



QUEEN'S GAZETTE

Tea Room
in the black P5



The "Wright"
Maria? P9



Construction moves ahead on Queen's Centre

By CELIA RUSSELL

Work on Phase 1 of the Queen's Centre project continues on schedule, despite a soaring market demand for construction services that has affected the progress of large-scale projects throughout the public sector.

While construction targets are being met, the increased costs asso-

ciated with this demand have placed extreme pressure on the university's ability to stay within budget for Phase 1, says Vice-Principal (Operations and Finance) Andrew Simpson.

To manage these ever-increasing construction industry cost overruns, the project management team, led by Associate Vice-Princi-

pal (Facilities) Ann Browne, embarked on a value engineering exercise over the past year, which succeeded in realizing savings of more than \$20 million. This was achieved by making careful changes on a number of fronts, including mechanical and electrical systems, interior and exterior finishes, all without significantly af-

fecting the original program requirements.

"Ann and her team made an unbelievable effort in trying to manage these cost overruns," says Mr. Simpson. "But as much as we've been saving money, our costs have kept going up."

Construction costs have continued to increase by as much as two

per cent a month over the last several months. As a result, Phase 1 will cost about \$27 million more than planned.

As a result, the university is changing its contractual relationship with PCL Construction, the general contractor, and moving to a fixed bid process for construction

See QUEEN'S CENTRE: Page 16

GETTING GOOEY FOR SCIENCE



STEPHEN WILD

Teacher-candidate Tobyn Lindos (left) helps Amelia and Morgan Kloostera from Spring Valley Brighton and Zoe and Damir Hennessy from Selby get their hands on a gooeey mixture of cornstarch, water and blue dye – a fun way to learn about the properties of liquids, solids and gases. They were among hundreds of children who participated in the annual Faculty of Education's Science Discovery Day held recently at McArthur Hall.

Principal responds to athletics review

By ANNE KERSHAW

Principal Karen Hitchcock largely endorses the conclusions in the Crawford/Deakin Report on Athletics and Recreation while putting forward a number of requirements and stipulations as part of a strategic agenda that "takes into account Queen's traditional values as well as the new realities we are facing."

In her report released Thursday, Principal Hitchcock notes her support for the continued strategic restructuring of interuniversity athletics to ensure that teams and athletes have access to the level of resources required to achieve excellence. At the same time, she calls for a "transition period" to help athletes and teams adjust to the new directions.

The current set of interuniversity teams, interuniversity clubs and competitive clubs will maintain their status for the current academic year and in the 2008-2009 academic year, she states. During this period, the currently existing inter-university teams will receive at least a level of support required to enable them to meet their league commitments, unless extenuating circumstances dictate otherwise. Teams demonstrating a positive trajectory during this time of transition may receive an additional year at their current status (through the 2009-2010 academic year) before a decision is made.

As part of her report, the Principal seeks to provide a clear sense of what is meant by the pursuit of excellence.

"This needs to be understood neither as a 'win at all costs' philosophy, nor as an attempt to 'buy' athletic success by a massive

See ATHLETICS: Page 12

Funding targets energy efficiency, campus safety

By CELIA RUSSELL

Queen's will receive close to \$8.4 million as part of the Ontario government's recently announced \$200 million investment in campus renewal projects at Ontario colleges and universities.

The funding will help institutions increase energy efficiency, improve campus safety and security initiatives and renew existing infrastructure.

The provincial investment in infrastructure is timely, given the university's tremendous deferred maintenance needs, says Principal Karen Hitchcock. She notes, however, that the university's need for upgrades to facilities extends well beyond the financial support currently being made available.

Decisions on how to allocate the funding will be made as part of the forthcoming university budget discussions for 2008/09.

"Deferred maintenance is a budget pressure facing every university in Ontario," says Vice-Principal (Operations and Finance) Andrew Simpson. Queen's current estimated deferred maintenance needs total about \$140 million, he says.

The figure is based on regular building audits taken to measure the quality of facilities and need for renewal using criteria including age, amount of use and new legislated code compliance issues.

Queen's currently has a five-year plan in place to address deferred maintenance needs.

During the current budget year, the university allocated \$5.6 million to major and deferred maintenance projects including renovations to Richardson Hall, the University Avenue revitalization project and Botterell Hall. Of this budgeted amount, Queen's received \$1.6 million last year as part

of the Provincial Facilities Renewal Fund.

"Projects prioritized each year are based on current major problems and the ability to get the work done," explains Associate Vice-Principal (Facilities) Ann Browne.

"Deferred maintenance is a budget pressure facing every university in Ontario."

Andrew Simpson

These include safety and building code issues, such as fire alarms and emergency lighting, building envelopes (roofing and windows), campus infrastructure (water and sewer supply) and building systems

(walls, floors, ceilings, plumbing, air conditioning, elevators, etc.).

At more than \$70 million, building systems represents the longest list of deferred maintenance issues and associated costs. The university has earmarked additional funding in this area, concentrating on improvements to and renewal of public areas (entrances, hallways, washrooms and classrooms), focusing on the important need to address accessibility.

The other major areas of deferred maintenance are infrastructure issues such as steam lines, the underground electrical network and the hard and soft landscaping.

The Council of Ontario Universities commended the province on their investment, adding that much of Ontario's university infrastructure was built in the 1960s and 1970s and that modernization will ensure systems are reliable and suitable for today's teaching needs.

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visit us online @
www.queensu.ca/newscentre

Committee invites comment on principalship

A Joint Committee of the Board and the Senate has been established to advise the Board of Trustees on the reappointment of the Principal. Last month, Principal Karen Hitchcock indicated that she wishes to be considered for reappointment. She will complete her current term as Principal and Vice-Chancellor of Queen's University in June 2009.

The Joint Board/Senate Advisory Committee on the Reappointment of the Principal invites members of the university community to submit their views on the principalship and on the present state and future development of the university by Wednesday, March 5.

The website www.queensu.ca/secretariat/ provides information on the review process and link to an online form to submit comments.

You may also email your comments to univsec@queensu.ca or send them to the committee c/o Georgina Moore, University Secretary, the University Secretariat, B400 Mackintosh-Corry, fax number 613-533-2793.

The review process is confidential and all submissions will be held in confidence by the committee. The committee will not be able to consider anonymous submissions, however. Respondents who do not wish to reveal their identity to the committee members can submit their signed letters to the attention of the committee chair at the above address with a request that their comments be provided to the committee without attribution.

The committee is chaired by the Chancellor and is comprised of an equal number of members from the Board of Trustees and the Senate. It will conduct the review and make a recommendation to the board.

Members are: Chancellor Charles Baillie (chair); University Secretary Georgina Moore (secretary), University Secretary, Irène Bujara (Director, Human Rights and Equity). From the board: George Anderson (President, Forum of Federations), Kim Black (President, Black and Associates),

Robert Burge (Director, John Deutsch University Centre), Jeff Chan (Sr. Vice-President, Human Resources, CMA Holdings Incorporated), Jocelyn Hart (Business Manager, Borden Ladner Gervais LLP), Johsa Manzanilla (Rector), Kent Plumley (Partner, Osler, Hoskin & Harcourt LLP), David Whiting (President, Merlan Scientific Ltd.)

and William Young (Managing Director, Monitor Clipper Equity Partners and Chair, Board of Trustees).

From the Senate: Kathy Brock (Faculty Senator, School of Policy Studies), Kingsley Chak (President, Alma Mater Society), Peter Dacin (Queen's University Faculty Association President, School of Business), Arash Farzam-Kia (President,

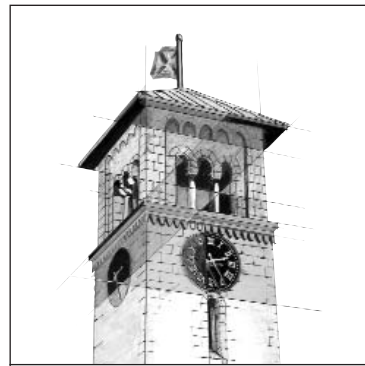
Society of Graduate and Professional Students), Linda Horton (Staff Senator, Human Resources), Quynh Huynh (Student Senator), Patrick Oosthuizen (Faculty Senator, Mechanical & Materials Engineering), Lesly Wade-Woolley (Faculty Senator, Faculty of Education), David Walker (Dean, Faculty of Health Sciences).

A LASTING TRIBUTE TO STAFF EXCELLENCE



CELIA RUSSELL

Current and past winners of the Special Recognition for Staff Award were among those watching as Vice-Principal (Human Resources) Rod Morrison and Principal Karen Hitchcock unveiled the Staff Wall of Honour last week in Mackintosh-Corry Hall. The plaque is a permanent tribute to all who have won the award since its inception in 1991. It will eventually be moved to the Queen's Centre, once it is completed.



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

SCHEDULE

Issue date: Monday, Feb. 25
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Ad artwork deadline: Feb. 13
Noon editorial deadline: Feb. 15

Issue date: Monday, Mar. 10
Ad booking deadline: Feb. 22
Ad artwork deadline: Feb. 27
Noon editorial deadline: Mar. 3

ADVERTISING POLICY

The Queen's University Gazette is a newspaper published by the University's Department of Marketing and Communications ("Publisher") for the primary purpose of internal communication to its faculty and staff members.

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

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

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For updated information
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pandemic preparedness
see

www.queensu.ca/pandemicpreparedness

Severe weather?

In the event of severe weather conditions, Queen's community members can get up-to-date information on the status of university operations by phoning the **University Alert Line** at **613-533-3333**, visiting www.queensu.ca or listening for early morning reports on local radio.

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— W. H. Auden

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PHOTOS BY STEPHEN WILD

From left, Maude Barlow, national chairperson of the Council of Canadians, Principal Karen Hitchcock and David McDonald, director of the Department of Global Development Studies, address the audience at a recent reception celebrating the program's 10th anniversary.

