellfgi.com/ecounselling) or online resources at: [www.shepellfgi.com](http://www.shepellfgi.com), then click on the WarrenShepell logo or [www.warrenshepell.com](http://www.warrenshepell.com)

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

2008. Dr. Saunders has agreed to consider serving another term, should that be the wish of the University community. A committee chaired by Dr. Patrick Deane, Vice-Principal (Academic), is currently reviewing the present state and future prospects as well as Dr. Saunders's leadership of Queen's School of Business. The committee welcomes members of the university community to offer their views on these matters. Comments should be submitted in writing, by Dec. 21, to Patrick Deane, Vice-Principal (Academic), Room 120, Dunning Hall or emailed to vpacad@queensu.ca. Respondents should indicate whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

### Head, Economics

James MacKinnon's term as Head of the Department of Economics is scheduled to end on June 30, 2008. Dr. MacKinnon is willing to consider reappointment. In accordance with Article 41 of the Collective Agreement, an abridged Selection Committee is being formed to consult with the members of the Department and to determine if there is a clear departmental consensus in favour of renewal. Members of the university community are invited to comment on the present state and future prospects of the Department of Economics and the renewal of the present Head. If you wish to offer comments on these matters, please be advised your letter will be reviewed by the Committee and will become part of the record of decision-making. Please address comments to the committee chair, Associate Dean Gordon Smith at

Gordon.Smith@queensu.ca or by fax to 613-533-2067 by Jan. 11, 2008.

### Principal's Advisory Committee, Queen's National Scholars 2007/2008

Principal Karen R. Hitchcock announces the composition of the Principal's Advisory Committee for the selection of Queen's National Scholars for 2007-2008. Nick Bala, Law; Chris Bongie, English; Irène Bujara, University Advisor on Equity; Kingsley Chak, AMS President; Wendy Craig, Psychology; Cathleen Crudden, Chemistry; Arash Farzam-Kia, Interim SGPS President; Huw Lloyd-Ellis, Economics; Margaret Moore, Political Studies; Joan Schwartz, Art; Jill Scott, German; Rena Uptis, Education; Greg Lessard, Special Advisor to the Principal (chair), and Christine Berga, Office of the Principal (secretary). The committee will review and provide advice on the applications received by the principal. Faculty offices will be notified of the principal's decisions by Jan. 30, 2008.

### Human Resources

#### Dates to remember

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

### Employee Assistance Program

For off-campus professional counselling call toll free: 1-800-387-4765 (français 1-800-361-5676). This service can be reached 24 hours a day, seven days a week. Details: www.queensu.ca/eap.

### Staff job postings

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

### In Remembrance

**Darryl MacDermaid**, Sept. 7. Member of Queen's community since Sept. 25, 1967. Formerly Investment Services.

**Dorothy Loftus**, Sept. 16. Member of Queen's community since March 3, 1969. Formerly Education Library.

**Eileen Lusk**, Sept. 20. Member of Queen's community since Sept. 5, 1967. Formerly School of Rehabilitation Therapy.

**Maureen Freeman**, Sept. 21. Member of Queen's community since Sept. 1, 1980. Formerly Chaplain's Office.

**Irma Kelsey**, Sept. 26. Member of Queen's community since Feb. 14, 1985. Formerly, Faculty of Arts & Science.

**Luis Melo**, Sept. 26. Member of

Queen's community since Sept. 1, 2003. Formerly Department of Physiology.

**Peter Morrin**, Oct. 3. Member of Queen's community since April 1, 1962. Formerly Department of Medicine.

**C. Mary Medland**, Oct. 8. Member of Queen's community since Oct. 1, 1968. Formerly The Principal's Office.

**Adriana Stenson**, Oct. 20. Member of Queen's community since March 1, 1973. Formerly Office of the University Registrar.

