



QUEEN'S GAZETTE

Where have all the lake eels gone? P9

Lessons from the ice storm P11



Make us a match

TRUSTEES LAUNCH FUNDRAISING CHALLENGE

By ANNE KERSHAW

Determined to lead by example, members of Queen's Board of Trustees have reached into their own pockets as part of a new

trustee match initiative aimed at building support for the university's Annual Appeal.

Led by trustees David Whiting and Daniel Bader, members of the board have donated \$60,000 to match the annual gifts of first-time alumni donors.

The initiative came out of a board meeting in September when the topic of growing the base of

alumni donors to Queen's – and the importance of annual support to the university – was front and centre. Trustees also heard that, while revenue from annual gifts has been climbing, the number of donors continues to decrease – part of a sector-wide trend.

It was then that Trustee Daniel Bader conveyed the idea of a matching fund to be used by

canvassers for the Annual Appeal, based on his experience of a similar approach at his alma mater, the Rochester Institute of Technology in the U.S.

Fellow Trustee Whiting saw great merit in the idea and subsequently put things in motion through discussions with Advancement staff and other members of the board's Advancement committee. By the

end of the board's two-day session in December, trustees had committed \$60,000 to the initiative.

"I was really pleased by the way trustees responded," Mr. Whiting says. "It is our role to be leaders and particularly when it comes to the financial needs of the university. In the grand scheme of things, this is a small amount, but symbolically,

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A MOVING EXPERIENCE



CELIA RUSSELL

Using a hook at the end of a scoop, a worker deftly moves blasting mats made out of old tires at the Queen's Centre site behind the John Deutsch University Centre last week. Construction of Phase 1 of the Queen's Centre is on schedule and blasting at the site is expected to finish shortly. Construction is also on schedule at the Tindall Field Parking Facility, where blasting is expected to be completed by mid-February. University Avenue and Union Streets are now open to vehicular traffic. The landscaping part of the University Avenue Revitalization Project will be completed next spring.

Prescription for growth

PLANNING STARTS FOR NEW MEDICAL EDUCATION BUILDING

By CELIA RUSSELL

When David Walker steps down as dean of the Faculty of Health Sciences on June 30, 2010, he has but one request as a parting gift.

"If I were to have a going-away tea party in the atrium of the new medical building, I'd be quite happy," he says with a smile.

Now that the Board of Trustees has approved \$250,000 for the programming and design work for the new Faculty of Health Sciences Building, plans are finally moving forward and he may get his wish.

"We have some immediate needs in the medical school that must be met," says Dr. Walker, who has championed the need for a new building for several years.

The school, most of whose departments are scattered over the main campus and further afield, has run out of space and is facing tremendous pressure to expand.

Besides, the faculty has been without a face for far too long, he says.

"We need a medical school building. There are buildings for Law, Business and the ILC (Applied Science Integrated Learning Centre). But I challenge people to find the medical school on campus. There is no ideal headquarters – no place of pride with a flag on it."

A new building is also essential to maintain the status of the medical school. All medical schools in North America are accredited by the same body.

"Our accreditation is secure, but the accreditation folk have identified facilities as a major shortfall and they want us to attend to it,"

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The quest for best employer status

UNIVERSITY SATISFIED WITH SURVEY RESULTS, BUT MORE TO BE DONE

By KAREN RICHARDSON

Two-thirds of Queen's staff would recommend Queen's as a place to work to others, and 60 per cent say it would take a lot to get them to leave.

Those were two of the key findings of the recently released Queen's Engagement Survey.

Overall, Queen's scored 55 per cent, which is equivalent to the North American average.

"As a first-pass, this is satisfactory," says Vice-Principal (Human Resources) Rod Morrison. "If we want to get into best employer category, that's 66 per cent, so we're a bit off right now, and we have some work to do on a variety of issues. If we keep doing these surveys and doing a lot of work, and we still stay there, then I would have a problem."

One of the most encouraging

aspects of the survey was the high level of participation.

Hewitt and Associates, an external consulting company with expertise in engagement, conducted an initial engagement survey in the Office of Advancement and the offices of the Vice-Principal (Research) and Research Services two years ago.

Engagement levels went up significantly for both units when the firm repeated the survey last June – this time involving seven additional units.

About 500 people from Advancement, Research, Human Resources, IT, University Registrar, Finance, Business and the Principal's and Vice-Principals' offices were invited to participate in the survey, which received a response rate of about 75 per cent.

"I'm thrilled with the number of people who responded," says Mr. Morrison. "My sense is that the 403 who responded are giving a relatively reasonable snapshot of where we are in response to the kinds of issues raised in the survey, so we

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Queen's News Centre

IN BRIEF



BERNARD CLARK

Karen Hitchcock

Principal seeks reappointment

Karen Hitchcock has indicated her interest in being considered for reappointment as Principal and Vice-Chancellor. Her current five-year term runs until June 30, 2009. In accordance with established practice, the university will convene the Joint Board Senate Committee to undertake the review. The Board of Trustees will elect nine members and the Senate will elect nine members to serve on the joint committee, to be chaired by the Chancellor.

Once membership has been established, the Joint Committee will call for input from the university community. Following consultation and discussion, it will report its findings to the Board of Trustees, which is responsible for appointing the Principal.

Principal Hitchcock was first appointed Queen's Principal in July of 2004.

Four Directions presents

Four Directions Aboriginal Student Centre presents the following events as part of its Tuesday Brown Bag Seminar Series:

Jan. 15: Men's Bundles (Women are also permitted to attend). Paul Carl.

Jan. 22: Road trip to Tyendinaga for the Full Moon Ceremony, a women's-only event. Advance sign-up required by email at 2ss11@queensu.ca. Please bring water, food for the feast, a skirt, tobacco and a lawn chair if you have one.

Jan. 29: Thirteen Grandmother Teachings. Visiting Nokomis Jane Chartrand.

Seminars take place at the centre at 146 Barrie St. at 6 pm. Light refreshments will be served.

For details or a list of February's events email 4direct@queensu.ca

Match

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and as a starting point, it's significant."

Trustee Curtis Bartlett also sees the importance of leadership support and its potential impact on other donors, and notes a parallel within the private sector.

"It's always easier to raise money for a company when the directors and officers of the firm subscribe to a treasury share offering, because it gives other investors comfort that the prospects for the organization must be robust if insiders are participating," he says.

"I suspect that the same rationale holds true in the public sphere; that other potential donors to Queen's will take comfort in the fact that trustees of the university are donating funds. Other donors will be further motivated to contribute. People understandably like to see us walk the walk, not just talk the talk."

The Queen's Annual Appeal – which includes gifts by alumni, parents, graduating students, friends and businesses – plays a vital role in the university. At the September board meeting, Principal Karen Hitchcock described it as "the lifeblood of the university."

Building

continued from page 1

says Dr. Walker. "They will be back this fall to see progress."

The faculty is forming a financial planning committee to be chaired by Associate Dean (Continuing Medical Education) Louis Tomalty.

It also plans to form a campus committee to steer fundraising for the building, which Dr. Walker estimates will cost between \$15 and \$20 million. It is proposed for the parking lot behind Abramsky Hall on Arch Street and will accommodate the medical school undergraduate teaching and simulation laboratories.

In addition to covering the \$250,000 in planning costs, the faculty already has about \$10 million in the bank, which includes a \$7-million, unrestricted bequest left by

Howard Justus (MD'28), who died in 2004. The faculty is considering whether they may be able to use those funds to match gifts to get from \$10 to \$20 million, says Dr. Walker, who will be discussing this and other plans with Vice-Principal (Advancement) David Mitchell.

The nature of medical education has changed a lot in the last several years, says Dr. Walker.

"People understandably like to see us walk the walk, not just talk the talk."

Curtis Bartlett

"One of the other things that impressed me was Principal Hitchcock's commitment to annual giving, both in terms of her experience at her previous institution and just how well she has been able to convey the importance of this to the university."

Howard Justus (MD'28), who died in 2004. The faculty is considering whether they may be able to use those funds to match gifts to get from \$10 to \$20 million, says Dr. Walker, who will be discussing this and other plans with Vice-Principal (Advancement) David Mitchell.

The nature of medical education has changed a lot in the last several years, says Dr. Walker.

"We're moving to an active from a passive learning environment. The old days of see one, do one, teach one are gone."

The new building would include teaching facilities in a simulated setting using robotics to help students learn about everything from suturing to dealing with massive trauma.

Other facilities would include

This year's target for Annual Giving is \$6 million. Last year, the total philanthropic dollars received by Queen's exceeded \$40 million, with Annual Giving accounting for \$5.5 million. Annual Giving is unique in that it represents over 95 per cent of donors to the university; each giving personally meaningful amounts, but making a commitment every year to the ongoing support of Queen's.

"This is such a valuable and appreciated gesture on the part of our trustees," says Vice-Principal (Advancement) David Mitchell. "We are extremely fortunate to have a board that is so inclined to embrace the fundraising challenges of the university in such a personal manner."

Mr. Whiting says he would like to see what is now considered a pilot project repeated in future.

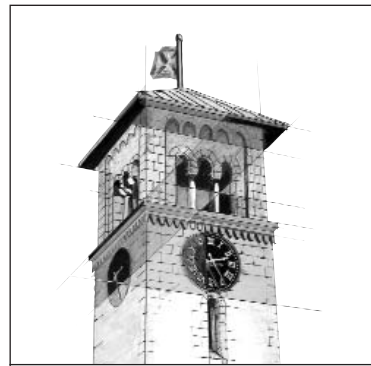
"We will be hearing at the March (Board of Trustees) meeting how this has been received and how successful Advancement has been in taking this forward. We will want to see whether there has been any indication of success because that's the real goal, to get those new donors."

seminar rooms equipped with wireless and videoconferencing capabilities for small groups of six to eight people.

Students also need a central place to hang out, says Dr. Walker, in reference to some of the shortfalls of the current facility in Etherington Hall.

"And our academic leaders need a place to create and manage the curriculum," he says. "We have nearly 1,000 future physicians in our pipeline – a lot of people who need to use it."

Dr. Walker says he would like to see a request for permission to go to architectural drawings before the board at its March meeting and for the building to go to tender later in 2008, with a shovel in the ground in 2009.



QUEEN'S GAZETTE

Editor

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

Editorial Assistant/Writer

Karen Richardson
613-533-6000 ext. 79173
karen.richardson@queensu.ca

Senior Communications Officer

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

Communications Coordinator

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

Director of Communications and Public Affairs

Anne Kershaw
613-533-6000 ext.74038
kershaw@queensu.ca

Advertising Coordinator

Ying Gilbert
613-533-6000 ext.75464
adwert@queensu.ca

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

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

Correction

The Queen's United Way campaign raised a record total of \$300,018 from staff, faculty and retirees, surpassing its campaign goal of \$295,000.00. An incorrect total appeared in the article on page 3 of the print edition of the Dec. 10 Gazette.

Fight the flu

For updated information on flu shot clinics and influenza pandemic preparedness see

www.queensu.ca/pandemicpreparedness

Interested in learning more about fly fishing or fly-tying? Join the Kingston Area Fly Fishing Club (KAFFC).

The Kingston Area Fly Fishing Club

www.geocities.com/kingstonflyfishing

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The Canadian Fly Fisher Magazine

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Tuition support for dependants and spouses of general staff to be available again this fall

By CELIA RUSSELL

Due to increased and unexpectedly high demand, funds are no longer available for general staff employees to make winter-term application for their dependants and spouses under the university's Tuition Support benefit.

This applies to staff holding continuing or term appointments. It does not affect Research, Grant and Contract employees.

It also does not affect staff members who are taking courses themselves through the Tuition Assistance Program, which is a separate benefit. (The Tuition Assistance Program pays tuition fees for employees taking Queen's credit courses. It also reimburses tuition fees to a maximum of \$400 per year for work-related courses that employees take at other recognized educational institutions.)

The Tuition Support Plan allows the spouse or dependent children of an employee to take advantage of tuition support payments. These can be applied to full-time or part-time undergraduate, graduate, and professional programs offered for credit at Queen's or any other recognized university or college.

All Queen's employee groups have individual tuition support plans with the university. The amount of money that is set aside for tuition support for each group varies. And as each employee group is also different in size, the demand on the individual funds varies,

notes Vice-Principal (Human Resources) Rod Morrison.

Originally, the Tuition Support Plan was established at one per cent of the salary base of each employee group. All employee groups have secured increases to the original plan amounts through negotiations and discussions.