IN BRIEF

Sutherland visitor to speak

Canadian author Lawrence Hill will deliver the Robert Sutherland lecture this Wednesday, Feb. 13 at 7 pm in the McLaughlin Room Entitled Faction: The Merging of History and Fiction, the lecture will be followed by a reception and book-signing in the Sutherland Room. On Thursday, Feb. 14, Mr. Hill will deliver a talk entitled Wiggle Room at the Ban Righ Centre, 32 Bader Ln. The lecture focuses on the ambiguous terrain of racial identity in Canada, and will include short readings from *Some Great Thing*, *Any Known Blood* and *Black Berry Sweet Juice: On Being Black and White in Canada*.

Homemade soup will be available for a donation.

For details on Mr. Hill's schedule, contact Bob Burge, director, John Deutsch University Centre, 613-533-6000, ext.78775.

Activist Maude Barlow reflects on the importance of global awareness

By KAY LANGMUIR

Global Development Studies is "an extraordinarily important program" which helps people to scrutinize the massive forces and institutions that influence the lives of billions of people, celebrated activist Maude Barlow told a Queen's audience recently.

"Most people don't know the first thing about the WTO (World Trade Organization), GATT (General Agreement on Tariffs and Trade), the World Bank, the World Water Council," Ms. Barlow told a packed house in the Agnes Etherington atrium as part of celebration for the 10th anniversary for the Department of Global Development Studies Jan. 31.

"If you haven't learned about these institutions, you don't understand what they're doing," Ms. Barlow, national chairperson of the Council of Canadians, told the group of about 80 people. And what these organizations are currently doing, she says, is pushing for a privatized future for world

water supplies. In less than 20 years, two-thirds of the world population will live in areas without enough water, she says.

Ms. Barlow reminded her audience just how much is at stake when large corporations, institutions and governments push unending global development. The gap between rich and poor, and North and South is growing. In China for example, public health and education programs have been disemboweled, and its natural resources stripped, to pay for that country's runaway economy, she says.

But as stories of poverty and desperation only grow in number, the economic tyranny of endless growth is being increasingly questioned and criticized by those who understand global forces.

"We need a new narrative for survival," says Ms. Barlow, who sits on the Global Development Studies Advisory Board. "And charity must be replaced by justice."

Principal Karen Hitchcock, who

introduced Ms. Barlow, also praised the important work of the department, and its prominent role in the university's mandate to engage the world.

"The department epitomizes multi-disciplinary, inter-disciplinary - the need to break down silos and the need to look at things with more than one lens," she says.

"We need a new narrative for survival. And charity must be replaced by justice."

Maude Barlow

"Our teaching program at Queen's is in service to society," Dr. Hitchcock says. "It's at the heart of this department and it's at the heart of this university."

Dr. Hitchcock also applauded recent international initiatives at the

department, including new work-study programs at Fudan University in China, and a newly signed agreement with the University of Havana.

Director David McDonald told the gathering that Global Development Studies is such a popular course of study that students are turned away every year.

There are currently about 260 students in a DEVS degree concentration this year. Future growth will hopefully push the intake to 400 by 2010, he says, adding that this will depend in part on additional staff and faculty to manage the growth.

The department also hopes to begin a graduate program in September 2009, as well as expand its work-study programs, its work within the Kingston community, and strengthen and expand interdisciplinary links with other departments, such as science and engineering, arts and drama, he says.

www.queensu.ca/devs

Community appeal kicks off

Celebrate the outstanding work of Queen's and strengthens your ties in our community at a free pancake breakfast for all faculty, staff and retirees.

Join Principal Hitchcock at the official kick off to the Annual Queen's Community Appeal at Grant Hall on Wednesday, Feb. 13, from 7:30 to 9:30 am. All are invited, regardless of whether you have made a gift or plan to make one.

Show your support for Queen's as more than an employer! Celebrate Queen's as a place of opportunity that is making a difference, locally, nationally and around the world.

RAQ-Queen's ink partnership

The Retirees' Association of Queen's (RAQ) and Queen's have recently signed a statement of intent to establish a partnership of mutual benefit of the university and its retired faculty and staff.

The partnership will complement current and future RAQ activities and is intended to be a full-fledged complement to Queen's existing academic infrastructure and programs. It is intended to foster and support the continued scholarly and creative lives of retirees, promote the continuing sense of membership in the Queen's family.

Akenson finalist in literary competition

Author Lorna Goodison has been awarded one of Canada's largest literary prizes - British Columbia's National Award for Canadian Non-Fiction. The award recognizes Ms. Goodison's family memoir. *From Harvey River: A Memory of My Mother and Her People* (McClelland & Stewart).

B.C. Premier Gordon Campbell presented Ms. Goodison with the

\$40,000 prize in Vancouver last Thursday at a ceremony that also celebrated the two other finalists for the award, Queen's History professor Donald Harman Akenson for *Some Family: The Mormons and How Humanity Keeps Track of Itself* (McGill-Queen's University Press) and Jacques Poiras for *Beaverbrook: A Shattered Legacy* (Goose Lane Editions).

The 2008 jury for the award consisted of Queen's Vice-Principal (Advancement) David Mitchell (chair), political commentator and historian, Patrick Lane, one of Canada's most highly regarded poets, and Sandra Martin, award-winning senior features writer for the *Globe and Mail*.

The B.C. National Award for Canadian Non-Fiction, now in its

fourth year, is the only national literary award to originate in British Columbia and is the largest award for Canadian non-fiction.

Presented annually, the award was established by the British Columbia Achievement Foundation, an independent foundation endowed by the province.

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IN BRIEF

Work that brain

Is the next Albert Einstein among us? We may find out, when the Centre for Neuroscience Studies hosts its first-annual Brain Bee Competition this Wednesday, Feb. 13.

Students from local high schools will compete against each other in a battle over facts – brain facts.

Stakes are high – the first-place contestant lands an opportunity for summer employment in a neuroscience research lab at Queen's and an all-expense paid trip to participate in the National Brain Bee competition being held in May at McMaster University in Hamilton.

The winner of that competition will face competitors from all over the world at the International Brain Bee.

This is an excellent opportunity for our future doctors and scientists to expand their knowledge base and interest in neuroscience studies, says organizer and centre director Doug Munoz.

The Brain Bee takes place at 1 pm in Grant Hall. For more details, contact Dr. Munoz at

doug_munoz@biomed.queensu.ca or call 613-533-2111.

Tune into Women's Word

Tune in to Women's Word, a radio show presented by the Ban Righ Centre, hosted by Essie Heinrich. It airs Fridays at 11:30 am to noon on 101.9 FM CFRC. Listen live or to the archives at www.cfrc.ca



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.

The ancient art of leaving them laughing

CLASSICS PROF,
FORMER AND CURRENT
STUDENTS PUBLISH
UNIQUE BOOK

By KAY LANGMUIR

Classics professor Drew Griffith, co-author of a new book on ancient Greek and Roman humour, is amazed that no one has produced a textbook on the subject before.

The book, entitled *A Funny Thing Happened on the Way to the Agora - Ancient Greek and Roman Humour*, was published last December as a textbook for a classics course Dr. Griffith has taught for the past dozen years, CLST 205, also known as Very Old Jokes.

Not only had there been no textbook for the course, Queen's is believed to be the only university offering this course.

"As far as I know, Queen's is the only place that teaches humour in all aspects of Greek and Roman society," says Dr. Griffith.

A few years back, through an Internet search, Dr. Griffith did discover an ancient humour course taught at Howard University in Washington D.C.

But that ended when the instructor went to work for the F.B.I., he says.

"Today's young people, with all their technological savvy, still really wanted a book to hold and pages to turn."

Drew Griffith

Without an available textbook, Dr. Griffith provided his students with extensive course notes. The students however, made it clear they'd prefer a textbook.

Eventually, a discussion arose with writer-editor Robert Marks, his former student, on the feasibility of

turning Dr. Griffith's course notes into a book.

"Today's young people, with all their technological savvy, still really wanted a book to hold and pages to turn," says Dr. Griffith, who co-authored the book with Mr. Marks.

The illustrations for the publication were also done by another of Dr. Griffith's students, MA student Laura Ludtke.

Drafts of the book were organized in PDF files and circulated among the students for a few years to gather feedback.

Students taking Dr. Griffith's course come from a wide range of disciplines, including life sciences, engineering and business.

Many have never taken a classics course before. But their feedback forms reveal it as a course well-loved by its participants because it's so different from anything else they're taking, says Dr. Griffith.

The course edges into philosophy in parts as students discuss what constitutes humour, and what makes something funny. As

they get into the meat of the course, they learn that while there are some similarities between modern and ancient humour, there are many significant differences.

Unlike the acquired sensitivities of most modern humour, ancient humour has a "no-holds barred quality," says Dr. Griffith, and was often brutal and hurtful in its tone with apparent disregard for its effect on those singled out. While modern humour finds comedy in the situation, much of ancient humour focused on the individual, and the eccentricities or failings that sets a person apart.

The satirists who wrote works for public performance were also given great leeway and could put words into the mouths of their stage characters that would have gotten them sued had they been uttered on the floor of the Senate.

Dr. Griffith hopes that, when the students leave his course and get on with their lives, that they will remember the classics as fun, and how much they laughed in the course.



Co-author Drew Griffith (above left) signs his book at a reception for *A Funny Thing Happened on the Way to the Agora - Ancient Greek and Roman Humour*. Classics M.A. student Laura Ludtke (above right) poses with some of the original illustrations she created for the book.



PHOTOS BY TERRY SMITH



The Monieson Centre
Generating Value Through Knowledge

AN INVITATION TO QUEEN'S FACULTY, STUDENTS AND STAFF Queen's Grads and Kingston: "Should I stay or should I go?"