**Charles H. Taylor**, Oct. 18. Member of Queen's community since Sept. 14, 1970. Formerly Physical Plant Services.

**William G. Collins**, Oct. 20. Member of Queen's community since Feb. 8, 1965. Formerly Physical Plant Services.

**Michal Szypowski**, Nov. 1. Member of Queen's community since Aug. 3, 1981. Formerly Physical Plant Services.

**Jose Branco**, Nov. 14. Member of Queen's community since Aug. 11, 1969. Formerly Custodial Services.

### Notices

#### QUSA contest results

Queen's University Staff Association (QUSA) celebrated its 35th anniversary recently with a Bake-a-Cake competition and coffee/tea social. Winners of the cake competition were: First prize: Jane Dauncey (Pumpkin Spice Cake), second: Anne Lablans (Deep Dark Chocolate Cake),

third: Marg Lawson (South Seas Carrot), Best in Show: Kathy Baer (Mexican Wedding Cake).

QUSA thanks all who attended the cake social, especially those who entered cakes. A great job was done by judges Principal Karen Hitchcock, Buzz Collins (On Air Host, FM96), Krista Veryzer (Cakes by Krista, Card's Bakery) and Mark Publicover (Chair). A silent auction raised funds for Martha's Table.

### PhD Examinations

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

#### Monday, Dec. 17

**Lindsay Alexandra Laurentia Patrick**, Department of Anatomy & Cell Biology. Investigation of the Effect of Intrauterine Inflammation and Infection on Fetal Brain Injury Using Human and Animal Models. Supervisor: G.N. Smith, 912 Botterell Hall, 8:30 am.


#### Friday, Jan. 4

**John McCausland Rivers**, Department of Geological Sciences & Geological Engineering. Sedimentological and Chemical Attributes of Late Pleistocene Cool-Water Carbonates from the Southern Australian Continental Margin: Early Seafloor Diagenesis and Paleoclimatology. Supervisors: N.P. James, T.K. Kyser, M100A Miller Hall, 2 pm.

### Volunteers


#### Dementia study

Do you have a family member with dementia? A Queen's research team invites people with dementia and



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**OTTAWA SENATORS GAME OF THE WEEK**

Dec 27	vs NY Islanders	.....\$129
Jan 17	vs Carolina Hurricanes	.....\$129
Jan 31	vs Boston Bruins	.....\$129
Feb 12	vs Buffalo Sabres	.....\$129
Feb 25, Mar 22	vs Toronto Maple Leafs	.....\$159

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**DAY & MULTI-DAY GETAWAYS**

Jan 2	Kurt Browning is "PETER PAN!"	.....\$149
Feb 1-3	Quebec City Winter Carnival (incl optional tour to Ice Hotel)	.....\$369
Feb 3	"RAIN" - The Beatles Experience!	.....\$129
Feb 10	25th Annual Putman County Spelling Bee	.....\$169
Feb 23, Mar 1	MENOPAUSE, Out Loud!	.....\$119
Mar 8, Apr 5	DIRTY DANCING! Have the time of your life!	.....\$189
Apr 9, May 7	DIRTY DANCING! Have the time of your life!	.....\$149
Apr 19	STARS ON ICE!	.....\$139

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**SKI Calabogie Peaks** - Price includes transportation, lift ticket & taxes

March Break: Mar 10, 11, 12, 13 & 14	.....\$50
Mondays: Jan 21, 28, Feb 4, 11, 18, 25, Mar 3, 17, 24, 31	.....\$35
Saturdays: Jan 19, 26, Feb 2, 9, 16, 23, Mar 1, 8, 15, 22, 29	.....\$50
School PA Day - Feb 1	.....\$50

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**MARCH MADNESS!**

Myrtle Beach - 10 days - Mar 7-16 - Oceanfront suite	.....\$799
<b>FAMILY SPECIAL</b>	.....\$1999
Atlantic City @ Trump Plaza - Mar 17-20	.....\$345
New York City - Mar 10-13, Mar 21-24	.....\$599

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\*All tours include all taxes and services charges

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their family members to participate in a listening study. Short tests include listening to melodies and lyrics. No musical expertise is required. Any stage of dementia is welcome. A small honorarium is provided. Family members are asked to contact Cherrilyn Yalin, mornings, at 613-533-6580.

## Calendar

Unless specified, all events are free. For a full listing, visit [eventscalendar.queensu.ca](http://eventscalendar.queensu.ca)

### Art

#### Agnes Etherington Art Centre

University Avenue at Bader Lane 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 September 2008.