Over the past several years, all employee groups have had to shift funds from their child-care plans to their tuition support plans to offset shortfalls.

Determining the level of the fund can be a challenge.

Because there is no way of knowing in advance how many staff members might take advantage of this benefit in any one year, it is difficult to estimate how much funding needs to be set aside, says Spring Forsberg, president of the Queen's University Staff Association's (QUSA).

Prior to QUSA's most recent Memorandum of Agreement, qualified general staff members were receiving the full amount of the Tuition Support benefit.

"However, QUSA's Salary and Benefits Committee was mindful that we had, up until that time, fully utilized this benefit," she says. At that time, QUSA secured an increase in the overall funding available to staff for tuition support at the last formal discussions with the university.

"QUSA will continue discussions with the university to

determine whether there is an opportunity for additional funding and we remain optimistic," says Ms. Forsberg.

The number of applications each fall has increased over the past several years. Consequently, there have been fewer monies available for the second payout. This is the first year where there is no funding for the second payout for general support staff. Last year, QUSA was able to secure temporary additional funding to augment the existing funding.

QUSA's goal in establishing the benefit was to be able to provide the full tuition support supplement in the first term of \$2,000.

Pro-rating has traditionally only occurred in the second payout for QUSA and the other employee groups.

When the Tuition Support Plan was established, the level of funding was based on available demographic information of membership and how many members might utilize the benefit. QUSA continues to collect data along these lines and make every effort to ensure estimates are current, says Ms. Forsberg.

Funds will be available again for general staff this fall. Until the QUSA Salary and Benefits Agreement expires in 2009 and a new one is in place, the amount of funds in the Tuition Support Plan will remain at the same level.

In defining and shaping the

program, there has been an attempt to consider the needs of the entire employee group.

"QUSA executive members are conscious of their responsibility to achieve an overall compensation package that is fair to all members without particular employees being advantaged to the disadvantage of others," says Ms. Forsberg. "For example, all general and research and contract members of staff (approximately 1,700) taking less of a pay raise in order that less than 300 members can receive this full benefit might not be warmly received. So we must maintain a balance with regard to overall compensation."

As for other options for general staff, the university does offer payroll deduction for Registered Education Savings Plans. This option may appeal to young parents to assist in augmenting savings toward their children's education.

For general staff who applied and qualified, fall payouts appeared on December pay slips. Research, Grant and Contract employees will have access to the Winter-term tuition payment because funding for Research Grant and Contract employees comes from research funding budgets and not the university's operating budget. Those employees can apply online in the New Year.

Those with questions are encouraged to email hrbenfit@queensu.ca

IN BRIEF

Faculty organize rally against racism

A faculty-led rally against racism will take place in front of Stauffer Library this Wednesday, Jan. 16 from 3:15 to 3:30 pm. Staff and students are also invited to participate. The rally is presented by the Queen's Coalition of Anti-Racist Faculty.

For more on this topic, see the Forum section on page 6.

Town-gown partnership recognized with financial contribution

The university will contribute \$175,000 to the City of Kingston in recognition of the partnership approach taken with the City to ensure a safe environment on Aberdeen Street during Homecoming weekend.

Principal Karen Hitchcock made the announcement at last month's Queen's-Kingston Community Breakfast.

"We truly appreciate the efforts of all those who worked so hard and contributed so much to ensuring the best possible outcome this year," said Dr. Hitchcock.

"This includes the city administration and elected officials, the police and other municipal services, our community volunteers, our dedicated student leaders and the faculty and staff at Queen's, as well as so many citizens of Kingston."

Dr. Hitchcock also thanked Vinnie Rebelo, a Queen's alumnus and Kingston business leader who has been instrumental in mobilizing community discussion around the Aberdeen Street phenomenon, as well as Kingston Mayor Harvey Rosen for his strong leadership on this matter.

She commended as well City Councillors Bill Glover and Ed Smith for their successful motion to form a group of city administration and university officials to work together in finding solutions to shared problems, including, but not limited to, Aberdeen.

"All of these activities bode well for a continuing and expanded partnership across all of the Kingston community," said Principal Hitchcock.

Reflections on the meaning of life

STUDENT TURNS PASSION FOR PHILOSOPHY INTO NATIONWIDE ESSAY COMPETITION

By KAY LANGMUIR

Amber Shin may be well along in her biochemistry studies, but her philosopher's heart led her to establish an essay competition that prompted more than 300 students across Canada to reflect on the purpose of life.

"I'm studying organic chemistry, but I loved my first and second-year philosophy courses," said Ms. Shin, who fancies nothing better than a good conversation on the Big Questions.

The idea of an essay contest on her favourite subject percolated

quietly in her mind for some time.

But last year, her love of philosophy became more than just an academic interest, when two people she cared about were struggling with depression and suicidal thoughts.

"It was a difficult time for me, and it made me think about what people live for," she said.

She attended a talk by Ronald Watts, emeritus principal and member of the Department of Political Studies. When she shared her essay-contest idea with him, his enthusiastic encouragement and continued help and advice in the planning of the event helped Ms. Shin turn her idea into reality: the Queen's Purpose of Life Essay Competition.

"The biggest thing was advertising. We were trying to do it all across Canada."

With solid support from members of the Department of Philoso-

phy, including undergraduate chair Jon Miller and Christine Sypnowich, Ms. Shin sent out more than 200 emails to every college and university she could find, asking their philosophy departments in turn to email students.

Eventually, entries came in from most Canadian provinces. About 30 per cent came from Queen's students, where the contest's profile was highest.

To get the contest up and running, Ms. Shin, after some discussions with advisors, set a top cash prize of \$2,000, with up to four runner-up awards of \$500. She applied to a number of funding sources, including the Dean of Arts and Science. She quickly received \$800 from the dean's office, but was unsuccessful in securing further funding.

In the end, Ms. Shin awarded two prizes totaling \$2,500, and intends to dip into her bank account

to make up the shortfall of \$1,700.

Working with a team of seven student volunteers, Ms. Shin winnowed down the 307 entries before handing them over to four faculty judges, Adele Mercier, Henry Laycock and Christine Overall of the Philosophy department, and Dr. Watts. Names and personal information of the entrants were kept confidential at all times during the judging.

The winners were both Queen's students. Patrick Redecopp took first prize and Thomas Simmons took second. The winning essays will be published in a new Philosophy magazine at Queen's, The Philosopher's Café.

"I learned a lot in terms of organizing an event," said Ms. Shin who would like to hold the contest again this year, and is already planning her fund-raising strategies. "It was a lot more time-consuming than I thought."



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Kathleen Morand pioneered Art History graduate program

Medieval art expert and long-time Queen's faculty member Kathleen Morand died in Kingston on Dec. 2, 2007 in her 93rd year.

She came to Queen's to teach Art History in the Department of Art in 1970 (having taught a summer course here in 1968), already a respected medievalist. She rapidly rose to full professor and was head of the department from 1978 to 1984, the year she was named a professor emeritus. When she retired in 1985, she had played a leading role in advancing the Art History programs, and her medieval seminars were widely respected.

Dr. Morand's publications include her seminal work on Claus Sluter: Artist at the court of Burgundy (1991); a monograph on Jean Pucelle (1962), and a chapter on the Boucicaut Master in French painting in the time of Jean de Berry, edited by Millard Meiss (1968), to whom she was assistant editor.

Her book on Sluter covers his entire oeuvre, but concentrates on his sculptures for the Chartreuse de Champmol and the Moses Fountain at Dijon, and the Tomb of Philip the Bold, Duke of Burgundy, to whom

he was chief court sculptor.

Dr. Morand's other publications include exhibition reviews written for The Burlington Magazine when she was living partly in Paris during the early 1960s, and a number of entries for the Encyclopedia Britannica written during the same era. She wrote a review article for the Burlington on the major exhibition, "Art and the Courts," held in Ottawa in 1972, and published an article on "Claus Sluter, the early years" in Liber amicorum Herman Liebaers, Brussels 1984.

Dr. Morand was born Kathleen Little on Aug. 13, 1915, in Belfast. She married Sigmund Morand in the mid-1930s, and they lived in London until they divorced amicably in the 1960s. She attended the Courtauld Institute of Art, London University, and graduated there with an M.A. in 1955. She took her PhD degree, also from the Courtauld, in 1958. In Britain, she taught as an extra-mural lecturer at the University of London from 1956 to 1959, and as a senior lecturer at the Brighton College of Art from 1967 to 1969, before going to the U.S.A. as an associate professor at the University of California at Santa Barbara, where she remained

until 1970, when she came to Queen's.

As a teacher, she was much liked and respected, both in her Art History survey courses and in her advanced medieval seminars. She was closely involved in the promotion and establishment of the Art History graduate program, which was finally accepted by the province in 1980 after much negotiation, at a time when the only other Art History graduate program in Ontario was offered by the University of Toronto.

During her retirement, Dr. Morand lived in a historic house on Sydenham Street, in which she kept her substantial library and an important collection of Canadian paintings, which also contained contemporary works by former Queen's students and visual artists Christopher Broadhurst and Maureen Sheridan. She lived alone, but was visited frequently by many friends. She passed away peacefully at Kingston General Hospital following a stroke. A memorial gathering will be held at a later date.

Bruce Laughton, a professor emeritus in the Department of Art, prepared this tribute to Dr. Morand.



COURTESY OF PAMELA CORNELL

Kathleen Morand was a respected professor of medieval art at Queen's.

MORE SPACE FOR PARKING



CELIA RUSSELL

Work has begun on the footings and foundation walls at the Tindall Field Parking Facility. Construction is on schedule and blasting at the north end of the project near Union Street is expected to be completed by mid-February. The facility, which is slated for completion this fall, addresses the need for improved sports fields and the demand for main-campus parking.

Lecturer discusses anti-immigrant policies

An expert on gender, race and fear in public space is a visiting scholar at the School of Urban and Regional Planning (SURP) this month.

Kristen Day, a professor at the University of California, Irvine, will give a public lecture on Local anti-immigrant policies: Consequences for communities on Monday, Jan. 21 in room 202 Policy Studies Building at 7 pm. A reception will take place at 6:30 pm.

Dr. Day's research centres on the design, use, and meaning of urban environments, focusing on public spaces. Her current interests also include demographic change and urban design to promote physical activity.

She will present a case study of Costa Mesa, California, a city that has been on the "vanguard" in the adoption of anti-immigrant plans and policies. The presentation discusses the origins of such policies, and analyzes their impacts and consequences for community in this city and others.



Day

Spurred by a growing anti-immigrant movement and existing nativist sentiments, US federal and state policy since 9/11 has intensified its "anti-immigrant"

stance, says Dr. Day. In this recent era, a new wave of local urban planning and policy has emerged, that is explicitly informed by an "anti-immigrant" agenda.

This agenda is framed in "anti-terrorist" rhetoric, and yet its direct purpose is more frequently to discourage or displace Latino immigrants in the city, and to reduce the rights, privileges, and services accorded to undocumented immigrants. These plans compromise the right to the city for Latino and other residents, including non-immigrants.

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Serving Kingston and Area

Students, local business people both benefit from School of English internship program

By KAY LANGMUIR

For a group of students who flew halfway around the world to practice speaking English in a business setting, the hardest part of the program was saying goodbye.

The students and host employers involved in the Business Internship Program at the Queen's School of English got together one last time at a reception in December.

As the students took turns introducing themselves and outlining their work placements, their emotional attachments to their new friends and co-workers were clearly on display. One choked-up student couldn't get any farther than her name.

The students spent 13 weeks improving their English, with time split between classroom study and workplace internships on and off campus. Judging by the wobbly lower lips and constant smiles and laughter in the room, they had come away touched and elated by their experiences.

The students, 15 from Japan and one from China, weren't the only ones enriched by the experience.

Colleen Richardson of KEYS Employment Services, who worked with student John Okajima at the Sydenham Road office, called it "a pleasure and a privilege" to be involved in the program.

"Our staff enjoyed him personally. He took every opportunity to learn. He has a bright future," she says.

Like most students in the program, Mr. Okajima already has work experience in his home country. With his background in consulting and human resources, he was able to contribute to improving immigrant services offered by the company, Ms. Richardson says.

This is the first time the program has involved unpaid work placements off campus. A earlier pilot program in 2005 involving three students used on-campus placements only.

But the reception from the community bodes well for the future of the program.

Glen Laubenstein, chief administrative officer of the City of Kingston, thanked the School of English for giving the community the opportunity to interact with

the students. "The city is richer for it," he says.