The Monieson Centre at the Queen's School of Business and the Kingston Economic Development Corporation (KEDCO) are examining what motivates students as they look to their future after graduating from Queen's.

Over the next 10 months a team of faculty, students and staff will conduct research to assist KEDCO in improving the retention of knowledge workers (specifically Queen's University graduates) in the greater Kingston area. The project will have three emphases: Determining challenges that exist in connecting students with Kingston; identifying challenges that exist in hiring Queen's graduates; and determining key factors that influence the retention of students in Kingston. Campus-wide surveys and focus groups will be held.

This research is expected to contribute to the city of Kingston and the University.

We welcome participation by Queen's faculty, students and staff in the design and execution of this project. If you are interested in participating, or would like further information, please contact Andrew Barrett, Research Officer, The Monieson Centre at abarrett@business.queensu.ca.

CHANCELLOR DUNNING TRUST LECTURE

What Dying People Want



PHOTO BY JEAN MCINTYRE

David Kuhl, MD, PhD

Associate Professor, Department of Family Practice
Director, Centre for Practitioner Renewal
University of British Columbia
Author of *"What Dying People Want - Practical Wisdom for the End of Life"*

Thursday February 28 2008

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UNIVERSITY

University turns corner on admin systems project

A decision to select a software vendor for the new, university-wide administrative computing system is expected in the next few weeks, although final approval will not be sought until the total project costing is completed in advance of the fall Board of Trustees meeting.

Administrative users from across the university had an opportunity to view the vendors' demonstrations before Christmas.

"This ongoing involvement from across campus bodes well for the project, given that the replacement of our administrative systems will have an impact on so many members of the university community," says Vice-Principal (Academic) Patrick Deane.

The new system is expected to reduce duplication of data, provide 24/7 self-serve access, and improve data accuracy across university departments.

The two vendors being evaluated are the leading suppliers of administrative systems to universities in North America, so their offerings are very competitive and comprehensive," says Associate Director, Information Systems Dave Hallett.

"The project team is being very thorough in its evaluation and reference checks so we can be confident of our recommendation to the Executive Steering Committee,"

says Mr. Hallett.

"With a vendor selected, the effort will then focus on finding an implementation partner to work with us on the software installation and preparing a report for the Board of Trustees," says Vice-Principal (Operations and Finance) Andrew Simpson.

Vice-principals Simpson and Deane are the co-chairs of the Executive Steering Committee for the Queen's University Admin-

istrative Systems Replacement project (QUASR).

The university made the decision to replace the aging information technology systems in 2005.

Advice confirmed that the viability of the current systems was limited to less than five years and an extensive campus review showed that the 25-year-old systems' limitations were increasingly having a negative effect on university business processes.

Unique course prepares students to work in rural areas

By KAREN RICHARDSON

A new graduate-level course is helping students prepare for the reality of working and living in rural and remote Canada.

Conjointly taught by Queen's Theological College, the Faculty of Education and Faculty of Health Sciences, Professionals in Rural Practice: An Interdisciplinary Course brings together students from many professional-level degree programs, including medicine, rehab, nursing, education, theology and law.

"As far as we know, this course is unique in the world in bringing people from that many disciplines together looking at rural medicine," says John Young, assistant professor of Theology and director of the Rural Ministry program at the Theological College.

The course aids both the recruitment and retention of professionals in rural areas.

The course aids both the recruitment and retention of professionals in rural areas – an important issue due to the significant number of people still living in rural Canada, says Dr. Young. (The Canadian population is about 80 per cent urban and 20 per cent rural, according to recent figures from Statistics Canada).

"While Canada's agricultural population is in decline, the percentage of Canadians living in

rural areas has not really changed over the last 30 years," he says.

The rural population is also growing due to increasing numbers of retirees and rural bands around major population areas, he notes.

The elective course gives students an awareness of what it means to live and work in rural areas, including both opportunities and challenges.

An important component of the eight-week course is a weekend rural retreat.

"Students have been thrilled and stimulated with the course," says course co-coordinator John Paterson.

Comments from the roughly 80 students who have completed the course over three years show they have a much greater appreciation and knowledge of the other professional disciplines than they had before, says Dr. Young.

The course is partly sponsored by the QUIPPED (Queen's University Inter-Professional Patient-Centred Education Direction) initiative, which aims to create an inter-professional educational environment at the university.

The mixing of disciplines and the instruction from such diverse backgrounds can help professionals feel less isolated in a rural setting and may be the reason students claim it is "unlike any other course they've done."

The course has just finished its third season, with law added as a discipline last year. About 30-35 students enroll in the course each year, with about five or six students from each discipline.

"Having the law students in the class last year enriched it significantly," says Dr. Young. Between



NEIL HOBBS

Students and faculty learn about rural practice on a retreat at Sharbot Lake north of Kingston last fall.

one-third to one-half of the students who have completed the course are now out in rural areas. Dr. Young says he would like to conduct more long-term follow-up with students who have completed the course.

The weekend retreat takes place at Sharbot Lake, north of Kingston, which has good medical clinic, and the professions of clergy and education are well represented, he says. Students tour the community and listen to a panel of residents and professionals working in the area, including municipal politicians, a doctor who has been there for nearly 40 years of practice, environmentalists and a First Nations panel, (First Nations people repre-

sent a significant portion of the rural population). The panelists are candid about the advantages of rural life, such as the chance to have a good family life and a sense of community, but they also address disadvantages, such as not being able to be anonymous in a rural area.

"Students gain something from being out in a rural area and mingling with people who live there – what they hear has a different air of reality than if that same thing is said in a classroom," he says.

Dr. Young got the idea for the course when he was working on the Rural Ministry program.

Lynda Price, the Continuing Education Officer at Queen's at

the time, asked if he had ever considered how the other faculties prepare students for professional practice in rural areas.

A faculty group including Jennifer Medves (Nursing), Neil Hobbs (Medicine), Margo Paterson and Elizabeth Tata (Rehabilitation Therapy), Brian McAndrews (Education), Denise Bowes (a retired medical doctor from Athens) and Dr. Young then met to plan the course, which began in 2002.

"All of us teach the course as a free overload," says Dr. Young. "All of us practised our profession in a rural area prior to joining our respective faculties here at Queen's. All of us have a strong commitment to rural practice."

Making a difference: one sustainable initiative at a time

STUDENT-RUN TEA ROOM ENDS FIRST YEAR IN THE BLACK

By LORINDA PETERSON

Sustainable initiatives can be profitable, students running the Tea Room have found.

In the black at the end of its first fiscal year, the Tea Room in Beamish-Munro Hall projects a five per cent increase this year over last year's revenue.

"No single initiative is responsible for the Tea Room's success," says General Manager Zhaodi Culbreath (Civil '08). "One sustainable initiative at a time we're climbing our way to fiscal, environmental and educational sustainability."

Operations Manager Maia McCarron (Mech Eng '08) agrees.

"Simple purchase decisions like

biodegradable containers and fair trade products can really make a difference to the environment and to the world," she says.

Several new initiatives are adding to the Tea Room's success this year.

These include a water meter that enables management to track water usage as well as the previously tracked energy usage. HATCH Environmental Consultants, a consulting firm that has supported the Tea Room since its opening in September 2006 are currently crunching this year's data and comparing it to those of conventional coffee shops. Results will be available in the next couple of weeks and it is expected that the Tea Room's day-to-day operations will prove incredibly more efficient than its competitors'.

A punch clock for employees connected to the cash register, has

automated the payroll process this year, simplifying what once took hours of collecting data, pasting it into a spread sheet and calculating deductions.

Being the first campus service to offer gift cards, the Tea Room has streamlined its daily operations. Students can't use their flex cards to make purchases there, and the gift cards require less time for processing at the cash drastically reducing line-ups during peak periods.

In addition the management has introduced a long-term marketing approach stressing education aimed at changing people's attitudes towards their environment, replacing the previous event centered strategy to attract customers.

Buying from local growers, including pumpkins and apples from the farmers' market is one of

the new ideas. It supports recent trends to sustain the local economy and raises awareness about food that is grown relatively close to the university. By modeling sustainable practices, Tea Room staff believe they can influence their staff who in turn are a direct line to their customers.

A new line of fair-trade herbal tea is one of the new marketing ideas with customers in mind, adding an option to last year's fair trade coffee for those who don't want caffeine in their beverages.

On the environmental front, new processes have been put in place to monitor waste management. Significantly increased composting capacity will keep waste from daily operations out of land fill sites by enabling staff to compost the 56,000 paper cups they use every year.

A conventional composter built

in the Miller Hall parking lot and capable of turning 2000 kg of biodegradable waste into 700 kg of compost, has been added to the existing vermicomposters in the club working space at Beamish Munro Hall that use red wiggler worms to produce 150 kg of castings every two or three months from organic waste.

Finally, an agreement with Queen's Physical Plant Services to fertilize campus gardens with worm castings previously exchanged with suppliers for discounts on the hefty cost of the worms for vermicomposters, initiates an organic fertilizing program at the university.

The Tea Room has many people to thank for its success, says Mr. Marcotte, including alumni who made contributions to get the business off the ground, the Faculty of Applied Science for support and the campus community for patronage.

VIEWPOINT

KEN CUTHBERTSON



Are universities academic dinosaurs?

A growing number of university graduates – about 12,000 of them – are enrolled at Ontario's community colleges this academic year. For whatever reasons, these young people have concluded that what they learned during their years of undergraduate study hasn't provided them with the skills they need to cope in the "real world."

This begs the question of whether or not many of these students made the wisest or best educational choices when they opted to enroll in university in the first place. Perhaps it would have been better if they'd gone to community college. They'd have acquired the skills they need to land a job, and the tax dollars that went to supporting their university educations could have been put to better use.