Tour of current exhibition highlights, Thursday, Dec. 20, 12:15 pm. [www.aeac.ca](http://www.aeac.ca)

#### Union Gallery

Stauffer Library, first floor  
Main Gallery and Project Room:

I OK. You OK? A group exhibition of paintings, prints and sculpture by BFA students Emma Charlton, Laura Cooney, Ivanna Ko, Andrea Gertsman, to Jan. 8, 2008. Artist's talk and walk through of the exhibition on Wednesday, Dec. 5, 3 pm.

Jonathan Stamp and Jacqueline Colomb. Jan. 15 - Feb. 5, 2008.  
**Project Room:** Story 1 Istôr?! A group video exhibition by second-year fine art students, to Jan. 8, 2008. Hours: Tues - Friday 11-5, Sat. 11-4:30 pm. Artists' reception: Saturday, Dec. 15, 6-8 pm.  
[uniongallery.queensu.ca](http://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](mailto:info@nextchurch.com).

### Music

#### Saturday, Jan. 12

Marjan Mozetich 60th Birthday Concert, featuring School of Music faculty. Grant Hall, 8 pm. Admission: \$10 adults, \$8 seniors, \$5 students, at the door or from Queen's Performing Arts Office, 613-533-2558. Presented by the 2008 Faculty Artist Series. Series subscription available.

### Public Lectures

#### Monday, Dec. 10

**Centre for Teaching and Learning**  
Vicki Remenda, Queen's. A New Dance for Undergraduate Learning at the University. 1102 Biosciences. Reception to follow. Details: Meredith Richards, ext. 36429, [queensu.ca/ctl/publiclecture/2007](http://queensu.ca/ctl/publiclecture/2007).

#### Friday, Jan. 11

Marjan Mozetich, Queen's. A Prelude to the Mozetich 60th Birthday concert. 124 Harrison-LeCaine, 12:30 pm. Details: 613-533-2066, [music@queensu.ca](mailto:music@queensu.ca).

#### Monday, Jan. 14

**Retirees' Association of Queen's Monday Morning Forum**  
Francis Zwiers, Canadian Centre for Climate Modelling and Analyses, Environment Canada. Have Humans Affected Rainfall Amounts? University Club, 8:15 am, coffee and muffins; 9 am, lecture; 9:30 am, discussion. Supported by Queen's and the Four Points Sheraton, Kingston.

### Retirements

#### Wednesday, Dec. 12

Friends and colleagues are invited to drop by to give their best wishes for Lise Thompson of French Studies,

who is also celebrating her birthday that day. 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.

## Submission Information

The deadline for the Jan. 14 issue is at noon on Monday, Jan. 7. Email submissions to [gazette@queensu.ca](mailto: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](http://www.queensu.ca/newscentre).**



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.

## HELP LINES

Campus Security  
Emergency Report Centre

**613-533-6111**

#### Human Rights Office

613-533-6886  
Irène Bujara, Director

#### Sexual Harassment Complainant Advisors

Margot Coulter, Coordinator  
613-533-6629

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

#### Internal Dispute Resolution

SGPS Student Advisor Program  
613-533-3169

#### University Dispute Resolution Advisors - Students

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

#### University Grievance Advisors - Staff

Janet Cowperthwaite  
University Secretariat  
ext. 77927

Bob Burge - JDUC  
ext. 78775

Gary Racine - Telecommunications  
613-533-3037

#### Freedom of Information and Protection of Privacy

Diane Kelly, Access and Privacy  
Coordinator  
613-533-2211

#### Accommodation and Wellness

Shannon Casteels, Workplace Advisor  
ext. 77818

#### Employee Assistance Program

1-800-387-4765

#### University Chaplain

Brian Yealland  
613-533-2186


#### Rector

Johsa Manzanilla  
613-533-2733

#### Health, Counselling and Disability Services

613-533-2506

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



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RECEPTION FOR SPECIAL TICKET HOLDERS  
(see reverse for Ticket Information)

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Tickets available beginning 1 December, 2007 at the  
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and 1:00 ~ 4:00 p.m.