Chris Whyman of Tourism Kingston says he would be glad to continue with the program.

"I would get involved again, as long as they're like Kanako," he says of his intern, Kanako Matsui. "We had a lot of fun. She was a great asset."

"I taught her all the great Canadian expressions like 'holy moly' and 'pain in the rear end,' he added, as Ms. Matsui giggled.

Ms. Matsui was answering phones by the second day of her internship, he says.

"She was even speaking French, which totally blew me away. Her accent was perfect."

Ms. Matsui also translated English documents into Japanese, came in on her days off and attended community events to continue practising her language skills, he says.

Ms. Matsui says she heard about the Queen's program at her school, Kwansai Gakuin University in Nishinomiya, Japan, and was attracted by the opportunity to not only study English but acquire ex-

perience in an English workplace.

Students who successfully complete the program receive letters of recommendation from their Canadian employers.

"This is good for my job hunting and future jobs," says Ms. Matsui, a political-science student.

"Sometimes I couldn't make myself understood," she says of her time at Tourism Kingston. "But I found Canadians are really nice because they always try to understand my English."

"They're a fabulous group of students," says Elaine Armstrong, director of the School of English.

Although one other Canadian university offers work placements for ESL students, what makes the Queen's program likely unique in Canada is the course's classroom content, which focuses on work-related topics to help the students get the most out of their placements.

Students learn about writing resumes and presenting business reports, interview practice, dealing with demanding customers, workplace safety, telephone skills and more.

www.queensu.ca/qsoe

IN BRIEF

Queen's grads tops in boardrooms

Queen's ranks highest among Canadian universities at preparing students for professional activities according to a ranking of world universities by a European educational institution.

Tied for first place with Concordia University, Queen's has the highest number of graduates holding Chief Executive Officer (CEO) positions in leading Global Fortune 500 companies as listed by Fortune magazine in 2006.

The study by École des Mines de Paris looks at the performance of educational training programs at 338 universities worldwide based on the business and professional career accomplishments of their graduates.

Queen's alumni on the list are R. Kerry Clark, CEO of Dublin, Ohio-based Cardinal Health, an \$87-billion global health-care company; Gordon M. Nixon, CEO of the Toronto-based Royal Bank of Canada, this country's largest financial institution and one of the world's leading financial institutions.

According to the study the top three educational institutions in the world for Fortune 500 CEOs are Harvard, Tokyo University and Stanford University.

Eleven Canadian universities were ranked including: Concordia (34), Queen's (34), Manitoba (84), Toronto (84), Sherbrooke (89), Western Ontario (89), University of British Columbia (214), Ottawa (318), McGill (318), Carleton (318) and Windsor (318).

For the full report, visit www.ensmp.fr/Actualites/PR/EMP-ranking.pdf

Thinking twice about consumer behaviour

STUDENTS' TRASH-ART CREATION ENCOURAGES WASTE REDUCTION

On Tuesday, Jan. 15, the student-led Biosciences Sustainability Committee will unveil an exciting trash-art installation: a visual representation of the amount of waste generated by accepting unnecessary food and beverage packaging.

Progress toward an environmentally oriented and sustainable campus is growing at Queen's, due in no small part to the enthusiasm of its students. A number of graduate students in the Biosciences Complex have come together with a plan to raise awareness of the

physical waste produced in their building.

To achieve this goal and work for a change in consumer behaviour, organizers have created a trash-art exhibit using Tim Hortons bags and cups salvaged from waste bins on the building's main floor. This impressive display will be complemented by a booth highlighting alternative actions consumers can take to reduce their waste production. They anticipate that this will build discussion regarding these individual actions, and the display will include space for members of the Queen's community to post their own environmental New Year's resolutions.

Emphasizing the waste produced, rather than the particular

food outlet involved, their intention is to make visible the consequences of our daily consumer choices. By offering simple alternatives – refusing unneeded bags and bringing reusable mugs – they hope to make a substantial difference in the volume of waste generated in their building.

The committee will unveil the trash-art installation at noon. Students will be on hand to provide additional information and answer questions. It will be on display until Friday, Jan. 18.

The Biosciences Sustainability Committee is a dedicated group of graduate students in Environmental Stud-

ies, Biology, and Education committed to creatively encouraging ecologically and socially minded practices. They initiated their awareness-raising campaign in the building where



many of them do their research. They aim to extend their message to the greater Kingston community and beyond.

NEWS MEDIA SERVICES

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.

2007 Excellence in Research Public Lectures

Dr. Robert Montgomerie
Department of Biology
Beauty and the Bird

Dr. Suning Wang
Department of Chemistry
Let it Glow: Molecular Shape and Light

Monday, January 21, 2008 at 7:00 pm
Stirling Hall, Auditorium B, Bader Lane

These lectures are associated with the awards of the 2007 Queen's University Prizes for Excellence in Research.

think Research
think Queen's

THE IRVING AND REGINA ROSEN PUBLIC LECTURE SERIES

PUBLIC LECTURE

Sliding to the Right: The Contest for the Future of North American Jewish Orthodoxy

Speaker:
Samuel Heilman PhD
Professor of Sociology and Harold M. Proshansky Chair of Jewish Studies, CUNY

Tuesday, 22 January 2008
5:30 pm
Policy Studies, Room 202

Wed. Jan. 23, 2008, 10:00-11:30, Mackintosh-Corry E229:
Dr. Heilman facilitates a discussion with students of his paper found at http://www.killingthebuddha.com/dogma/still_seeing_rebbe.htm. All are welcome.

Jewish Studies

QUEEN'S UNIVERSITY KINGSTON, ONTARIO CANADA

VIEWPOINT

STEVEN MAYNARD



The unbearable whiteness of Canadian history

Not all lessons are learned at university. I learned a lesson about whiteness in the gay/lesbian movement. This was in the early 1990s, the high-water mark of identity politics. Many of us grew skilful at claiming and jealously guarding competing identities of sexuality, race, and gender (class was never seriously considered), and the consequent conflicts played no small part in the eventual collapse of identity-based coalition politics.

But it wasn't all for naught: lasting lessons were learned. For example, lesbians and gays of colour insisted that if we white folks really wanted to take issues of race and racism seriously, we might try for a change turning a critical eye on ourselves, that is, on our whiteness. At a time when "race" invariably meant "people of colour," this was a bracing and compelling paradigm shift, an example of the kind of savvy thinking that can emerge from movement politics. And it is a lesson that has served me well in my teaching.

This week, I'm giving a lecture in my first-year survey course in Canadian history on the historical roots of whiteness in Canada. I'm searching around for ways to respond to last term's racist assault on a fellow faculty member. I'm also motivated by the Henry Report's crucial identification of the "culture of whiteness" at Queen's. But where do we turn for a critical approach to the teaching of whiteness?

There are some intellectual tools at our disposal. Beginning in the early 1990s, a new interdisciplinary field of inquiry emerged: critical whiteness studies. It begins from the deceptively simple insight that in a white-dominated society, whiteness remains the unmarked racial category; whiteness passes itself off as the race, which is not one. In the intellectual world, the effect of this has been to allow whiteness to escape scrutiny. The aim of whiteness studies is to bring whiteness back into critical view.

In my own field of Canadian history, work on race has focused primarily on the historical experiences of people of colour, including racial discrimination and resistance to it. This is as it should be, and much of this material makes its way into my course, in part as a way to counter what I believe many students of colour understandably regard as the unbearable whiteness of Canadian history, at least as it's traditionally been taught.

Within Canadian historical writing, critical studies of whiteness remain woefully underdeveloped. This doesn't mean, of course, that there's any shortage of material in the history of the "Great White North" for a critical take on whiteness. In my lecture, I talk about the 19th-century government schemes to bring white settlers to a British Columbia already populated by Aboriginal people, part of the project to establish a white colony on the edge of empire. I also look at early-20th-century laws that prohibited Chinese men from employing white women.

These were, of course, episodes of racism against people of colour, but they were also key moments in the historical definition of whiteness. Indeed, in exploring this history, it's interesting to discover that the meaning of whiteness has been by no means clear. I want to suggest to students that if what it means to be white has varied so much over time – at different points, Jews, the Irish, and Italians were all considered non-white – that is, if whiteness is historically made, then such things as white racism can be unmade.

Beyond content, I want to talk about whiteness as a way to demonstrate for students the possibilities of 'the historical present.' Not to be confused with presentism or "the belief that only the present exists," the historical present serves as a tool to select issues for historical study. It begins with a present-day problem – whiteness and racism at Queen's, for example – and then moves back into history to search for the traces of our present predicament. In this view, the past is not dead and over; it is a living resource, a usable past that helps us to understand our troubled present. Normally, I wouldn't begin my course with this lecture – the chronology isn't quite right – but I want it to coincide with this week's Rally Against Racism as a way to underscore the vital link between the history classroom and the historical present.

Students I've talked with are outraged by what happened last November. However, many of them, particularly white students, operating under the still dominant idea that race refers primarily to people of colour, feel unsure how about to get involved, uncertain about how to negotiate the politics of race. A focus on whiteness, I'm hoping, opens up one potentially productive space for action by fostering an awareness of whiteness as a race and a critical reflection on its connection to the practices of white racial dominance in Canada, past and present.

Steven Maynard is a lecturer in the Department of History.

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@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: JANUARY 1998



MARY ANNE BEAUDETTE

Mike Steinfort cuts up fallen tree branches near Union Street following the January 1998 ice storm. About 150 of the university's 600 mature trees were felled by the storm. Those with memories of the ice storm and how it affected life at Queen's are invited to share them with fellow readers. Email gazette@queensu.ca

Teaching for inclusion

ALL OF US HAVE A ROLE TO PLAY IN ERADICATING RACISM FROM OUR COMMUNITY



JOY MIGHTY

Teaching and Learning Issues

Queen's community who appear to have learned nothing. Moreover, it is deeply troubling that perpetrators of overt racist acts feel that the culture at Queen's is conducive of such behaviour.

Each of us has an important role to play in the fight to eliminate racism from our community. Those who teach have innumerable opportunities to make a significant difference.

Many victims of racism at Queen's suffer in silence, not only because they perceive the futility of speaking out when nothing seems to change, but also because they fear that speaking out would make them more vulnerable and subject to further acts of hate. It is time for us to act vigorously, collectively and individually, to make Queen's a safe, inclusive place where no one would find it acceptable to behave so uncouthly. Many faculty members have already expressed their outrage at the recent blatant act of racism against their colleague and

have formed the Queen's Coalition of Anti-Racist Faculty, which will sponsor a rally against all forms of racism at 3:15 pm on Wednesday, Jan. 16 in front of Stauffer Library.

But our actions must go beyond a symbolic rally. Each of us has an important role to play in the fight to eliminate racism from our community. Those who teach have innumerable opportunities to make a significant difference. We can begin by rethinking the content we include in our courses, the learning processes we use, and the learning environments we foster. In essence, we must intentionally "teach for inclusion."

Teaching for inclusion requires us to infuse our curriculum with multiple perspectives and materials so that students are continuously exposed to diverse content. It requires that we challenge existing paradigms and question the cultural values we are propagating. No student should ever feel silenced or marginalized by distortions, imbalance and omissions in the content of our courses while others feel privileged by the dominance of their culture. Teaching for inclusion also means using instructional methods that foster respect for differences, engaging students in ways that encourage them to value diversity of perspectives and to shift their focus from competition to collaboration through cooperative and interactive learning strategies. It requires that we foster non-threatening learning environments characterized by safety and trust, where every student can feel valued.

In essence, teaching for inclusion pays attention to the choices we make about what we teach, how we teach and the learning environments we create so that, regardless of their social identities, all students feel welcome and safe at Queen's.

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

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@queensu.ca by noon on the Monday before publication. The *Gazette* reserves the right to edit letters to address style, length and legal considerations.

New opportunities help internationalize campus

Queen's is setting out to "engage the world" institutionally with a strategic approach to increase the number of international students on campus, as well as the number of opportunities for all students to study abroad. It is hoped that this increased flow of students to and from campus will deepen the awareness and mutual understanding of the Queen's community to the diverse cultures represented in our midst.

This approach presents potential challenges: there is the possibility of increased misunderstanding based on the very cultural differences and diverse sets of values that we seek to attract. With this possibility in mind, and with the recognition that significant cultural diversity already exists on campus, Queen's University International Centre (QUIC), through the support of the Office of the Vice-Principal (Academic), has established an "international training office."