Community colleges have been part of life in Ontario since the mid-1960s, when Bill Davis, the education minister in the Conservative government of John Robarts, established them as the schools for young people who wanted "hands-on" training for skilled trades and vocations. These new institutions were intended as alternatives to the province's universities, not as competition for them.

Other provinces have followed Ontario's lead. Today there are more than 400,000 students enrolled at community colleges across Canada – 150,000 of them in this province alone. These students are training to be everything from chefs and registered nurses to police officers and child-care workers. Some are apprenticing as electricians, plumbers or millwrights: useful and productive careers all.

According to data compiled by the Ontario Ministry of Training, Colleges and Universities, more than 44,000 community college graduates join the provincial work force each year. About 90 per cent of them find jobs within six months of graduating. Those numbers are comparable to the employment statistics for graduates of Ontario's 18 universities, and give rise to a host of questions.

For one, would we all be better off if more young people were encouraged to opt for community college rather than university? The cost savings and other benefits are obvious, and society would certainly get more bang for the bucks that we do spend on education.

From the student perspective, community college tuition is about \$2,000 per year, while the cost of first-year tuition at Queen's and other Ontario universities is roughly \$5,000 for an Arts and Science student and \$8,000 for an Applied Science student.

On the institutional side, politically unpalatable though it might be, the province could take a serious look at cutting the number of universities and reducing the enrollments and size of some of the remaining ones.

Contrary to what some people say, there's an argument to be made that universities are not admitting too few students, they're admitting too many – especially of those whose only goal, if they even have one, is to get a degree so they can find "a job", or so they can park their lives until they grow up enough to figure out what it is that they really want to do.

Universities are elitist by nature and are expensive to operate.

Universities are elitist by nature and are expensive to operate. I fear ours are in danger of becoming oversized, expensive daycare centers, academic dinosaurs that teach a bewildering variety of subjects and disciplines.

There's an argument to be made that we've lost sight of the real *raison d'être* of the university – that is, to be places of intellectual inquiry where scholars read, write, research, and study in the hopes of advancing human knowledge.

This isn't to suggest that we revert to the medieval concept of the university, as a cloistered ivory tower where professors chant in Latin and scribe with quill pens. But I do think it's time we reexamined the nature and role of universities in society.

A recent survey of 20,000 high-school students done by the Social Programs Evaluation Group in the Faculty of Education found that twice as many Grade 11 and 12 students were planning to go to university than to community college. And only about five per cent of high-school students were thinking of doing an apprenticeship, despite the fact the Canadian economy is crying out for skilled labour.

The intellectual snobs among us have done a good job of convincing us that community colleges are second-rate institutions for those students who aren't bright enough or ambitious enough to attend university.

It's time these myths were put to rest and that we – and I'm speaking here of society as a whole, reconsider the role of universities: who studies what in them – and why.

Community colleges are a realistic, cost-effective alternative that we could and should be making much better use of. So why aren't we?

Ken Cuthbertson is the editor of the Queen's Alumni Review.

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: 1944



Pauline Jewett poses in this photo with other members of the Arts '44 executive. Ms Jewett received a BA and MA from Queen's and a PhD in political science from Harvard University. She was former Liberal and New Democratic Party MP, former president of Simon Fraser University and Chancellor of Carleton until her death from cancer in 1992.

TRICOLOR '44

Letter

More work needed on anti-racist front

On Jan. 31, representatives from the Colour of Poverty Campaign came to Queen's to conduct a workshop about the racialization of poverty in Ontario. Faculty, staff and students from Queen's and members of the broader Kingston community were invited. The racialization of poverty is a pressing issue. Between 1980 and 2000, the poverty rate for non-racialized groups in Toronto fell by 28 per cent, while the rate among racialized families rose by 361 per cent!

Just before the workshop participants had arrived, I was informed that some of our posters advertising the Colour of Poverty workshop had been defaced and

subjected to racist innuendo. The fact that the defaced posters were discovered so close to campus borders came as no surprise to me. Although Queen's is a place of higher learning, the university represents but one thread of dominant society. Racism can and does happen on campus. It happens all too frequently, and this type of hate and violence is but one barrier that racialized individuals face.

As members of the university community, we have the opportunity, the privilege and the responsibility, to speak out against injustices as they occur in and across all scales of society. These include injustices that occur in our classrooms, on campus, in the borderlands of the Queen's community and in the places that we frequent. We must focus on the

human rights of each and every individual, on what is just and equitable, regardless of the colour of our skin or the country in which we were born.

I denounce the defacing of the Colour of Poverty posters and the racist ideology that is behind this action. The defacing of the posters offers further evidence of the need to have events like the Colour of Poverty workshop and similar discussions on campus.

Cheryl Sutherland
MA Candidate
Department of Geography
Queen's University

(Editor's note: A university statement denouncing this and another act of racist vandalism is posted on the university website at www.queensu.ca/campusnews/)

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.

Less anatomy teaching, more anatomy learning

CUSTOMIZED
WORKBOOK HELPS TO
ENGAGE STUDENTS IN
LARGE CLASSES



RON EASTEAL

Teaching and Learning Issues

Gross Anatomy courses have the reputation of being dull, emphasizing the acquisition of a body of knowledge – no pun intended – without much analysis.

This old approach is the poster child for surface learning. How can we promote deep learning – true understanding – in the study of anatomy?

With the help and insight of the staff of the Centre for Teaching and Learning, my colleagues in the Department of Anatomy and Cell Biology, and most importantly my students through personal advice and USSAT surveys, I have transformed the Anatomy courses.

The paucity of textbooks covering the specific content prompted me to produce a custom-designed text. I compiled the notes of the best students over several years and invited student illustrators to furnish the diagrams. The customized workbook allows for interactive lectures – diagrams can be coloured, and details filled in by the students.

Students are relieved of the task of copious note-taking and are free to absorb insights and anecdotal and clinical information from the professor. Making the topics pertinent facilitates long-term memory. Since students have been responsible for their own learning, the lecture hall is always full and lively.

To challenge students further, I ask questions in lectures, tests and exams that force them to engage in genuine problem solving. While it might seem that putting extra

responsibility on the learner would engender negative feedback, the results are counter-intuitive – most students rise to the challenge. Now there is less content and more learning!

Making the topics pertinent facilitates long-term memory.

Over the years, my courses have progressed from active teaching by TAs to more active, self-directed, learning in which TAs serve as facilitators. We have developed team-based labs, run on the principles of team-based learning promulgated by Larry Michaelson. Each week students are required to do a short test before each lab. These “Readiness Assurance Tests,” or “RATS,” ensure that students do not get behind on their tasks, and receive prompt and relevant feedback. The marks are counted in the final grade. The students then complete the lab assignments in teams. Four times each term, the teams write an exam, which counts towards their final mark. Each student also assesses each teammate. We have

found that TB Labs have almost total acceptance by the students (94 per cent positive feedback on the USSAT). We have also noticed that TB Labs have a positive effect on student grades.

This year, the students also complete a survey on line (VARK, developed in New Zealand by Neil Fleming) to discover their own individual learning proclivities (visual, auditory, reading/writing, kinesthetic – hence VARK). We are currently assessing how to match teaching strategies to learning modes which include every student.

The Anatomy department has digitized the specimen collection, making it available to all students on a website, GAHIC, and as a hard copy Atlas – a required book for most of our courses.

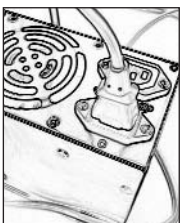
The combination of resources in the department, at home, and in the lecture and the laboratory provides students with a total learning experience, which benefits them in the acquisition of the material required for their courses, but more importantly gives them the added incentive for life-long learning.

In summary, these courses have introduced self-directed learning and team-based learning in the labs, interactive lectures, and the portable Museum of Anatomy (through GAHIC and the Atlas). Thus we have moved away from the model of learning as acquisition information, towards understanding and problem solving. There are fewer lectures and less hands-on lab teaching, resulting in a saving of money. The effect, surprisingly, is less teaching, more learning!

Ron Easteal is a professor in the Department of Anatomy and Cell Biology.

Customize your web time with MyQueensU

UNIVERSITY WEB PORTAL
DEVELOPMENT
CONTINUES TO EVOLVE



NANCY SIMON

Plugged In

Do you find yourself typing your Queen's NetID and password in your dreams? Is your browser's list of bookmarks longer than your display? Are you still confused about which Queen's URLs are on the World Wide Web and which are not? If you answered 'Yes' to any of these questions, MyQueensU is for you!

MyQueensU represents the next generation of web delivery by offering single sign-on access to content from multiple sites. It's like one-stop shopping for your entire life at Queen's, whether you're a faculty or staff member or a student. Furthermore, each person's experience of MyQueensU is unique because the homepage is personalized based on a person's role at the university, and every user has the option to tailor the site according to their needs and preferences.

Originally aimed at students, MyQueensU was rolled out in the summer of 2007, and currently services between 8,000 and 10,000 unique visitors per week. At present, it offers two default homepages – one for students and one for employees. Depending upon

your role at the university, a unique set of content is presented at sign-on.

However, the personalization does not end there. Each page on MyQueensU is comprised of several “channels” or areas of display space devoted to a specific type of content. Content might consist of links to other sites or access to other applications – for example, your email, your timetable or your calendar.

Channels are fully customizable, in both appearance and content, thereby allowing the user to turn MyQueensU into a highly personal and functional site.

Development of MyQueensU is continually evolving and the next area of focus is on services for researchers. An account statement channel will soon be available for researchers to enable them to

access the balances in their research accounts. Additional new content is being developed all the time. For example, a researchers tab is under way with links to important forms and information from the Office of Research Services.