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Adults ~ \$15.00 ~ Students/Seniors ~ \$10.00

## SPECIAL POST CONCERT RECEPTION

Ticket Price ~ \$50.00 each  
Location : Ban Righ Dining Room Time : 9:30 p.m. ~ 11:30 p.m.  
(Special Tickets must be purchased by Monday, Feb. 1/08)

After the performance enjoy an opportunity to meet student,  
faculty and alumni performers with a glass of French and Italian  
sparkling wine - hor d'oeuvres and sweets.

Alumnus Jewelle Blackman BAH '01 (Mirvish Productions  
of *The Lion King* and *We Will Rock You*) will be making  
a special visit from Toronto to perform and  
meet with you

## PERFORMERS

ALUMNI:  
Jewelle Blackman BAH '01, Robert Martin BA '03,  
Tim Stiff BMus '85

FACULTY:  
Dianne Baird, Gregory Brookes, Elizabeth McDonald

STUDENTS:  
Queen's Symphony Orchestra, Vocal Students and members of the  
Queen's Student Opera Company

## Pension

continued from page 1

To ensure that the pension plan remains healthy, the university needs to move forward with discussions in a collaborative manner with all relevant groups, he said.

"At the end of the day, we are all in this together."

Employee groups have been working on the pension issue for two years, John Holmes, president of the Queen's University Faculty Association (QUFA) told the meeting. He emailed a letter to the board on behalf of all the groups expressing their concern about pension governance issues.

The university has two sets of fiduciary responsibilities, Mr Morrison explained in his email. As plan administrator, the university is responsible for legal administration of all aspects of the pension plan and its fiduciary accountability is to the plan beneficiaries. The board established the Pension Committee to assist in this role.

The role of plan sponsor is fiduciary with respect to the university. These accountabilities include making required contributions and defined benefit plan provisions. The mandate of the new pension advisory committee will be to assist the board with advice regarding the board's fiduciary accountability to the university, as well as counsel in terms of the board's oversight role as plan administrator.

A small group was struck earlier this year to review the matter, with consultation among key individuals on pensions such as Pension Committee Chair Bill Cannon, Special Advisor (Investments) Bill Forbes and former trustee Gordon Hall. The university retained the services of an expert in pension governance to evaluate and prepare a first draft of the proposed governance model for key stakeholders to review.

The first drafts were distributed to board members, employee group representatives and the Retirees Association of Queen's. These drafts, including a helpful explanatory introduction, will soon be available for public review on the Queen's website.

## Notes from the Nov. 30 meeting

**Board to decide on revised budget for Queen's Centre:** The Board of Trustees will make a decision on a revised budget for Phase 1 of the Queen's Centre project in the next couple of weeks.

Although "heroic efforts" had been made with a value engineering exercise and a stipulated bid with the contractors, the board will be meeting via conference call and make a decision on a revised budget soon, Chair Bill Young told trustees. Value engineering has enabled the university to realize savings by reducing cost or improving function in the construction of Phase 1.

Finance Committee Chair George Anderson reported that his committee had examined the financial planning systems and the implications that the capital-building program have for the university's ongoing planning.

"Queen's, as it stands today, has a very favourable situation with regard to debt relative to other universities in Canada," he said. Despite that, pressure from the Queen's Centre project is forcing the board to ask some tough questions. Integrating strategic with capital planning would allow for broad strategic guidance to the institution.

**Annual giving challenge fund:** Trustee David Whiting issued a challenge to fellow trustees in an effort to grow the university's endowment. "Growing the Queen's



Principal Karen Hitchcock poses with the winners of the 2007 Special Recognition Awards for Staff at the Dec. 4 Holiday Reception in Grant Hall. Front row, from left: Kathy Beers (International Centre), Laura Esford (International Programs Office). Back row, from left: Barbara Saunders (Pathology and Molecular Medicine), Diane Reid (Arts and Science), Principal Hitchcock, Steven Hodgson (Chemical Engineering), Linda Lam (Financial Services), Wendy Powley (School of Computing) and Jacqueline Schutt (School of Medicine). To read their citations, visit [www.queensu.ca/campusnews](http://www.queensu.ca/campusnews)