At QUIC, we believe that international and intercultural training for students, staff and faculty is one of the key ways we can meet the challenges we face as Queen's strives to achieve its internationalization goals. For more than five years, QUIC has concentrated on developing a training role as part of its central mandate. The new international training office will coordinate future training activities – training that will help our campus ethos become more international, and help members of the Queen's community become more mindful and accepting of the intercultural experiences that we encounter every day.

The training that QUIC currently offers is wide-ranging and aimed at various groups among the Queen's community. For three years, members of the Queen's community have taken part in a Diversity Training Series, which



ALISON CUMMINGS

Diversity

includes sessions on cross-cultural communication, multi-faith issues, as well as human rights. This series is intended to help participants become mindful of the wide variety of groups, issues, and ideas they may encounter on campus and thus increase their opportunities to become successfully engaged with them.

In conjunction with Human Resources, Queen's staff can take part in sessions that inform front-line staff of the QUIC resources, programs and services that will assist them in their daily work. Another QUIC session, offered jointly with HR as part of the Administrative Professional at Queen's certificate program, provides diversity training to participants by introducing them to the daily experiences of international students at Queen's through small group interaction with international students; this session has also been customized for specific Queen's units by special request.

QUIC has also established the International Educators Training Program (IETP), which provides in-service training for international education professionals each June on Queen's main campus. Course topics include, among others, advising and programming for incoming international or outbound domestic students, intercultural

communication, international recruitment, and risk management. These courses are open to all Queen's staff.

Mental health issues are a particular concern for today's students; international students in particular encounter additional pressures due to the cultural adjustment process.

The international training office and the office of the Associate Vice-Principal/Dean of Student Affairs recently organized a "Mental Health First Aid" course for staff in Student Affairs. A working group is now exploring the possibility of offering such training to a wider audience on campus.

As part of QUIC's training initiative, the international training coordinator has been trained in the administration of the Intercultural Development Inventory (IDI); the IDI is a tool that helps individuals or groups assess their level of intercultural sensitivity and to discover ways of deepening their intercultural development.

Through all of these efforts and through the further development of programs that aim at deepening our understanding of intercultural communication, QUIC believes that effective training will help the entire Queen's community to become more mindful of "international" and to realize the benefits of successful internationalization.

QUIC's International Training Coordinator is currently looking for other opportunities to work with departments, offices or units on campus to assist in identifying training expertise where needed and to collaborate on new training initiatives.

Alison Cummings is the International Training Coordinator at QUIC and can be reached at alison.cummings@queensu.ca

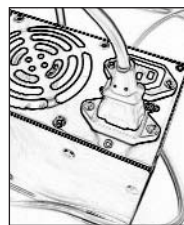
Queen's now offers new secure wireless network

As everyone's awareness increases about the importance of security in computer systems, it's important to remember that secure activities and processes apply in many different parts of your computing work. Each positive step you take adds value to the security of your data.

One of the important parts of securing data is keeping in mind how that data is transferred over the network (the Queen's network). Wireless is one way to connect to the Queen's network. Wireless can be vulnerable because your data is transmitted in clear text and those nearby can pick up the signal going to and from your computer and gain access to confidential information such as usernames, passwords, or the contents of your files. Protecting that flow of information is best done with encryption.

Encryption is a method of scrambling data in such a way that will render it unidentifiable to anyone who might intercept it and try to view it.

The wireless industry has evolved through some initial encryption methods that turned out to have some weaknesses (WEP and WPA). The current standard, labeled WPA2, is viewed as a "strong" method of protection. Strong means it is viewed as impractical (if not impossible) to compromise or crack.



JACK HENDERSON

Plugged In

The new secure wireless network at Queen's University offers this level of encryption. When selecting the wireless network to which you wish to connect choose the one labeled "QueensuSecure_WPA2". You will need to configure your computer to authenticate your NetID and password, and choose the encrypted network as your first preference. Once you've done that, you can say goodbye to the wireless logon screen with the photo of Grant Hall. Logging onto the network will be easier and your wireless transmissions will be secure.

Newer computers are equipped to run this type of secure encryption over wireless. If you have an older machine that can't make use of WPA2, a plug-in wireless card that will support WPA2 is available through the Campus Computer

Sales and Service.

The existing unencrypted or "open" wireless network "queensu" is still available. Some applications and websites assume that the network is unencrypted; therefore they do their own encryption without relying on the network. For example, if you are connected to a secure web page ("https://..." where the 's' means secure) the transmission of that page will be encrypted.

We recommend that you make the secure wireless network at Queen's your first choice.

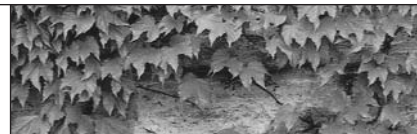
For additional information on the wireless network visit: <http://www.its.queensu.ca/ctn/wireless/>

For information on configuring your computer to connect to the secure wireless network, visit <http://www.its.queensu.ca/itsc/useIT/wireless/index.html>

Although network security is an important part of keeping your information secure, be aware that other security measures should also be taken. These include performing regular updates on your operating system and applications, protecting and creating good passwords and using a personal firewall.

Jack Henderson is manager, Campus Telecommunications and Networks, Information Technology Services.

UNIVERSITY ROUNDUP



Carleton appoints female president

Roseann Runte, former president of Old Dominion University in Virginia, is the new president of Carleton University. Dr. Runte, the first woman to hold this position, is a poet with a PhD in French, and dual Canada-U.S. citizenship. She has also written extensively on topics ranging from literature and education to economic and cultural development. Dr. Runte has held several senior posts at Canadian universities before her most recent position in Virginia, which began in 2001. She succeeds Samy Mahmoud who has been President and Vice-Chancellor pro tempore since November 2006.

www.carleton.ca

Universities sign on to Facebook

Simon Behrens is a student in Germany, hoping to study at New Brunswick's Mount Allison University next year. When he arrives, he'll have plenty of connections. He already has 263 friends. Mr. Behrens is a member of Mount Allison Class of 2012, a Facebook group for prospective students, now up and running – long before any bags have been packed by next year's freshman class.

The Globe and Mail, Dec. 26

Faculty hiring boom to continue

Faculty numbers are up significantly in Canada and should continue to rise. However, student enrolment has climbed even faster, far outpacing faculty growth, according to Trends in Higher Education, published by the Association of Universities and Colleges of Canada, which deals with faculty issues. The number of faculty members at Canadian universities increased by 21 per cent from 1998 to 2006, to 40,800. At the same time, student enrolment grew nationally by an even greater 37 per cent, leading to higher student-to-faculty ratios. Trends predicts enrolment will continue to climb by as much as 120,000 students in the next decade.

University Affairs, January

Higher education on Capitol Hill

With a presidential election on the horizon, 2008 on Capitol Hill is shaping up as a year for quick action on budget, student aid and other education bills before the fall campaign takes the national spotlight, advocates say. Topping the list is funding for the current and the next federal fiscal years. Education advocates also cite textbook costs, Higher Education Act (HEA) action, and financial aid forms.

diverseeducation.com, Jan. 4

More students wanted

To achieve a target of one in five young people in higher education, South Africa is to expand its university system and attract an extra 100,000 students. The plan is to increase student numbers from the current 740,000 and to achieve a 20-per-cent participation rate by 2015. The announcement by Education Minister Naledi Pandor indicates a reversal of an earlier government intention to cap student numbers following years of higher education expansion. Although student numbers doubled in a dozen years of democracy, it appears the urgent need to tackle South Africa's skills shortage has trumped the strain that an expanding university population was placing on public funding. Sustained economic growth of five per cent a year is sufficiently swelling state coffers to enable further expansion.

University World News, Dec. 2

Targeting student gambling

Fueled by prime-time TV coverage of professional poker tournaments and the omnipresent lure of gambling over the internet, student gambling rates have increased sharply over the past decade. The 2005 Annenberg Public Policy Center of the University of Pennsylvania Risk Survey of Youth attracted national attention when it revealed almost half of the male and a quarter of the female students questioned said that they had bet on card games at least once a month, and five per cent admitted to being in debt as a consequence. Fifteen per cent of the men added that they had gambled at cards at least once a week, and half of that group admitted to social consequences.

University Business, Jan. 8

University returns sculptures to Italy

Two acroliths – images of the goddesses Demeter and Kore, created about 525 B.C. of cloth, wood and Greek island marble – will be returned to Italy, the University of Virginia has announced. In 2002, the sculptures were donated to the university with the approval of the Italian authorities, with the understanding that after a five-year period, required by the terms of the gift, they would be repatriated. During this period the sculptures have been displayed at the University of Virginia Art Museum. The life-size acroliths were initially discovered about 1978 by clandestine diggers at the Sicilian Greek city of Morgantina in a sanctuary outside the city walls.

University of Virginia website, Jan. 3

Compiled by Karen Richardson

IN BRIEF

Spotlight on youth crime prevention

Business school presents research awards

Two researchers and a graduate student were recognized for their achievements recently by the School of Business (QSB).

Peter Dacin, who currently holds the Nabisco Brands Professorship of Marketing, is the 2007 recipient of the Award for Research Excellence. His primary area of focus is judgment formation — a theme that runs through all of his research.

Laurence Ashworth, an expert in the area of social and affective influences on consumer judgment and decision making, receives the New Researcher Achievement Award. His citation notes that Dr. Ashworth "has had a major impact on the research of many faculty and graduate students at QSB."

The inaugural winner of the Dr. Shirley Taylor Memorial Scholarship, awarded to a PhD candidate to support their attendance at the American Marketing Association Doctoral consortium, goes to student Terrence Beckman.

EyeBox2 scores with Popular Mechanics

An invention of Computing professor Roel Vertegaal and his team from the Human Media Laboratory has been identified by Popular Mechanics magazine as one of "the 10 tech concepts you need to know for 2008."

EyeBox2 — a portable device that uses a camera to monitor eye movements in real time and automatically detects when you are looking at it, from up to 10 metres away — made its official debut last May at Google's corporate headquarters in California. The camera mimics eye contact perception in humans, enabling businesses to pinpoint quite accurately which plasma screen, product shelf or billboard people are looking at.

Developed from their research into Attentive User Interfaces and the effect of eye contact on human communication, the Human Media Lab's technologies reflect a novel approach to human-computer interactions. Computers, cars, cell-phones, household appliances and other devices become more attentive to their users by "sensing" when it is appropriate to interact with them.

EDG hosts Oxford workshop

The Ethnicity and Democratic Governance program co-sponsored a joint workshop on "Ethnic Claims and Moral Economies" recently, at St. Antony's College, Oxford. Queen's participants included EDG director Bruce Berman and project manager Jennifer Clark, Political Studies professor Oded Haklai and Sociology graduate student Leslie Doucet.

Other participants came from Oxford, Cambridge, the Open University, and Tufts University, as well as UQAM, the University of Toronto and the University of Alberta.

Dr. Berman presented a paper entitled "Moral Economy, Hegemony, and Moral Ethnicity: the Cultural Politics of Modernity" at the Institut d'Études Politiques de Paris.

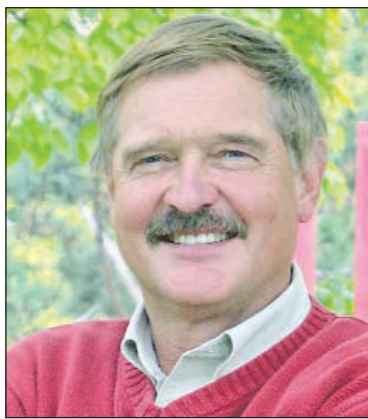
FEDERAL GOVERNMENT AWARDS \$1 MILLION TO QUEEN'S-LED INITIATIVE

By NANCY DORRANCE

Discovering how to prevent at-risk Canadian youth from pursuing a path toward crime and delinquency will be the focus of a new, federally-funded follow-up study led by Psychology professors Ray Peters and Wendy Craig.

The three-year study, which receives \$1,044,831 from Public Safety Canada, builds on research under way since 1993 through the Better Beginnings, Better Futures Project — a unique, provincially-funded initiative in three Ontario locations that incorporates community-driven support programs for children and their families, particularly those from economically disadvantaged areas.

With youth crime representing about one-fifth of all Criminal Code offences in Canada, it's imperative to identify key risk and protective factors in the development of delinquency, says Ray Pe-



Ray Peters

ters, an emeritus professor of Psychology and director of the Better Beginnings, Better Futures Research Unit.