Development of MyQueensU is continually evolving and the next area of focus is on services for researchers.

To check out MyQueensU, visit my.queensu.ca and see what a single sign-on can do for you.

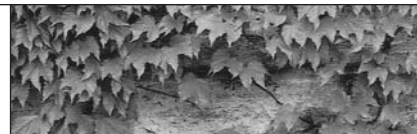
Help is available on the site both in the form of a tutorial on customization as well as in a web form to report any difficulties.

Feedback on development is both encouraged and welcomed via an online questionnaire.

For information about how you can get content added to MyQueensU, please email web.services@queensu.ca.

Nancy Simon is a technical communications analyst with IT Services.

UNIVERSITY ROUNDUP



UWO gets \$6 million for ginseng

The University of Western Ontario will get \$11 million in provincial funding for health-care research. About \$6 million of it will go to help researchers at Western improve the therapeutic properties of Ontario-grown ginseng. Ontario is now the largest producer of ginseng in North America, says Minister of Research and Innovation John Wilkinson. It is believed to enhance mental, physical and sexual performance. More than \$4 million is going to researchers at Robarts Research Institute to develop new techniques to diagnose neurological diseases such as brain cancer, epilepsy, stroke and Alzheimer's disease.

London Free Press, Jan. 29

Free tuition lures postgrads to Australia

A desperate shortage of local students has forced Australian universities to offer free tuition to attract hundreds of masters, PhD and post-doctoral students from other countries. The nations booming resources industries are luring local engineering and science graduates with salaries of up to \$100,000 (about \$88,000 CDN) a year, compared with the usual \$20,000 as a postgraduate on a research scholarship. The school of engineering at the University of Queensland has attracted more than 30 foreign students by waiving fees worth \$30,000 a year.

University World News, Feb. 3

Robarts Library expands

The Robarts library at the University of Toronto, home to one of the largest academic collections in North America, has plans for expansion. Its collection, the largest in Canada, also attracts about 100,000 visiting scholars and community users each year. The \$74-million planned addition will increase student study space by 50 per cent and will include the construction of a third triangular tower, which was dropped from the building's original design due to cost. If the expansion is approved, the university will begin a public fundraising campaign. About 10,000 people use the Robarts library each day, which holds the university's main humanities and social sciences collection.

The Globe and Mail, Feb. 4

Multifaith Centre promotes dialogue

The University of Toronto's Multifaith Centre is offering a new series of discussions about religion in response to students interested in learning about other faiths. The multi-faith discussion groups discuss topics including religious stereotypes, faith practices, the existence of God and the meaning and manifestations of prayer and living one's spirituality in the 21st century.

University of Toronto website, Feb. 4

Big names come to class

Freshmen at Princeton recently had some of the biggest names in literature on the Princeton faculty as instructors: acclaimed novelists Jeffrey Eugenides, Toni Morrison, Joyce Carol Oates and Edmund White, not to mention world-renowned poets Paul Muldoon and C.K. Williams – all in one class. “Princeton University Reads” is a new course in the English department that offers students the one-of-a-kind experience to hear some of the university's best-known poets and novelists talk about their work. The seven guest lecturers in the class, taught by English professor Michael Wood, have all received four Pulitzer Prizes, two National Book Awards, a PEN/Malamud Award and a Nobel Prize in Literature among them.

Princeton weekly bulletin, Jan. 14

Aeroplan gives university wings

The Université de Montréal's international studies centre, CÉRIUM, is receiving a major gift from Aeroplan. CÉRIUM will obtain \$380,000 over the next two years, along with 1 million Aeroplan miles. Luc Vinet, Rector of the Université de Montréal, lauded Aeroplan's support of CÉRIUM. “Aeroplan's exemplary contribution to CÉRIUM will help propel a dynamic research centre which, less than four years since its creation, has built itself a solid place in the highly competitive field of international studies,” he says. The gift will help support all CÉRIUM activities, including over 150 lectures, colloquia and seminars every year, most of which are open to the general public. The centre also contributes to graduate studies by close ties to the master's degree program in International Studies at the university.

Université de Montréal website, Dec. 10

Waterloo sets sights on the world

The University of Waterloo is “pulling out the stops” to boost its presence in other countries, particularly in China, India, and the United Arab Emirates, and boost undergrad international students from 8 per cent to 20 per cent over the next decade. The university has always been “plugged in” internationally, from the development of the “Waterloo pump” to the founding of Engineers Without Borders. The new “Waterloo International” office on campus is establishing more exchanges, and overseas campuses in China and Abu Dhabi. The university is involved in more than 300 international linkages in 57 countries, has 115 student exchange programs, and is a partner in 50 projects in developing countries.

The Record, Feb. 7

Compiled by Karen Richardson

IN BRIEF

Smol device in major exhibit

A 1950s-era coring instrument owned by Biology professor John Smol is being featured in a new exhibition at the Canada Science and Technology Museum in Ottawa.

Called "Beyond the Trees," the interactive exhibit is based on a multidisciplinary approach, bringing together Canadian history, environmental and forestry sciences. Between 2008 and 2010, the display will also travel to the Musée de la civilisation in Québec City and the Montréal Science Centre.

The Livingstone Sediment Piston Corer appears in the second of six thematic sections, dealing with the importance of the climate and the environment on the formation of Canadian forests.

"We were delighted to receive Dr. Smol's contribution, and to create a videoclip of him explaining the science of paleolimnology, as well as his experiences in the field," says museum curator Louise Trotter.

The exhibition is targeted at families with children from nine to 15 years old, as well as young adults and the general public, she adds.

Dr. Smol, Canada Research Chair in Environmental Change, uses paleolimnological techniques to reconstruct ecological trends over the past several thousand years in lakes and ponds.

Expo focuses on innovation

Leaders from business, industry, research and development are expected to gather in Kingston next month at a trade show profiling this region's potential as a technology centre for sustainable innovation.

A project of the Kingston Technology Council, Innovation Expo 2008: Experience Tomorrow will include a full day of seminars as well as displays, demonstrations and speakers addressing issues that drive success in environmental technologies, advanced materials, information and communication technology and life sciences.

Keynote speaker for the event is Arlene Dickinson, the owner of Venture Communications Ltd. Named one of PROFIT and Chateleine magazine's Top 100 women business owners, Ms. Dickinson has seen Venture Communications recognized as one of Canada's 50 Best-Managed Companies for three consecutive years.

Since October 2007, she has appeared on CBC's *Dragons' Den* – a national television series inviting people to pitch business ideas to the "Dragons" in an effort to persuade them to invest.

Innovation Expo 2008 takes place Wednesday, March 26 at Kingston's future Business Innovation Centre, 700 Gardiner's Road. For more information, contact the Kingston Economic Development Corporation (KEDCO) at: 613-544-2725.



STEPHEN WILD

Biology professor Mel Robertson and PhD student Corinne Rodgers are finding clues in their locust studies that may lead to improved migraine drugs for people.

Comatose locusts may help relieve migraines

BIOLOGISTS FIND LINK BETWEEN HUMAN AND INSECT REACTIONS TO STRESS

By NANCY DORRANCE

The way locusts react to stress may provide an important clue to understanding what causes human migraines – and how to reduce their painful effects, says Biology professor Mel Robertson.

With PhD student Corinne Rodgers, Dr. Robertson is using insect models to examine how the nervous system controls breathing when stress is induced through high temperatures and oxygen deprivation. They have discovered that the locust's reaction to extreme heat is very similar to a disturbance in mammals that has been associated with human migraines and stroke.

As a way of temporarily shutting

down and conserving energy when conditions are dangerous, the locust's coma has many of the same characteristics seen in people at the onset of a migraine.

"We feel there may be an evolutionary link between the two," Dr. Robertson suggests.

Also on the team are students Gary Armstrong and John LaBrie, research assistant Kelly Shoemaker, who now works for the Office of the Vice-Principal (Research), and Biology professor Chris Moyes. Funding has come from the Natural Sciences and Engineering Research Council of Canada (NSERC).

The study monitors locust breathing cycles, which are controlled by a collection of nerve cells in the central nervous system. With heat or lack of oxygen, the insects initially breathe more quickly and then go into a coma. They recover when the temperature comes down again, or oxygen levels rise.

"We find that the point of coma is always associated with a surge of

extra-cellular potassium ions: the same as has been observed in human brain tissue during surgery," says Ms Rodgers. For the nervous system to work properly, potassium should be high inside cells and low outside, she points out.

"What we're seeing is a failure of that ability to maintain this equilibrium – but in fact, in the locust, it appears to be an adaptive response to protect the system."

Previous research in Dr. Robertson's lab has shown a genetic component to this response, which indicates there may be an evolutionary link to what happens during migraines in people.

"It's possible, for example, that the brain architecture necessary for increased sensitivity also predisposes areas of some people's brains to become over-excited, and that migraines provide a means of temporarily 'shutting things down,'" he suggests.

While migraine has been

associated with this disturbance for some time, the mechanisms underlying this phenomenon are not yet well understood. And that understanding will be key to designing new migraine treatments.

"We found that we could precondition the locust system to be more stress-tolerant. If the mechanisms are the same as those in humans, then similar manipulations could help to protect brain function under stressful conditions, such as those leading to migraine," says Dr. Robertson.

"Something is triggering events like this," he adds.

"Maybe we can just bias that slightly, so it won't trigger as often, or the consequences will not be as severe."

The Queen's team has two joint patent applications under way: one to manipulate cellular pathways to mitigate the effects of high temperatures on the brain, and the other to manipulate pathways for migraine therapy.

Collaborative health-care projects receive \$1.2 million

By NANCY DORRANCE

Five new health-care and education projects spearheaded by the Faculty of Health Sciences will receive \$1.2 million from the Government of Ontario.