STEPHEN WILD

endowment to a \$1 billion would make us number two in endowments next to the University of Toronto," said Mr. Whiting, who discussed this idea with fellow trustee Daniel Bader, whose alma mater, Rochester University, has a successful program. Mr. Whiting put \$5,000 "on the table," which Mr. Bader matched. They took the challenge to the Advancement Committee and upped the amount considerably. "I would say we are now at least \$30,000," said Mr. Whiting. "We would now like to challenge the rest of the members of the board to double that amount to \$60,000," he said, inviting trustees to buttonhole him after the meeting. "A new donor will be given the opportunity to donate any amount, and that amount will be matched by the board's challenge fund - and that will go on until the fund is exhausted.

"Let's see if we can grow it and see whether we can take this further."

**The board welcomed** David Grace, appointed this fall for a four-year term, and the appointment of Dan Rees for a three-year term. These new trustees will replace Julie Payette and Yolande James, who decided over the summer to resign. In both cases, career commitments made it impossible for them to be present at board meetings on a regular basis.

**The board approved:**

- **The final report on admissions and enrolment.** The university achieved the targets established by Senate for 2007-08 year in nearly all programs. High growth in Business graduate programs accounted for a slightly higher than projected total. The overall enrolment as of Nov. 1, including part-time, Theological College and Post-graduate medical students was 20,518, compared to a total of 20,352 in 2006.

More than 26,300 applications were received for 3,327 full-time spaces in direct-entry undergraduate programs, and 3,298 first-year students are enrolled, including 131 at the International Study Centre in Britain. In 2006, there were 23,500 applications for 3,217 spaces with 3,120 enrolled as of Nov. 1. The overall entering average was 87.4 per cent. A total of 2,569 students are enrolled in the School of Graduate Studies and Research, meeting projections for the total number of doctoral students, but somewhat short of planned growth in master's programs (96 per cent). Enrolment of international students studying at Queen's on student visas grew again, with 1,223 registered full- and part-time in undergraduate and graduate programs, compared to 1,097 in 2006. They make up 4.4 per cent of total undergraduate and 17 per cent of graduate full-time enrolment. Undergraduates come from 72 different countries and graduates come from 76. The overall percentage of women remains at about 57 per cent.

For the full report, visit [www.queensu.ca/secretariat](http://www.queensu.ca/secretariat).

- **An increase in planning funds** from \$300,000 to \$600,000 for the Goodes Hall expansion project; an additional \$350,000 in planning funds to refine the program, design and costing for the new Arts Campus (J.K. Tett Centre) and \$250,000 for design work for a new Faculty of Health Sciences Building (funding provided by the faculty).

**The board also approved:** the reappointment of KPMG LMP as the university's external auditors for the year ending April 2008; An amendment to the policy on gifting of securities; policy statements on environmental management and health and safety and an update on university signing authorities.

## Students fear "sticker shock" could hurt graduate growth

By CELIA RUSSELL

The Board of Trustees approved tuition fee increases affecting medicine, graduate and international students, but not without the student representatives on the board raising their concerns.

"We know that money is tight for the university," said Brendan Lanigan of the Society of Graduate and Professional Students, referring to an eight-per-cent increase for incoming and a four-per-cent increase for upper-year graduate students. "But this doesn't make it hurt any less. Eight per cent is a huge impact on our students, many of whom do not have the financial means to handle this."

**"Eight per cent is a huge impact on our students, many of whom do not have the financial means to handle this."**

Brendan Lanigan

"There are many new opportunities for grad students, but the sticker shock is a big deal," he told trustees at their Nov. 30 meeting.

Other students mentioned that the increases could affect student diversity and would have students thinking twice about whether they

could afford a Queen's education. They also mentioned the effect the increases could have on the university's attempts to build its graduate programs and mentioned the current space and facilities crunch.

When the topic was discussed at a Senate meeting last month, University Registrar Jo-Anne Brady noted that once students are registered, all are eligible for all needs- and merit-based student assistance.

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 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.