"The NCPC [National Crime Prevention Centre] grant will allow us to collect important data relating to youth in their high-school years. This is when we expect the Better Beginnings prevention programs experienced in early primary school will have had a positive, long-term impact on delinquency



Wendy Craig

outcomes and other indicators of social and emotional development."

The new study will be led by Dr. Craig. Other members of the research team are Jane Sprott (Ryerson), Geoffrey Nelson, Mark Pancer and Colleen Loomis (Laurier), Bob Arnold (Windsor), Jeffrey Hoch (University of Toronto) and Diana Ridgeway (Canadian Institute for Health Information).

Located in Cornwall, Etobicoke-

Highfield and Sudbury, the three Better Beginnings sites have all developed community-driven programs for children in Junior Kindergarten through Grade 2, as well as for their parents. These include before- and after-school programs, in-school/in-classroom programs for the children, and a variety of parent support programs. Approximately 700 children and families are participating in the longitudinal study.

Based on the beneficial effects for children (e.g. reduction of behavioural problems reported by teachers), all three communities have been awarded annual funding through the Ontario Ministry of Children and Youth Services to continue these programs, Dr. Peters notes. However, "While the programs continue to be provincially funded, the research has not," he says.

"We are extremely pleased that the federal government is taking the initiative to ensure we will have critical, research-based evidence for Canadian policy makers and politicians, of children's developmental outcomes through Grade 12 and beyond."

Bob Montgomerie, Suning Wang recognized for research excellence

By NANCY DORRANCE

Experts in sexual selection and inorganic and materials chemistry are the 2007 recipients of Queen's Prizes for Excellence in Research.

Bob Montgomerie (Biology) and Suning Wang (Chemistry) were selected for this honour by the university's Advisory Research Committee.

"The Queen's Prize for Excellence in Research is the university's highest recognition for research conducted at Queen's," says Vice-Principal (Research) Kerry Rowe. "These awards are a true reflection of the hard work and dedication of our faculty, and the wide impact of their research, ranging from the study of biological reproductive strategies to organometallics and materials chemistry. We are proud to honour Drs. Montgomerie and Wang for their accomplishments, and are pleased to invite the campus and Kingston community to join us in learning more about their work at their public lectures, which will be directed at a lay audience."

Throughout his 27-year research career at Queen's, Dr. Montgomerie has defied narrow categorization. His unifying theme, however, has always involved understanding the impact of sexual selection and sexual conflict on living organisms. With his research team, he has been at the forefront of the modern study of sperm evolution, sperm competition, mating systems and sexual conflict in a wide variety of animals, including humans. As well, his work has also transformed our understanding of bird plumage, courtship displays and mating preferences.

Dr. Montgomerie's contributions also include the development of new technology for behavioural ecology research, the collection of long-term ecological data for birds in Canada's High Arctic and the dissemination of these findings to broad public audiences. A Killam Research Fellow and Queen's Research Chair, he has served on the editorial boards of several international journals.

Dr. Wang's distinguished research involves diverse areas of inorganic and materials chemistry. She focuses primarily on the construction and development of



STEPHEN WILD

Professors Suning Wang (Chemistry) and Bob Montgomerie (Biology) will deliver their Excellence in Research public lectures on Jan. 21.

advanced materials and their uses in functional devices, such as organic, light-emitting diodes and sensors.

In Dr. Wang's earlier work, she pioneered the investigation of inorganic polymer compounds as precursors for high temperature superconducting films and made extensive contributions to the field of molecular magnetism and magnetic materials.

After joining the Department of Chemistry in 1996, Dr. Wang initiated with her group the study of luminescent materials for organic,

light-emitting diodes that are cutting-edge technologies for information display. This work has provided new insight on photochemical and photochemical properties of organoboron compounds (containing at least one carbon-boron bond).

Dr. Wang's research achievements have been recognized by the prestigious Rutherford Memorial Medal in Chemistry in 2000 from the Royal Society of Canada and the Alcan Award for distinguished contributions in inorganic

chemistry from the Canadian Society for Chemistry, in 2007. She is a Queen's Research Chair and an editorial board member of the *Canadian Journal of Chemistry* and the *American Chemical Society journal Organometallics*.

Professors Wang and Montgomerie will present public lectures on their research on Monday Jan. 21 at 7 pm in Stirling Hall B Lecture Theatre. Dr. Wang's topic is Let it Glow: Molecular Shape and Light while Dr. Montgomerie will speak on Beauty and the Bird.

Where have all the lake eels gone?

DECREASE IS BAD NEWS FOR FISHERIES, ECOLOGY AND GOURMET CONSUMERS

By NANCY DORRANCE

Biology professor Peter Hodson will head a new international study to determine whether American eels – the slimy, snake-like fish considered worldwide to be a food delicacy – are dying from chemical pollution in Lake Ontario.

The team has received \$536,450 from the Natural Sciences and Engineering Research Council (NSERC) to solve the mystery of Lake Ontario's disappearing eel population.

“A prime suspect is the accumulation of toxic chemicals in the parent eels.”

Peter Hodson

Declared a “species of concern” under Canada's new Species at Risk Act, American eels have until recently supported a multi-million-dollar historic fishery in Ontario and an even larger industry in Quebec. But with rapidly decreasing numbers of eels, the Ontario fishery has been closed and the Quebec fishery is in serious decline.

“A prime suspect in the case of the missing fish is the accumulation of toxic chemicals by the parent eels as they feed, grow and

mature in polluted freshwater lakes and streams,” says Dr. Hodson. “Our task will be to determine whether female eels transfer sufficient chemicals to their offspring to cause their death before reaching Lake Ontario.”

The team hopes to learn whether chemicals have played a role in the decline of the eel, whether some lakes and rivers are better than others for re-stocking with juvenile eels, which chemicals are the “bad actors” and whether eels pose a hazard to human consumers.

American eels begin their lives as eggs hatching in the Sargasso Sea near Bermuda. They take years to reach freshwater streams where they mature to a length of up to a metre before returning to their birth waters to spawn and die. However, since the mid 1980s there has been a spectacular drop in the numbers of juvenile eels migrating to Lake Ontario from the Sargasso Sea, and a corresponding decline in the numbers of adults.

“The loss of eels is significant from an economic, cultural and ecological perspective,” says Dr. Hodson, adding that the impact on other fish species in Lake Ontario of removing a top predator has yet to be recognized.

Most of the harvest of American eels is exported to a global market, particularly to Western Europe and Asia where they are smoked, jellied, marinated, and even served raw as sushi. They are so highly prized that prices are rising as supplies dwindle.

The research team will study eels from both clean and polluted



STEPHEN WILD

Biology professor Peter Hodson, centre, laments the declining population of American eels (in freezer basket) with research team members John Casselman (Biology) and Stephen Brown (Chemistry).

habitats, as well as those stored frozen since the 1980s. They will compare the concentrations and toxicity of chemicals in the tissues of eel among different habitats and provide a perspective on past contamination.

Co-investigators include: John Casselman (Biology) and Stephen

Brown (Chemistry) from Queen's; Mehran Alaei (Environment Canada); Niels Bols (University of Waterloo); Catherine Couillard and Michel Lebeuf (Fisheries and Oceans Canada); Whitney Hable and Ken Oliveira (University of Massachusetts, Dartmouth); Jocelyne Pellerin and Emilien

Pelletier (Université du Québec); and Guido van den Thillart, U. of Leiden.

The study is supported by Environment Canada, Fisheries and Oceans, the Ontario Ministry of Natural Resources, and the Ministère des Ressources Naturelles et de la Faune du Québec.

Exploring new ways to treat breast cancer

PATHOLOGIST SEEKS CLUES FROM INTERACTING PROTEINS

By NANCY DORRANCE

As one of the university's “young investigators” Queen's cancer researcher Waheed Sangrar is exploring new ways to improve current treatments for breast cancer. An adjunct professor of Pathology and Molecular Medicine, he has recently received a three-year, \$307,611 grant from the Canadian Breast Cancer Foundation (CBCF) to support his research.

Dr. Sangrar's team is focusing on two interacting proteins – Fer and cortactin – both of which have been implicated in tumor progression.

Working in collaboration with Pathology and Molecular Medicine

professor Peter Greer, Dr. Sangrar has recently uncovered evidence that Fer and cortactin may regulate how cells respond to certain types of very reactive chemicals known as oxidants.

“Our aim is to identify ‘cocktails’ of these new drugs.”

Waheed Sangrar

Oxidants are normally generated by the body's cells, and are necessary for regular cell function. However, the loss of a cell's ability to regulate oxidants has been linked to tumour development.

Dr. Sangrar is investigating whether the regulation of oxidants by Fer and cortactin plays an im-

portant role in breast cancer. “If we can come up with proof that Fer and cortactin contribute to the progression and spread of breast cancer, we can then go ahead and begin developing anti-cancer drugs that can inhibit them,” says Dr. Sangrar. “That would be very exciting!”

The Queen's team is also working on another line of study in which they are trying to take advantage of many recently developed anti-cancer drugs.

“Our aim is to identify ‘cocktails’ of these new drugs, which in combination, are more effective than the breast cancer therapies available today,” Dr. Sangrar continues. “Finding new and effective drug combinations represents one of the next major steps forward in cancer therapy, and we are very eager to make contributions in this way.”



STEPHEN WILD

Adjunct professor of Pathology and Molecular Medicine Waheed Sangrar is one of the university's “young investigators” in cancer research.

PARTEQ honours inventors at 20th-anniversary celebration

Innovations in pharmaceuticals, polymeric materials and passenger safety have earned six Queen's inventors special recognition awards from PARTEQ Innovations.

The researchers were recognized at a celebration marking the 20th anniversary of PARTEQ, the office responsible for helping advance university discoveries towards the market.

“Most Prolific Inventor” awards were presented to Michael Adams (Life Sciences) and Scott Parent (Physical Sciences).

They were honoured for having the greatest number of different inventions on which PARTEQ has filed patent applications – 16

and eight respectively.

The “Technology with Longest Term Impact” award was given to emeritus Professor Henk Wevers (Mechanical & Materials Engineering) and his colleagues Gerald Saunders (Human Mobility Research Centre, retired), David Siu and Jack Colley (posthumous).

The foursome was recognized for their development of a wheelchair securement system now being sold around the world by Q'Straint Systems Inc.

Robert Bender, an investor with a long and successful history of funding and developing university-generated technologies, was honoured for his overall contributions



Parent

Adams

to PARTEQ's success.

“There are many, many people who deserve praise for their contribution to our success,” says PARTEQ President and CEO, John Molloy. “These awards give special recognition to outstanding contributors. We are very fortunate to

be able to work with such a rich base of exceptional researchers at Queen's, and our acknowledgement of their contribution is long overdue.”

A professor of Pharmacology, Dr. Adams is co-inventor of a variety of technologies, ranging from treatments for prostate cancer and restless leg syndrome to an anesthetic-laden bone cement for relieving pain after joint replacement surgery, and a device for delivering drugs for erectile dysfunction.

Dr. Parent (Chemical Engineering) has created a number of new materials through innovative polymer modification processes. These

materials fall into classes of polymers known as thermoplastics (e.g. the materials used to prepare the housing for iPods®) and thermosets (e.g. the materials used in high-performance racing tires).

A founding member of Queen's Clinical Mechanics Group (now the Human Mobility Research Centre), Professor Wevers spearheaded the development of a retractable, adjustable four-point securement system for wheelchairs and their passengers. The patented restraint system refinements created by the Queen's team have enabled many wheelchair passengers to survive devastating vehicle crashes unharmed.

IN BRIEF



NANCY BAREIS

Samuel Heilman

Heilman to deliver Rosen Lecture

On Tuesday, Jan. 22, Samuel Heilman, Proshansky Chair of Jewish Studies at the City University of New York (CUNY), will deliver the Irving and Regina Rosen Lecture. The lecture, entitled Sliding to the Right: The Contest for the Future of North American Jewish Orthodoxy, will take place at 5:30 pm in 202 Policy Studies. The lecture is presented by Jewish Studies and supported by the Senate Committee on Creative Arts and Public Lectures.

On Wednesday, Jan. 23, Professor Heilman will lead a discussion with students of his paper "Still Seeing the Rebbe: Pilgrims at the Lubavitcher Grand Rabbi's grave in Queens" in Mackintosh-Corry Hall from 10 - 11:30 am. His paper can be found at www.killingthebud-dha.com/dogma/still_seeing_rebbe.htm. All are welcome to attend.