Working closely with the province's educators, HealthForceOntario is designed to provide people with skill sets and activities to improve the overall health-care system.

"This is a major accomplishment and success rate for our faculty, and truly a testament to the emphasis and expertise the Faculty of Health Sciences has in this ever-expanding area," says Associate Dean Lewis Tomalty.

He notes that the development and evaluation of interprofessional care and education models are expanding areas of interest in the Faculty.

Funding for the new projects comes from the Ministry of Health and Long Term Care's Interprofessional Care/Education Fund.

Queen's projects include:

- **The Ontario Collaborative (the OC)**, led by Jennifer Medves (Nursing). Health Sciences faculty from Queen's, Centennial College, University of Toronto, University of Ottawa, McMaster University, the Northern Ontario School of Medicine and University of Western Ontario will develop a Community of Practice of researchers, educators, policy makers, learners and clinicians. "The collaborative hopes to establish a provincial interprofessional care implementation committee," says Dr. Medves. Another objective is to create a central provincial resource for knowledge transfer of best practices.

- **The South Eastern Interprofessional Collaborative Learning Environment (SEIPCLE) Project**, led by Cori Schroder (Family Medicine), the Director of the Office of Interprofessional Education and Practice. This initiative aims to develop a collaborative learning environment to enable and support current and future caregivers to work effectively within a collabora-

tive patient/family-centred care model. "Caregivers, patients, families, students and volunteers will participate as educators and learners, resulting in respectful and comprehensive health services within and across settings," says Dr. Schroder.

- **Centre for Interprofessional Mental Health Education and Care**, led by Leslie Flynn (Psychiatry), Associate Dean, Post-graduate Education. The goal of this project is to develop a centre to cultivate and advance the skills of mental health care providers, to ensure competence to practice in an interprofessional manner. According to Dr. Flynn, "This unit is being created to unite the practitioner and the academic. They will converge in this mental health care learning unit to focus first and foremost on the patient and his or her family."

- **Primary Care Consulting Program**, led by Barbara Stanton of the university's Developmental Consulting Program. Specialists in developmental disabilities will be

teamed with family physicians in a collaborative "shared care" arrangement that will lead to improved access and quality of care for children and adults with developmental disabilities. The program will offer new opportunities for improving and broadening education of practising health-care professionals and for training future health-care providers in family medicine, psychiatry, nursing, the rehabilitation therapies and psychology.

- **Collaborative Palliative Care Practice**, led by Deborah Dudgeon (Palliative Medicine). This project aims to build regional relationships between interprofessional primary health-care teams and palliative care experts to increase competencies in palliative care knowledge and skills, and interprofessional collaborative practice. The project will target primary health-care teams within four designated Local Health Integration Networks (South East, North East, Hamilton Niagara Haldimand Norfolk and Brant, and Waterloo Wellington).

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Climbing a musical mountain

STUDENT MAKES FIRST CUT IN BID TO BECOME THE NEXT MARIA

By CELIA RUSSELL

Sara Wright would like to solve Andrew Lloyd Webber's Maria problem.

The second-year student has sung her way to a coveted spot in round two of a CBC television reality show to choose the female lead in the classic musical, *The Sound of Music*.

Ms Wright is among a select group of 200 Canadian women who will be called back in March to audition a second time for the musical, which is co-produced by Mr. Lloyd Weber, David Ian and David Mirvish. It is set to open this fall at the Prince of Wales Theatre in Toronto and is scheduled to run for a year.

To find the lead female, the production travelled nationwide as part of a television reality show, *How Do You Solve a Problem Like Maria?* Mr. Lloyd Weber used the same process with the BBC two years ago to find a Maria for his smash London, England production, which is still going strong after two years.

To make the first cut, Ms. Wright competed against several hundred hopefuls who jammed

CBC studios at the Toronto audition last Jan. 25. The show is slated to air later this year.

The Belleville native, who is taking her BMus and BEd concurrently, admits that the whole experience "is pretty huge." Although 400 preregistered for the Toronto auditions, about 600 women showed up to compete.

"Since they have seven cities to attend, I can only guess that they took around 30 from Toronto. I am so ecstatic! I can't even begin to explain how excited I am to have even gotten past the first round! I am trying to go without any expectations, and just try my best. You never really know what they are looking for."

After lining up at about 7:15 am, she registered and passed a pre-screening, which allowed her to move to the next step. It turned out to be a long day. After being told to come back at 1 pm, she found they were still taking people from the original line to be pre-screened and telling them to come back after 6 pm.

She eventually auditioned again in the Glenn Gould Studio, a large, beautiful auditorium.

"There was the casting director, Stephanie Gorin, a few other people and the video camera to tape the audition for the possibility of using it on TV. I sang through my whole piece, and was asked why I

would want to be Maria. I was so nervous and excited; I think I said something along the lines of Maria being such a large, joyful, amazing role, with beautiful music and a classical story. Stephanie then told me she would like to see me back in March. I don't know what happened after that, I can only hope that I thanked her before running out, jumping and crying!"

The open call is an amazing opportunity for people without agents or would not normally be able to audition for such a large role, she says.

"I think Canada has a lot of talent and the idea is that the casting directors will get totally fresh faces," she says.

Her voice teacher Elizabeth McDonald first told her about the auditions last November, says Ms. Wright, who admits that *The Sound of Music* has been one of her favourites since childhood.

Ms. McDonald has worked with Ms. Wright since her last year of high school, when she won the Rose Bowl competition at the Quinte Rotary Music Festival. Getting into Queen's program was a testament to her strong work ethic and determination to succeed, says Ms. McDonald.

"Sara continues to push herself to the highest level, and her current audition success is no exception. Sara is a talented singer but



HEATHER MOSHER

Music student Sara Wright is one of 200 Canadian women vying for the role of Maria in the upcoming Toronto production of *The Sound of Music*.

even more important, an outstanding performer who has that special something that immediately engages an audience."

Ms. Wright returns to Toronto on March 17 and 18 for an acting, singing and dancing audition. After that, the group will be pared down to 50 people, who will stay for "Maria Camp," for about a week. The 50 will shrink to 20, and finally the top 10 will be filmed live and voted on by the Canadian public in

the show, which will air later this year on CBC.

She is concerned about potentially missing a lot of school, but she's also grateful for the opportunity.

"The reality is there will be a lot of big names and a lot of people watching, and you never know what door might open. I would regret it if I didn't try."

For more on the show, visit www.areyoumaria.com

THE UPS AND DOWNS OF STUDENT LIFE



STEPHEN WILD

Student actors romp across the Grant Hall stage in the first-annual production of Existere presents *Excetera* on Feb. 3. This social-action theatre is known for its production during Orientation week and its profound impact on the first-week experience of new Queen's students. The performance addresses issues relevant to students in all years such as housing, diversity, sex and dating, anxiety about life after Queen's. A pre-show fair also showcased a variety of Queen's services and student initiatives.

Well-known baritone to visit School of Music

One of Canada's most respected singers and pedagogues will be a visiting artist in the School of Music later this month.

Kevin McMillan's career has spanned over 20 years and features more than 700 concerts, 15 professional recordings, a Grammy award, a Gramophone award and numerous Juno award nominations.

Critics have praised his "elegant voice" and "singularly remarkable interpretive skills" in appearances with virtually every major North-American orchestra, including the New York Philharmonic, the Boston Symphony, the Cleveland Orchestra, the Los Angeles

Philharmonic and the San Francisco Symphony.

The baritone vocalist has also established a presence in Europe, with appearances in the major concert halls of London, Berlin, Barcelona, Hamburg and Prague.

He has worked with such conductors as Herbert Blomstedt, Pierre Boulez, Sergio Commissiona, Raphael Fruebeck de Burgos, Sir Andrew Davis, Charles Dutoit, Neeme Jarvi, Jesus Lopez-Cobos, Kurt Masur, Sir Roger Norrington, Hellmuth Rilling and the late Robert Shaw.

Kevin McMillan has been heard on CBC/SRC broadcasts, and is a

frequent guest at summer festivals, such as the Minnesota Orchestra's Sommerfest, Ravinia, Tanglewood, the Ottawa Chamber Music Festival, the Festival of the Sound and the Schleswig-Holstein Festival in Germany.

In the Don Wright Faculty of Music at the University of Western Ontario, he not only mentors a large studio of singers, but also teaches IPA (International Phonetic Alphabet) Diction for Singers and coaches the Bach Aria Group. He is in demand as an adjudicator of music festivals, and has given countless master classes at major institutions throughout North America.

Mr. McMillan will arrive Monday, Feb. 25 and will hold office hours for students on Tuesday, Feb. 26 from 2:30 to 4 pm.

On Wednesday, Feb. 27 from 1:30 to 4 pm in room 120 Harrison-LeCaine, he will present a master class, which will be open to the public.

On Friday, Feb. 29 at 12:30 in room 124, Harrison LeCaine, he will present a colloquium entitled *Winterreise: A Performer's Perspective* and on Saturday, March 1 at 7:30 pm in Dunning Auditorium, he will perform Franz Schubert's song cycle *Winterreise*, accompanied by pianist Dina Namer.



Kevin McMillan

Experts address Chalk River, the Super Bowl

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Jan. 22 – Feb. 4

Globe and Mail

Louis Gagnon (Business) – French investment bank Societe Generale's \$7.2-billion loss by a rogue trader, also in the National Post, on CBC French Radio and CBC French Television.

David Detomasi (Business) – The need for a more diversified economy in Alberta.

Robert Wolfe (Policy Studies) – Ontario Premier Dalton McGuinty's plan to apply a surcharge to South Korean vehicles.

Preston Schiller (Urban and Regional planning) – A Statistics Canada report released detailing urban driving habits.