Professor Heilman holds the Harold Proshansky Chair in Jewish Studies at the Graduate Center and is Distinguished Professor of Sociology at Queens College of CUNY. He is the author of numerous articles and reviews as well as 10 books. He is also Editor of *Death, Bereavement, and Mourning* (Transaction Books, 2005), and is Editor-in-Chief of Contemporary Jewry.

Dodge, Jones and Aucoin named to the Order of Canada

Queen's alumni, Board of Trustees member and Bank of Canada Governor David Dodge and poet, translator and teacher Douglas Gordon (D.G.) Jones have been named recently as Officers of the Order of Canada.

Alumnus Peter Aucoin has been appointed as a Member of the Order of Canada.

The second highest honour of the order, this appointment recognizes Dr. Dodge for his contributions to public service and Canadian monetary policy.

He received a bachelor's degree (Honours) from Queen's in 1965 and a PhD in Economics from Princeton University in 1972. Among his academic appoint-



COURTESY BANK OF CANADA

David Dodge

ments, Dr. Dodge served as assistant professor of Economics at Queen's and director of the International Economics Program of the Institute for Research on Public Policy.

From 1998 until he was appointed Governor of the Bank of Canada, he served as the Deputy Minister of Health. Appointed in 2001 for a seven-year term, he is set to retire from the Bank of Canada on Jan. 31.

Mr. Jones, who received an MA from Queen's in 1954, is a Canadian teacher, translator, and poet, who retired in 1994.

He is recognized for his contributions to Canadian literature as an influential poet, mentor, editor

and translator. His many awards include the Governor General's Award for his work titled *Under the Thunder the Flowers Light Up the Earth*, and the Governor General's Award for Translation.

Dr. Aucoin, who received a PhD from Queen's in 1972, is recognized for his contributions as a leading political scientist and advisor to government bodies, specializing in the areas of public administration and political governance.

He is currently a professor of Political Science at Dalhousie University, a fellow of the Royal Society of Canada, and a Senior Fellow of the Canada School of Public Service, Government of Canada.

Experts address Rembrandt, obesity rates, divorced families and the holidays

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Dec. 5 - Jan. 7

Globe and Mail

David de Witt (Agnes Etherington Art Centre) - Rembrandt's "Head of an Old Man in a Cap."

Nick Bala (Law) - Divorced families and the holidays, also on Kingston's CHUM-Radio.

Ian Janssen (Kinesiology and Health Studies) - Relationship between cities with high obesity rates and higher density of large fast-food chains.

John Smol (Biology) - Climate change threats.

Ken Wong (Business) - Tourism in the prairies, and the link between



Brock



de Witt



Hodson



Reid



Thornton



Wong

marketing and HR departments.

National Post

David Layzell (Environmental Studies) - Sustainable energy in Canada, also in the Calgary Herald.
Richard Holt (Engineering) - Safe start of Chalk River's nuclear reactor, also in the Ottawa Citizen, Edmonton Journal, and Victoria Times Colonist.

Alex MacMillan (Economics) - Opinion piece about how economic decisions are made.

Daniel Thornton (Business) - As-

sessing documents supporting income tax files.

Ken Wong (Business) - Images of Santa disappearing from advertisements, also in the Montreal Gazette.

Toronto Star

Douglas Reid (Business) - Departure of Robert Milton from Air Canada.

Ottawa Citizen

Lawrence Ashworth (Business) - Emotions and shopping.

Tom Courchene (Policy Studies) - Alberta's political power and influence.

Sean Conway (Intergovernmental Relations) - Charges faced by Ottawa's mayor.

Alan Greene (Economics) - Immigrant workers in Canada.

Kingston Whig-Standard

Ken Wong (Business) - Cineplex and naming rights to Paramount cinemas; also, Nintendo Wii's marketing strategy.

Kathy Brock (Political Studies) - Green Party and NDP in Kingston.

Stewart Fyfe (Political Studies) - The 10th anniversary of Kingston's amalgamation.

Stephen Arnold (Business) - Boxing Day spending

Maclean's Magazine

David Mitchell (Advancement) - Expectations of Canada's Governor General.

Ruth Wilson (Medicine) - Finding a family doctor.

The Lawyer's Weekly

Bruce Parley's (Law) - Opinion piece about post-Kyoto meetings in Bali.

CBC

Art Cockfield (Law) - Facebook and publication bans on CBC-TV's The National

Peter Hodson (Biology) - If Lake Ontario pollution is killing American eels on CBC-Radio's As it Happens and Ontario Morning, and in the Kingston Whig-Standard.

Louis Delvoie (Centre for International Relations) - Future of Pakistan on cbc.ca.

David Detomasi (Business) - Increase in oil prices on cbc.ca.

CTV's Canada AM

Roel Vertegaal (Computing) - Eye-box 2 technology, also in Popular Mechanics magazine.

CHUM-Radio

Sidney-Eve Matrix (Film and Media Studies) - Men and holiday gizmos.

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Radio that could save your life

IT'S HARD TO PREDICT WHEN OR IF A DISASTER LIKE THE 1998 ICE STORM WILL STRIKE AGAIN. BUT GOOD COMMUNICATIONS WILL BE VITAL TO A SUCCESSFUL EMERGENCY RESPONSE

If people in eastern Canada weren't already aware that they were approaching a significant anniversary in this first week of January 2008, the ice storm that blanketed the U.S. Midwest in mid-December would have reminded them, and perhaps got them thinking anew about how prepared they are for the next one.

For those of us living in Toronto at the time, the ice storm of 1998 was a vicarious experience, lived through phone calls from friends and relatives shivering in the dark in Ottawa and Kingston and Montreal, and via television images that we could see and they couldn't: the broken trees, the ice-glazed roads and, most amazing of all, the litter of great hydro pylons, now crumpled like so many matchsticks, cracking with the electricity that they no longer carried to homes and schools and hospitals and businesses.

That freezing rain could wreak such havoc had never occurred to most of us; how dependent we were on electric power was something we hadn't given a lot of thought to.

And I found myself thinking, as the December storm swept across Oklahoma, Missouri and Kansas, what have we done in the last 10 years to ward off a like disaster?

Nothing we can do about the weather, of course, even if we prate about it incessantly; not in the short term anyway. What have we done, though, to shore up the power grid and ensure that we don't leave millions of people without heat and light in freezing winter temperatures, or is there any way to provide that assurance?

The summer blackout in southern Ontario and the United States in 2003 suggests we're still vulnerable to being rendered powerless by a single catastrophic event, so perhaps it's up to us as individuals to make whatever preparations we can - you know, those things you filed away neatly under Things I

Must Get Around to Some Day Soon.

What might they be? The usual list includes stocking up on water, candles and batteries, and dried or canned food, maybe some Sterno to cook it with.

I notice that local authorities have moved away from suggesting we rely on candles for light, fearing, no doubt, that we'll all set ourselves on fire if we have to light a candle and then we'll sue them for their counsel, but I think most of us can handle candles OK. The batteries are for flashlights, obviously, but also, in my view, for the radio.

As a visiting fellow at the Centre for the Study of Democracy at Queen's, I've attended a number of conferences in the past two years aimed at bringing people together to share their experiences with emergencies and to learn from each other. These gatherings have brought out many stories - variously thrilling and chilling, comforting and alarming - about our preparedness or lack of it in the face of ice storms and epidemics and terrorist attacks.

But the message I heard over and over again from all the participants was the absolute necessity of good communications, not only among emergency workers and the authorities, but also between them and the public at large.

The only source of information you have left is a battery-operated radio.

People need to know where to go, where not to go, how to get help, how to provide help, how to reach their loved ones - and where are they going to get all this information if the roads are impassable and the power is out? Because when the power's out, it's not just your furnace and lights and stove that are out of commission, but also your TV and radio and computer and maybe even your cellular phone. The only source of information you have left is a battery-operated radio.

I have one - a little AM/FM radio that cost me \$10 about 10 years ago, and although I can't find one for that price now they're not terribly expensive. You don't even have to have a battery if you opt for one of those wind-up radios they're now stocking in many hardware stores and places like The Source. But every house, every store, every business that doesn't have its own generating capacity



MARY LOU FINLAY
Expert Outlook

should, at the very least, have a reliable radio.

When the freezing, starving folk in Montreal and Saint-Laurent and Hawkesbury and Brockville couldn't see all those terrifying images on TV, they could still, if they had a battery-powered radio, hear all the ice storm stories that were being relayed by the CBC and other stations and get the information they needed besides.

In Montreal, CBC Radio suspended all other programming in order to serve as a clearinghouse for ice-storm-related news.

At the network, too, we devoted much of our time on news and current affairs shows to the ice storm for most of the month of January 1998.

At the radio show As It Happens, where I then worked, we heard tales of hardship and endurance, tales of kindness and reaching out, and, sad to say, tales of gouging, too - a few people who thought they should be able to make a nice profit by raising the price of batteries or generators two, three, four times; I have wondered since how those people fared with their neighbours when the emergency was over, and whether they ever had to go to them for help, and how they were treated.

But the story that stands out in my memory was of an artist and how he responded to the ice storm. When we heard that Ottawa photographer Malak Karsh had gone walkabout on the icy streets when everyone in his right mind was bundling up in the warmest, driest places available, we thought we should ask him, "Why?"

The reason, he thought, was obvious: the ice was beautiful. The shimmering, glistening ice on the twisted trees and snow-topped fields - this was something we'd never seen before, not to this degree, and he was sure there was a bonanza of remarkable pictures to be reaped from this event.

So, he strapped some cleats to his overshoes and set out, an 82-year old man, taking advantage

of the bounty that Mother Nature had bestowed on him even while everyone else was cursing it. Malak was right, of course; he got some outstanding pictures and, happily, he didn't break any limbs while he was about it. For the man who founded the annual tulip festival, the ice storm, in a way, was the last hurrah - Malak died in November 2001.

Like most people, I would prefer we didn't have to repeat the frosty

experience of 10 years ago, but if we do, I hope we'll be a little better prepared than last time. I hope we'll all be equipped with radios, and I hope that we manage to see the silver lining on the ice-coated trees, the way Malak did in 1998.

Former CBC broadcaster Mary Lou Finlay is a visiting fellow at the Centre for the Study of Democracy. This piece was recently published in the Ottawa Citizen.



CELIA RUSSELL

Ice storms: beautiful, often disastrous, sometimes deadly.

McCOY BUS SERVICE & TOURS

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Jan 31	vs Boston Bruins	\$129
Feb 9	vs Montreal Canadiens	\$159
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Feb 19	vs Philadelphia Flyers	\$129
Feb 25, Mar 22	vs Toronto Maple Leafs	\$159

DAY & MULTI-DAY GETAWAYS

Feb 23, Mar 1	MENOPAUSE, Musical	\$119
Mar 12,13,14,15	Canada Blooms	\$59
Mar 14-17	NASCAR: Bristol Motors Speedway	\$679
Mar 15, Apr 19	Dirty Dancing	\$189
Apr 6	Blue Jays vs Boston Red Sox	\$85
Apr 7 - 10	Atlantic City! Stay at Trump Tower	\$399
Apr 24-27	GOLF or tour Cape Cod	\$529/\$399
May 17	Andre Rieu in Ottawa, dinner included	\$179
June 7,11	Dirty Dancing! Have the time of your life!	\$189/\$149



Mar 10-13	Aug 5-8	Sept 11-14	Dec 29
Mar 21-24	Aug 7-10	Oct 2-5	- Jan 1/09
Apr 24-27	Aug 10-13	Oct 10-13	
May 16-19	Aug 29-Sept 1	Oct 16-19	
June 12-15		Oct 20-23	
June 27-30	\$599	Oct 23-26	\$639
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Alumnus takes on Hawaii challenge

PEOPLE

Alumnus **Graham Snowden** (Artsci '03) is participating in the Honolulu Triathlon this May. His goal is to raise at least \$15,000 for the Leukemia & Lymphoma Society of Canada to further research into blood cancers. He is participating in the society's Team in Training program, which provides coaching and support for people to cross the finish line in endurance events. Over the past six weeks, he has raised nearly half of his target. One of his honourees is 2004 alumna Sara Beatty, a survivor of non-Hodgkin's Lymphoma. For more information and to donate, visit www.active.com/donate/tntvan/GrahamSnowden

Michel Pharand, director designate, and his wife **Ginger Pharand**, research assistant (The Disraeli Project) recently gave a joint lecture-presentation entitled *Dizzy-*



Snowden



Snieckus

ing: Editing the Letters of Benjamin Disraeli at the Public Texts Colloquium in the Department of English Literature at Trent University. They were invited to participate in the inaugural series, part of Trent's new MA in Public Texts, by Trent English Literature professor, Dr. L.W. Conolly. The Pharands joined Queen's University in September and, in conjunction with Project Director Mel Wiebe, are currently editing Volume IX (1865-67).

Victor Snieckus (Chemistry) presented a short course entitled *The Directed ortho Metalation (DoM)*

Strategy for Synthetic Aromatic and Heteroaromatic Chemistry Universities in Tallinn, Estonia and Vilnius, Lithuania recently. This is part of his work assisting in bringing about positive trends in the Baltic States in scientific research and education since the establishment of their independence in 1991.

David Wen (Commerce) is one of nine undergraduate students in Canada to be named a recipient of the 2007 RBC Undergraduate Scholarship awards. He received \$5,000 for tuition and school-related expenses. Scholarships were awarded to students based on their community involvement and written responses to six essay questions relating to creative and practical ideas for innovation and improvement in the fields of business, science or visual arts.

People is an occasional column that celebrates the accomplishments of Queen's community members. Email submissions to gazette@queensu.ca

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Gazette Publication Schedule

Gazette Publication Schedule

Deadlines for editorial submissions are at noon on the date in brackets. Email submissions to gazette@queensu.ca

Monday, Jan. 28 (Jan. 21)	Monday, April 14 (April 7)
Monday, Feb. 11 (Feb. 4)	Monday, April 28 (April 21)
Monday, Feb. 25 (Friday, Feb. 15)	Monday, May 12 (May 5)
Monday, March 10 (March 3)	Monday, May 26 (Friday, May 16)
Monday, March 24 (March 17)	Monday, June 16 (June 9)

For paid advertising details and deadlines and back issues, visit qnc.queensu.ca/gaz_online.php

POSTDOCTORAL FELLOW POSITION

We are seeking to recruit an independent and highly motivated researcher for a contract of 12 months with the possibility of an extension, to join an international project entitled: Understanding Institutional Influences on Cancer Care Accessibility, Quality and Innovativeness. This post has been created through collaboration between the Queen's Cancer Research Institute, School of Business at Queen's University, Canada, and Judge Business School, University of Cambridge, UK. The project is a unique and exciting opportunity to study the social and organizational issues concerning the diffusion of healthcare practices in Canada. The post will be available from March 2008 or as soon as possible thereafter. The appointee will be based primarily at Queen's University and will join a large Canadian Institutes for Health Research (CIHR) funded inter-disciplinary research project in cancer care. The appointee will be expected to work closely with colleagues across the medical and business schools. The project will require the appointee to travel within Canada with occasional visits to Cambridge, UK.

Qualifications: Candidates should have received, or submitted a PhD in management or business studies. Related research experience an asset; attention to detail; problem-solving skills; self-motivated; able to work independently and as a team player. The candidate must also be able to communicate fluently in English, both verbal and written.

Please send cover letter, CV, names and addresses of three references by mail or email to either:

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Judge Business School
University of Cambridge
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or
Dr. William Mackillop
Director, Division of Cancer Care & Epidemiology
Queen's Cancer Research Institute,
10 Stuart Street, Level 2,
Kingston ON K7L 3N6
Canada
Email: william.mackillop@krcc.on.ca

Application deadline: January 31, 2008

The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity.



Queen's UNIVERSITY

Bulletin Board

Submission information

Appointment submissions will be edited to address style considerations and length. Submissions should be less than 200 words.

Appointments

Susan Wood appointed Director, Research Services

Susan Wood has been appointed to the position of Director, Office of Research Services (ORS), effective Jan. 1. Most recently, Dr. Wood served as the associate director of the ORS. Previously, she was associate research director for the BIOCAP Canada Foundation, and was also an adjunct assistant professor in the Department of Biology. She coordinated courses within the department, and was also involved in the training and supervision of graduate and undergraduate students in the study of plant embryology, phytoremediation, and climate change (supported by NSERC). Dr. Wood holds a PhD and MSc from Queen's, and a BSc in Agriculture from the University of Guelph.

Janice Mady appointed Director, ARIP

Effective Feb. 1, Janice Mady will join the Office of the Vice-Principal (Research) as director of the Advanced Research and Innovation Park (ARIP) at the Innovation Centre (Novelis Building) on Princess Street. Since 2005, Ms. Mady has served as director of Operations at BIOCAP. Before joining BIOCAP, Ms. Mady had a 17-year career with Procter & Gamble Inc., in a variety of Canadian, North Ameri-

can and global roles, building expertise and providing leadership in supply chain systems, financial management, manufacturing operations, and human resource management.

Richard Boswell appointed Associate Director, ARIP

Richard Boswell has been appointed associate director of the Advanced Research and Innovation Park (ARIP). Mr. Boswell spent more than 12 years as department manager in the Department of Chemistry, responsible for financial management, staff recruitment, facilities management and the development of internal and external stakeholder relationships. He was also project manager of the design and construction of Chernoff Hall, a \$56-million project completed in 2002.

New Faculty Appointments

Faculty of Health Sciences

Cheryl Cline, Medicine (Jan. 1).

Awards and Grants

Distinguished Service Award, call for nominations

Alumni and members of the Queen's University Council (including the Senate and the Board of Trustees) are invited to nominate a candidate for the 2008 University Council's Distinguished Service Award. Inaugurated by the Council in 1974, this prestigious honour is normally granted to not more than six persons per year. Potential recipients include any Queen's faculty, staff, alumni or benefactor who has demonstrated

outstanding service to the university over a number of years. For details and the nomination form go to queensu.ca/secretariat/ucouncil/DSA/index.html or contact the University Secretariat at 613-533-6095 by Friday, Feb. 8 at 4:30 pm.

Human Resources

Milestones

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

November 2007

35 years: Brian Cattermole, Animal Care Service.
30 years: Angela Briceland, PPS.
25 years: Barbara Campbell, Stauffer Library; Greg McAuley, Athletics and Administration; James Rhodes, Residences; Ronald Vinkle, Residences.
20 years: David Dennie, PPS; Daniel Gratto, PPS; Patricia McHenry, Development and Business Relations.
15 years: Gary Contant, Physics; Marina Djurfeldt, NCIC; Margaret Shanks, Alumni Relations and Annual Giving.
10 years: Jacqueline Cleary, VP (Academic); Sandra Graham, Pharmacology and Toxicology; Debbie Mundell, Career Services; Susan Rohland, Oncology.
Five years: Susan Allen, Ophthalmology; Deborah Asselstine, Residences; Laura-Lee Balkwill, Research Services; Caroline Burke, Surgery; Sharon Cook, Residences; Christy

Fonger, Advancement External Services; Troy Herter, Anatomy and Cell Biology; Maryann Kerr, School of Business; Ulin Lee-Foon, Residences; Jacqueline Miller, VP (Academic); Leone Ploeg, Rehabilitation Therapy; Louise Segsworth, Health Sciences; Kelly Shoemaker, Biology; Graydon Smith, Applied Science.

December, 2007

20 years: Cherrilyn Yalin, School of Medicine.
15 years: Malcolm Anderson, Physical Medicine and Rehabilitation; Anne Mitchell-Ste Marie, OUR; Elvira Posthumus, Economics; John Samis, Biochemistry.
10 years: Eric Bevens, Apartment and Housing; Jacoba Franks, Medicine; Elizabeth Gorman, Alumni Relations and Annual Giving; Stephen Hornsby, Vice-Principal (Advancement); Annette Keyes, Chemistry; Nancy McTague, Residences; Mary Nolan, Apartment and Housing.
Five years: Anne Biggar, NCIC; Bruce Campbell, Printing Services; Jamie Escobar Valeria, Civil Engineering; Luke Harris, Centre for Neuroscience Studies; Diane Yocum, Social Program Evaluation Group.

Employee Assistance Program

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

Calendar

Unless specified, all events are free. For a comprehensive listing of campus events, visit 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.

Events:

Jan. 15: Last day to enroll in watercolour course led by Dave Gordon, Thursdays, 6 to 9 pm, Jan. 17-Feb. 29 (no class Feb. 21).

Jan. 19, Jan. 26: Silkscreening workshop led by Rebecca Soudant. 1:30-4:30 pm. Call 613-533-2190 to register.

Jan. 17: Free gallery tour of current exhibition highlights. Thursday, 12:15, 7:15 pm.

ArtDocs: The Rape of Europa (film), introduced by Director Janet M. Brooke. 7 pm. Free.

African Gallery: Exhibition launch for African sculpture Ere Ibeji: Twin Figures of Yoruba. To September 2008.

www.aeac.ca

Studio Gallery

Something old, something new, something borrowed, something blue. Still Life Tables. Paintings by Steve Elliott. Jan. 14-31. Gallery hours and reception: Angela Solar, 533-6000, ext. 77416, solara@queensu.ca
B144 Duncan McArthur Hall, Faculty of Education, 511 Union St.

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This warm wonderful 4-bedroom home boasts a beautiful Scarlett O'Hara staircase entranceway that truly sets the home apart! Separate living room, large dining room large, eat-in kitchen, main-floor family room with gas fireplace - all have hard wood floors. Central air, large master w/ensuite, partially finished basement, fenced-in lot, 2-car garage, close to Mother Teresa, Holy Cross and Lancaster public school. MLS 07608169



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Union Gallery

Stauffer Library, first floor
Main Gallery: Shooting Blanks. Works by BFA students Jacqueline Collomb and Jonathan Stamp. Jan. 15 – Feb. 5.
Project Room: Catfeesh. An exhibition by fourth-year BFA student Marie McCarthy. Artists' reception: Saturday, Jan. 19, 6-8 pm.
uniongallery.queensu.ca

Music

Thursday, Jan. 17

Visiting artist and jazz vocalist, Yoon Choi conducts a workshop with the Queen's Jazz Ensemble. 120 Harrison-LeCaine, 4 pm.

Friday, Jan. 18

Recital, Yoon Choi, jazz vocalist, Jacob Sacks, piano. 120 Harrison-LeCaine, 4 pm.

Sunday, Jan. 20

Queen's School of Music's Concerto/Aria Competition Finals. Dunning Auditorium, 2 pm.

Public Lectures

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, 9 am; coffee and muffins from 8:15 am. Supported by Queen's and the Four Points Sheraton, Kingston.

Mathematics and Statistics
 Francis Zwiers, Environment Canada. Extremes and Climate Change. 102 Jeffery, 1:30 pm.

Tuesday, Jan. 15

Computational Science and Engineering
 Brent Lewis, RMC. Computational Methods in Nuclear Engineering for Reactor Safety and Aircrew Radiation Exposure Applications. Jeffrey 101, 2:30 pm.

Monday, Jan. 21

Excellence in Research Lectures
 Robert Montgomerie, Beauty and the

Bird. Suning Wang, Let it Glow: Molecular Shape and Light. Stirling B, 7 pm. Lectures are associated with the awards of the 2007 Queen's Prizes for Excellence in Research.

Urban and Regional Planning
 Kristen Day, University of California, Irvine. Local anti-immigrant policies: Consequences for communities. 202 Policy Studies, 7 pm. Reception: 6:30 pm.

Tuesday, Jan. 22

Irving and Regina Rosen Lecture
 Samuel Heilman, Proshansky Chair of Jewish Studies, CUNY. Sliding to the Right: The contest for the future of North American Jewish Orthodoxy. 202 Policy Studies, 5:30 pm. Refreshments to follow. Presented by Jewish Studies and supported by the Senate Committee on Creative Arts and Public Lectures.

Thursday, Jan. 24

Policy Studies
 Patricia DeGennaro, New York University. Democratizing Democracy in Afghanistan. 137 Policy Studies, noon.

Queen's Pension Plan

Quarterly Investment Report – September 30, 2007

CAPITAL MARKETS

Returns on investments in the various markets can be measured against a series of well-established indices. Index returns (in C\$) for the 3-month and 12-month periods ending September 30, 2007 are as follows:

	3 months	12 months
S&P/TSX Composite (Canadian Stocks)	2.0%	22.8%
MSCI World (Global Stocks ex Canada)	-4.6%	7.8%
SCM Bonds (Canadian Bonds)	1.7%	1.6%
91 day T-Bills (Treasury Bills)	1.2%	4.4%

QUEEN'S ASSET MIX

The investment managers have mandates established through a Statement of Investment Policies developed by the Pension Committee of the Board of Trustees. Investments in each asset class must be within a well-defined range. The policy asset mix is a long-term strategy mix which is used as a "benchmark" when measuring performance of managers.