Sanjay Sharma (Ophthalmology) – Drug treatments for macular degeneration.

John Phelan (Business) – New England Patriots coach Bill Belichick's leadership strategy on the road to the Super Bowl.

Toronto Star

Tom Axworthy (Policy Studies) – Opinion piece discussing the Manley report on Canada's mission in Afghanistan.

David Saunders (Business) – The benefits of cross-border MBA programs.

National Post

Hugh Segal (Policy Studies) – Opinion piece on the methods used to distribute the money from Canada's foreign-aid program.

Alex MacMillan's (Economics) – Opinion piece about Canada's policies on poverty.

Ottawa Citizen

John Meligrana (Urban and Regional Planning) – Plans to relocate the Ottawa Hospital Civic campus to the Experimental Farm.

Kingston Whig-Standard

Ted Grandmaison (Chemical Engineering) – A Heart and Stroke Foundation report on the health of Canadians.

Arthur Sweetman (Policy Studies) – The lack of attention by politicians to the topic of health care, also in the Toronto Sun and the Winnipeg Sun.

Stephen Arnold (Business) – The



Axworthy



Detomasi



Mitchell



Sismondo



Wilson



Wong

possibility of Lowe's Home Improvement Warehouse setting up shop in Kingston.

Grant Kippen (Policy Studies) – The Manley report on Canada's mission in Afghanistan.

Doug Bland (Policy Studies) – The value of Canadian troops in Afghanistan, also in the Montreal Gazette and the Edmonton Journal.

Ken Wong (Business) – The economic forecast for Kingston from the Conference Board of Canada report.

Jay Handelman (Business) – The importance of convenience and promotion when naming a new facility.

Julian Brown (Chemistry) – Opinion piece on a sculpture made for Kingston's 300th anniversary celebrations in 1973 by sculptor Kosso Eloul.

CBC

David Mitchell (Advancement) – The Liberal party's position on the war in Afghanistan on CBC's The National.

Lew Johnson (Business) – The failure of bond insurers on CBC Radio Calgary and CBC's Biz Net.

Bruce Pardy (Law) – The provincial premier's summit on climate change on CBC's Ontario Morning and CBC Syndication.

John Smol (Biology) – The government's decision to phase out the national science advisor position on CBC.ca.

Television

Richard Holt (Mechanical and Materials Engineering) – Problems at the Chalk River Nuclear facility on CTV National News and live on CTV's Canada AM.

Sergio Sismondo (Philosophy) – The dangers of selective medical

reporting on the Business News Network's SqueezePlay.

Other

John Smol (Biology) – A new study confirming the scale of climate change underway in Canada's North in the Vancouver Sun, the Edmonton Journal and in the Calgary Herald.

Robert Ross (Kinesiology and Health Studies) – Using BMI and waist circumference together to help ease the confusion over weight classifications in the Montreal Gazette and on CHUM Radio Kingston.

Paul Paton (Law) – Opinion piece on the ongoing 'sex with clients' debate in the legal profession in Lawyer's Weekly.


Ruth Wilson (Family Medicine) – The national shortage of physicians in the Moncton Times and Transcript.

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CORE is supported by an unrestricted grant from sanofi-aventis.



Stephane Dion's misuse of poverty stats

In the poverty debate, those on the right believe the focus should be first on alleviating the plight of people at or below the subsistence level. Instead, those on the left insist that government should work at assisting people in so-called relative poverty, defined, in various ways, as people who have incomes or spending at certain levels below that of average Canadians. This broader poverty focus of the left is motivated by the socialist philosophical desire to flatten the income distribution, or, in other words, to make incomes more equal.

So, I suppose it is not surprising that the federal Liberals have announced that, if elected, they would fight a relative poverty war. In a Nov. 9, 2007 speech to the Learning Enrichment Foundation, Stephane Dion pledged to reduce, over five years, the number of Canadian persons living in households with incomes below the so-called after-tax LICO (or low income cut-off) by 30 per cent (from 10.8 per cent of the population to 7.6 per cent), and reduce the number of children living in households with incomes below the LICO by 50 per cent. Mr. Dion choose this LICO measure of poverty because, in Mr. Dion's words, "Most experts use Statistics Canada's low-income cut-offs to measure poverty." However, I'm very sure the "experts" Mr. Dion was referring to did not include those people actually living in real poverty. Nor do these "experts" in-

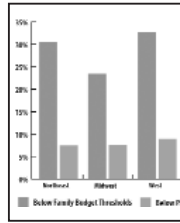
clude those who invented the LICO concept in the first place, and measure it year in and year out.

"At the heart of the debate [about poverty] is the use of the low-income cutoffs as poverty measures, even though Statistics Canada has clearly stated, since their publication began over 25 years ago, that they are not," Statistics Canada says.

In fact, of course, the "experts" Mr. Dion refers to are those on the left whose interest it is to define poverty as broadly as possible.

In his speech, Mr. Dion said that he was "embarrassed" by the poverty situation in Canada. No doubt, this embarrassment is due to the fact that the LICO measure shows only a small decrease in the percentage incidence of poverty, or, when factoring in population growth, a 34 per cent increase in the number of people in poverty since Pierre Trudeau's 1968 "Just Society" speech. This increase in LICO poverty has occurred in spite of the fact the Liberals were in power for all but nine of the years between 1968 and 2005 (the latest year for which LICO figures are available).

But consider the LICO definition for one moment, and the resulting LICO poverty measure that the Liberal "experts" are employing. The LICO measures the income level at which people spend 20 percentage points more of their income than the average person does on food, clothing and shelter. For instance, if the average person spends 43 per



ALEX MACMILLAN

Expert Outlook

cent of their income on these three items, and if people with after-tax incomes of \$25,000 spend 63 per cent (43 per cent+20 per cent) of their incomes on these three items, the after-tax low-income cut-off would be \$25,000.

When dealing with poverty, we need policies that utilize scarce resources (taxes) to target those most in need.

Using the LICO to measure poverty, one would then argue that all people with after-tax incomes below \$25,000 are living in poverty. Though the definition is relatively straightforward, LICO measurement is anything but - re-

quiring surveys of people's expenditure, income estimates, econometric curve drawing and extrapolation. Statistics Canada also estimates LICO's for various-sized households and for various-sized population centers.

But here's the kicker with LICO. Over the decades since the late 1960s, in spite of Canadians eating more, having bigger wardrobes and living in better accommodation, the improvement in Canadian incomes has meant that the fraction of after-tax income that the average Canadian spends on food, clothing and shelter has fallen. Now, before you read the next sentence, what would you think this fact would mean for the level of poverty in Canada? If you answered "nothing" or "lower it," you would be quite wrong - at least according to the LICO measure. In actuality, the way in which LICO poverty is defined, as the average Canadian spends smaller and smaller fractions of his or her income on food, clothing and shelter, the LICO measured rate of poverty increases. As the result of changing average Canadian spending patterns between 1969 and 1992, the extent of LICO-measured poverty increased by about six percentage points. Since Statistics Canada currently still uses the 1992 expenditure patterns to measure LICO, this means that if spending habits had not changed over the years, LICO poverty would have been measured in 2005 at about 4.8 per cent, rather than the announced

10.8 per cent. That's almost a 60 per cent reduction, or twice the Liberal's promised target. And, unfortunately for Mr. Dion, should Statistics Canada choose to update LICO poverty measures for more recent expenditure data, this would likely increase the measured incidence of LICO poverty once more and screw up the Liberal targets. So I guess the advice to Mr. Dion would be to pray Statistics Canada doesn't do that.

Concerning his party's "30-50 plan," Mr. Dion states, "This is a bold goal" and "Specific targets allow the electorate to know when something has been a success. They also give a very clear idea of when their politicians have failed them."

Well, I'm not sure we need any clearer picture about the failures of politicians. Instead, what we do need are policies that are at least honest in their goals.

Especially when dealing with poverty, we need policies that utilize scarce resources (taxes) to target those most in need. This is the most compassionate approach, not policies that have good sound bites.

Casting a relative poverty net (one full of holes, at that) over as wide as possible a population for socialist income redistribution purposes is cynical at best and, at worst, heartless toward the most needy among us.

Alex MacMillan is a retired economics and finance professor at Queen's University. This article was recently published in the National Post.

Time to snap to it! Enter this year's photo contest

It gets bigger - and better - each year.

The grand-prize winner of the third-annual Queen's Alumni Review-Queen's Gazette Snap Judgments digital photo contest will sail away on a luxury cruise for two of the Dalmation Coast, courtesy of Queen's Alumni Travel and Thomas P. Gohagan & Co.

First year submissions totaled 330 and last year they jumped to

1,200, says Ying Gilbert, ad coordinator for the Alumni Review and Queen's Gazette. This year's goal is 2,000 submissions, she says.

The contest opens Feb. 19 and closes May 9. Enter online at alumnireview.queensu.dollco.ca

New this year is the People's Choice Award. From eligible entries, a panel of qualified judges selected by the sponsor will choose the top 10 entries per category

based on photographic quality, visual appeal and appropriateness. This short list will be showcased at alumnireview.queensu.dollco.ca from June 7 to 30. During this period, readers are invited to vote for their favourite photograph.

Categories are People, Flora and Fauna, Places and Digital Illustration. The People's Choice winner receives a Canon Rebel XT digital camera (\$800 value), courtesy of

Camera Kingston foto source. Best entry in each category wins a \$100 gift certificate from Camera Kingston foto source.

Overall grand-prize winner gets a nine-day cruise for two aboard the M.S. Monet, touring the Dalmatian Coast from Venice, Italy to Dubrovnik, Croatia, valued at \$12,000 (cruise and return flight to/from Toronto). Some restrictions may apply.

The contest web site also features Top 10 Tips by award-winning Kingston photographer Bernard Clark.