The current market value of the Queen's Pension Plan (QPP) of approximately \$1.5 billion can be broken down as follows:

Asset Class	Policy Mix	Current Mix
Stocks		
Canadian	29%	30%
Global (ex. Canada)	31%	34%
Regular Bonds	38%	35%
Private Debt	2%	1%

QUEEN'S PERFORMANCE

1. Compared With Other Pension Plans

The fund gained 0.4% in the third quarter. This put the QPP in the first quartile of RBC Global's universe of pension funds. The one-year return of 12.7% and the four-year return of 13.2% were also 1st quartile while the ten-year return of 8.2% was 2nd quartile. The quartile breaks for RBC Global's universe are as follows:

	3 months	1 yr	4 yrs	10 yrs
1 st quartile	-0.1%	10.6%	11.5%	8.7%
Median	-0.5%	9.1%	10.7%	7.8%
3 rd quartile	-1.0%	7.7%	10.0%	7.3%

2. Relative to the Benchmark

	3 months	1 yr	4 yrs	10 yrs
Fund return	0.4%	12.7%	13.2%	8.2%
Benchmark return	0.3%	10.6%	11.3%	7.5%
Fund performance relative to benchmark	0.1%	2.1%	1.9%	0.7%

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

3. General Comments

- Equity markets were volatile as many indices plummeted from their highs in July, but recovered to close out the quarter in positive territory. The Canadian market returned 2% with half of the ten sectors advancing.
- Canadian bond yields decreased significantly across all maturities as investors looked for security, particularly in government bonds.
- Tightening credit conditions induced central banks to inject liquidity into the markets. The U.S. Federal Reserve also cut its Fed Funds rate in September while the Bank of Canada, which had increased its overnight rate in July to stem inflationary concerns, held back on any further increases.
- Greystone (Canadian equity) and PIMCO (fixed income) were the best performing managers, exceeding their benchmark returns by 155 and 83 basis points, respectively. AllianceBernstein (global equity) was also slightly above benchmark.
- We currently hedge approximately 60% of our U.S. dollar exposure back to Canadian dollars.
- The Canadian dollar reached parity against the US dollar in September, closing the month at 100.52 cents U.S., up about 7.1% from 93.86 cents U.S. on June 30th.

Friday, Jan. 25

Music
 Audrey Marshall, Kingston Registered Music Teachers' Association. An Introduction to the Taubman Techniques for the Piano. 124 Harrison-LeCaine, 12:30 pm.

Tuesday, Jan. 29

Industrial Relations
 Timothy Hadwen, Ministry of the Attorney General. How Public Servants are Employed and Why: The New Public Service of Ontario Act. 145 Policy Studies, 1:15 pm.

A Footnote on Health

A breath of fresh air: creating a smoke-free reality



We all know the many reasons why people should stop smoking. The bigger question is why people smoke in the first place? Fear and force of habit make it hard to imagine a life without cigarettes and can make people doubt their ability to stop. Don't fall for the same old smoking myths and excuses; instead, step out of the haze and create your own new smoke-free reality. Here are some common excuses for continuing to smoke, along with some helpful realities:

Excuse: I need to smoke in social situations.

REALITY: Anti-smoking legislation in Canada has made smoking in most workplaces, bars, restaurants, coffee shops and other meeting places a thing of the past. The truth is fewer people than ever are smoking, making it less of a social norm and easier for you to quit.

Avoid situations that make you want to smoke – like going for a drink or spending time with smoker buddies – during your first weeks after quitting.

Excuse: Smoking helps me cope with stress and relax.

REALITY: You may feel more relaxed but smoking releases "feel-good chemicals" from the brain that only last about 30 minutes. When the feeling slips away, you're left craving another one.

The bottom line? The nicotine in cigarettes is actually a stimulant and raises your blood pressure and your heart rate. You can generate the same "feel-good" chemicals yourself using relaxation techniques like meditation, yoga or breathing exercises to cope with stress.

Excuse: It's impossible to quit.

REALITY: Nicotine is both physically and psychologically addictive, which can make it seem like it's impossible to quit.

Try going cold turkey, using nicotine replacement therapies, homeopathic options or talk to your doctor about the variety of choices available to help ease you into your smoke-free lifestyle. And remember: it often takes smokers more than one try to be successful at quitting permanently, so don't give up.

With the right resources and support, you can stop rationalizing your habit and put together a plan for quitting and move towards a smoke-free vision of the future.

The Queen's Employee Assistance Program (EAP) is a confidential off-site support service available to faculty and staff. Your EAP Smoking Cessation Support Services can help you get on that smoke-free path.

Queen's Conservatory of Music
presents

ADULT GUITAR ENSEMBLE

Adult Guitar Ensemble is designed for guitarists, age 16 and older, with some classical guitar experience and a modest ability to read and perform music. Participants should own a classical guitar and a footstool. Some skill evaluation will take place during the first class meeting.

The first half of each session will be instruction on basic guitar technique and musicianship, including rest and free-stroke scales, ascending and descending slurs, left and right-hand positioning, posture and music reading. The second half of each session will be rehearsal of ensemble music in preparation for a course-end concert.

- ◆ 10 weeks, starting January 24, 2008
- ◆ Thursdays 7:30-9:00 pm
- ◆ Instructor: Jeff Hanlon
- ◆ \$190 + GST for Conservatory members. (Registration fee: \$40 for non-members)
- ◆ Course materials purchased separately
- ◆ Concert: Thursday, April 10, 2008

For more information, contact:
 Queen's Conservatory of Music
 Harrison-LeCaine Hall,
 Kingston, ON, K7L 3N6
 Tel: 613-533-2934
music.conservatory@queensu.ca



Computational Science and Engineering

Gary Slater, University of Ottawa. Diffusion and biased diffusion on a lattice: building models and replacing Monte Carlo simulations by exact numerical calculations. 101 Jeffery, 2:30 pm.

Special Events

Wednesday, Jan. 23

Jewish Studies
Samuel Heilman, Proshansky Chair of Jewish Studies, CUNY. The Rosen lecturer leads a discussion with students of his paper found at http://www.killingthebuddha.com/dogma/still_seeing_rebbe.htm. All welcome. E229 Mackintosh-Corry, 10-11:30 am.

Saturday, Jan. 26

Education
Science Discovery Day. Faculty of Education, McArthur Hall, corner of Sir John A. Macdonald Boulevard and Union Street, 1-3 pm. Hands-on activities for children and parents, presented by primary-junior teacher candidates enrolled in science and technology.

Submission Information

The deadline for the Jan. 28 issue is at noon on Monday, Jan. 21. Email submissions to gazette@queensu.ca in the following format:
Date, department, speaker's name, affiliation, title, location, time. Please spell out acronyms.
For news and information between issues, visit www.queensu.ca/newscentre.

SHEDDING LIGHT ON A NEW EXHIBITION



CELIA RUSSELL

Gallery Assistant Lisa Visser adjusts the lighting on a work by BFA student Jacqueline Collomb (left) as they prepare for the opening of the exhibition, *Shooting Blanks*, at the Union Gallery in Stauffer Library. Works by BFA student Jonathan Stamp are also featured in the show, which runs Jan. 15 to Feb. 5. *Catfeesh*, an exhibition by BFA student Marie McCarthy, takes place in the Project Room. For details, visit uniongallery.queensu.ca

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.

Queen's University School of
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Luba & Ireneus Zuk, Piano Duo
SATURDAY, FEBRUARY 9
Dunning Auditorium, 8:00 pm

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WEDNESDAY, MARCH 5
St. George's Cathedral, 8:00 pm

Bruce Kelly & Dina Namer, Recital
SATURDAY, MARCH 15
Dunning Auditorium, 8:00 pm

Tickets available at:
Queen's Performing Arts Office
Rm 144, John Deutsch University Centre
(613) 533-2558
\$10 adults, \$8 seniors, \$5 students

For details and
concert information:
www.queensu.ca/music
music@queensu.ca
(613) 533-2066



Pagliacci

by Ruggero Leoncavallo



Presented by
The Queen's
Student Opera
Company

January 31
February 1
February 2

Duncan McArthur
Auditorium
8PM

Director
Colleen Feehan
Musical Director
Justine Thompson

\$12 Students
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at Destinations
or www.qsoc.org



FROSTY AND FRIENDS



DANIEL LEE

Graduate student Daniel Lee took this photo of Zongchao Jia Biochemistry Lab members, who welcomed the Winter session Jan. 5 with an outdoor team-building exercise near Summerhill. Sadly, Frosty melted away during last week's thaw; however, more seasonable weather is expected this week. Front row (from left): Dr. Jia, Laura van Staalduinen, Vinay Singh, Jimin Zheng, Qilu Ye. Back row (from left): Kateryna Podzelinska, Susan Yates, Mark Currie, Brent Wathen, Mona Rahman and Clark Zhang (a visiting student from Beijing Normal University, China).

Survey

continued from page 1

have a good benchmark, at least at this point in time. Principal Hitchcock sees this as an important barometer for the employees of the organization," he says.

What is engagement?

"Essentially, it measures how passionate employees are about working for an organization," says Mr. Morrison. "Those who are engaged consistently say positive things about the organization and intend to stay with the organization. It's also a measure of an employee's emotional and intellectual commitment to an organization."

Being present and focused are other aspects. Employees also strive to achieve beyond what is expected in their daily role.

"You can tell when an organization's employees as a norm feel good about the place. Are people engaged with the mission of the university, and are they engaged with the mission of their department? Quite often, there is a leap between what they do and what they think about the university. I think the university mission is something that for the most part engages people."

Overall results showed that 86 per cent of respondents were certain they believed their organization creates value to the community. A total of 78 per cent felt the flexibility in their work schedule was appropriate for the work they do, and appropriate work-life balance. In addition, 80 per cent of staff said they would feel comfortable raising concerns if asked to do something illegal or unethical, inappropriate or against personal beliefs.

Queen's will continue to

emphasize people development – performance management, career opportunities and recognition, Mr. Morrison says. This means investing more in training for all levels of management, including a senior leadership program.

"By addressing organization-wide areas requiring further work, we can round out our total portfolio of policies and practices to become a top-level employer."

When employees were asked if they were inspired to do their best, only 51 per cent responded favourably. He suggested this might have had something to do with the distribution of levels in the survey. Participants were asked to self-identify their level – management, administrative and technical or professional (which included 115 people). All of these groups, with the exception of the technical and professional groups, which were undefined and span across departments, were at 66 per cent or better, putting Queen's in best practice territory.

"There's a group here that is hard to identify and whose results are significantly less, but whose results are fairly significant," says Mr. Morrison. "We need to figure out what we're not doing [for this group]. They've given us some pretty clear clues about career development, training, career opportunities."

The university plans to conduct the survey every two years, says Mr. Morrison.

"Ideally, the perfect scenario would be that every employee at Queen's is asked to participate. Then we would move from a sample population of 400 to the

entire population of about 4,000."

Human Resources is also conducting independent focus groups within each department to address issues of performance management.

"Our quest for continual improvement is the foundation for our quest to be a top-ranked employer," he says. "We are nationally and internationally ranked as an academic

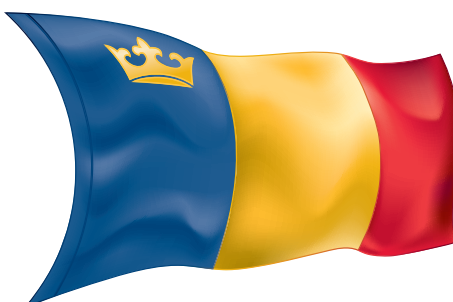
and research institution – it's only appropriate that we balance that with being best employer as well."

www.hr.queensu.ca

2008 ALUMNI AWARD FOR EXCELLENCE IN TEACHING

Call for Nominations

Deadline for nominations is 25 January 2008



The Alumni Award for Excellence in Teaching is given to a Queen's professor who, in the view of his/her students and colleagues, demonstrates a love of teaching and a commitment to students.

The award recipient receives a statue and \$5,000. The cheque is presented at Spring Convocation and the statue is presented at the Queen's University Gala Awards Dinner, Thursday 25 September, 2008.

For further information or nomination forms, please contact:

Nikki Remillard
Department of Alumni Relations & Annual Giving
Tel: (613) 533-6000, ext 78691 or
Toll-free: 1 (800) 267-7837, ext. 78691
nikki.remillard@queensu.ca

Information and nomination forms are also available at www.alumni.queensu.ca