Enter online at alumnireview.queensu.dollco.ca

Open to Queen's alumni, faculty, staff, and retirees, this year the field has been widened to include new graduates (May and October 2008).

For more, see the ad on page 16.

Got a Second Life?

Queen's is currently exploring potential teaching, learning and social applications in the Second Life virtual environment. If you are a current user of Second Life, we are interested in speaking with you, whether you are faculty, student, or staff.

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IN BRIEF



Students take up energy challenge

This month, Queen's Residences is competing in the first-ever Residence Energy Challenge. Designed to educate students living in residence about energy use and to challenge them, through healthy competition, to lower their overall energy footprint, the challenge has two components.

The first component, an inter-university Energy Challenge Pledge Drive, pits Queen's students living in residence against their peers at two other Ontario Universities – Waterloo and Guelph.

The university that achieves the highest proportion of residence students participating in the energy challenge pledge will be crowned the winner and awarded a solar panel and celebration event courtesy of the Sierra Youth Coalition.

The second component, specific to Queen's, pits Queen's residences against one another, challenging them to lower their overall electricity usage for the month of February.

The residence that reduces their electricity use by the largest percentage – compared to last year – wins the Residence Energy Conservation Challenge Trophy and a percentage of the money saved to be used for a project of their choice.

For more information visit <http://www.queensu.ca/pps/ResPower/index.html>

FLYING FINGERS



CELIA RUSSELL

Kathrin Tyryshkin (left) and Janice Glasgow let their fingers do the talking as they perform a piano duet in Dupuis Auditorium at the fifth-annual School of Computing Mini-Concert.

Athletics

continued from page 1

infusion of resources into a small number of teams," she says.

"Rather it should be understood as recognition that just as in academic matters involving teaching and research, we need to ensure that, as far as possible given our resources, members of our community who are competing in a broader context receive a level of support comparable to that provided by other institutions competing in the same context, so that they can realize their full potential."

As part of any future direction, the principal also calls for:

- Further reflection on the

criteria to be used in guiding the re-allocation of resources;

- Close attention to the landscape changes at the Ontario and national level of university sport;

- Continued work in developing a coherent and consistent framework for classifying sport and recreation clubs on campus;

- Continued work in developing a coherent campus-wide policy to address issues of fitness, health and recreation for all members of the Queen's community, including students, faculty, staff, retirees and alumni;

- Consideration of several

additional factors in planning for the funding of athletics and recreation, including exploration of previously under-exploited or unexploited sources of revenues, equitable sharing of costs, and fee increases that consider the context of rates paid by students, faculty, staff, retirees, alumni and others at peer institutions and in the local community, and the nature of facilities, programs and services provided at Queen's;

- Greater collaboration between Athletics and Recreation and the Office of Advancement to maximize revenue sources.

"This provides the kind of direction that Queen's needs," says Bob Crawford, co-author of the original report and former Dean of Students Affairs, "Some real and difficult decisions have now been made. The principal is calling for the kind of evolutionary change that is mindful of the existing sports environment and competitive sport structures while allowing for flexibility and time in achieving the desired model."

The principal in her report demonstrates "a keen understanding of the challenges facing athletics and recreation and clearly articulates the meaning and value they have for students, staff and faculty, past and present," says Director of Athletics and Recreation Leslie Dal Cin. "Through a process of intense consultation and leadership direction, we have been provided with a vision and expectations for Athletics and Recreation that will allow us to plan for our immediate and long term future. We are ready to begin the work that needs to be done at an operational level to bring a new and coherent sport model into focus."

The new directions outlined in the principal's report flow from the recommendations of a review conducted last year by Dr. Crawford and Associate Vice-Principal and Dean of Graduate Studies Janice Deakin, a professor in the School of Kinesiology and Health Studies.

Given the importance of the recommendations, Principal

Hitchcock invited feedback on their report prior to making any final decisions. The six-month consultation process included a Town Hall meeting, discussion at a meeting of Senate, and a request for submissions, which elicited more than 200 responses.

In her report, Dr. Hitchcock emphasizes the need to view athletics and recreation in the overall context of the academic mission of the university.

"It must be clear that academic excellence has unequivocal primacy at Queen's," she says. "Our students are among the best in Canada, and we must maintain this academic priority. At the same time, we need to recognize that many of our students lead multifaceted lives and that for many of them, athletic activity is a central part of their existence as are student government, music, clubs and other activities."

She notes, as well, the need to acknowledge the importance of fitness, health and recreation.

"These are issues for the entire Queen's community, with important implications for the satisfaction, wellbeing and productivity of our employees and the inculcation of a healthy lifestyle in our students."

Dr. Hitchcock also requests that the director of Athletics and Recreation undertake a re-examination of the criteria for evaluation of performance in light of suggestions that arose during the consultation process.

And, she notes, while any revised set of criteria should determine the process of resource allocation and planning in future years, they should not be applied mechanically without consideration of other key factors, including degree of community involvement of members of particular teams, the unique and historic importance attached to some sports within the Queen's sport context as well as considerations of gender equity.

For the principal's response and the review, visit www.queensu.ca/athleticsreview

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Bulletin Board

Submission information

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

Appointments

Brian Surgenor appointed Associate Dean (Research, Graduate Studies and External Affairs), Applied Science

Principal Karen Hitchcock announces that Brian Surgenor has been appointed Associate Dean (Research, Graduate Studies and External Affairs) in the Faculty of Applied Science from March 1, 2008 to June 30, 2011. Dr. Surgenor holds BSc and PhD degrees in Mechanical Engineering from Queen's, and a MEng degree in Engineering Physics from McMaster University. He first joined the Department of Mechanical Engineering as a sessional lecturer in 1979, served

as department head from 1993 to 2002, attained the rank of professor in 1996, and has been the acting head of Mechanical and Materials Engineering since September 2007. Dr. Surgenor has taken sabbaticals to work for companies in Australia (Sydney), Sweden (Lund) and the UK (Bath). He has developed strong industrial connections through his research program and teaching initiatives in the areas of intelligent inspection systems, automatic controls and mechatronics engineering. He currently chairs the Interim Executive Council for the Queen's-RMC Centre for Advanced Materials and Manufacturing.

Awards and Grants

George Taylor Richardson Memorial Fund

This fund provides grants for the stimulation of the arts at Queen's. The grants are specifically intended to support public performances and exhibitions for the benefit of the Queen's and broader Kingston communities. Applications are welcome

from all members of the Queen's community. Course-related activities and projects that focus on research, composition, creation or production do not qualify for support. Guidelines and application forms can be requested from the University Secretariat, B 400 Mackintosh-Corry Hall, ext. 36095 or online at www.queensu.ca/secretariat/senate/committe/standing/richardson.html. For further information, please contact Peggy Watkin, Secretary of the Senate Committee on Creative Arts and Public Lectures, ext. 36093. Deadline is Monday, March 31, 4 pm. Successful applicants will be notified in writing by May 31.

Prizes for Excellence in Research

This award recognizes Queen's scholars' major research contributions. Deadline for 2008 nominations is Tuesday, March 18. Details: www.queensu.ca/vpr/sources/internal.html.

Queen's Pension Plan

Quarterly Investment Report – December 31, 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 December, 2007 are as follows:

	3 months	12 months
S&P/TSX Composite (Canadian Stocks)	-1.2%	9.8%
MSCI World (Global Stocks ex Canada)	-3.1%	-7.7%
DEX Bonds (Canadian Bonds)	2.7%	3.7%
91 day T-Bills (Treasury Bills)	1.1%	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. 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 \$1.4 billion can be broken down as follows:

Asset Class	Policy Mix	Current Mix
Stocks		
Canadian	29%	30%
Global (ex. Canada)	31%	32%
Regular Bonds	38%	36%
Private Debt	2%	2%

QUEEN'S PERFORMANCE

1. Compared With Other Pension Plans

The fund lost 1.4% in the fourth quarter. This put the QPP in the fourth quartile of RBC Global's universe of pension funds. The one-year return of 3.7% and the four-year return of 10.7% were both 1st quartile while the ten-year return of 8.3% was 2nd quartile. The quartile breaks for RBC Global's universe are as follows:

	3 months	1 yr	4 yrs	10 yrs
1st quartile	0.1%	2.7%	9.8%	8.5%
Median	-0.5%	1.5%	8.7%	8.0%
3rd quartile	-1.2%	0.5%	8.2%	7.2%

2. Relative to the Benchmark

	3 months	1 yr	4 yrs	10 yrs
Fund return	-1.4%	3.7%	10.7%	8.3%
Benchmark return	-0.1%	3.3%	9.5%	7.5%
Fund performance relative to benchmark	-1.3%	0.4%	1.2%	0.8%

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

- The credit crisis deepened over the fourth quarter resulting in equity market volatility and a flight to quality in the fixed income markets. Bonds performed strongly as rates continued to decrease across all maturities of the Canadian yield curve.
- While the performance of global equity markets was mixed for the quarter, most closed out the year in positive territory in local currency terms. The Canadian market returned just under 10% with seven of the ten sectors advancing.
- To alleviate the crisis, central banks again intervened in the markets. The U.S. Federal Reserve twice cut its Fed Funds rate by 25 bps, in both October and December, and the Bank of Canada similarly reduced its overnight rate by 25 bps in December.
- PIMCO (Canadian fixed income) and Greystone (Canadian equity) were the best performing managers, exceeding their benchmark returns by 44 and 13 basis points, respectively.
- We currently hedge approximately 40% of our USD exposure back to Canadian dollars.
- Commodity prices soared in 2007, with the price of oil increasing by almost 60%. The Canadian dollar appreciated against the US\$ by around 17.6%. While it reached a high of 110 cents U.S. in November, it fell back to close the year at 100.88 cents U.S.

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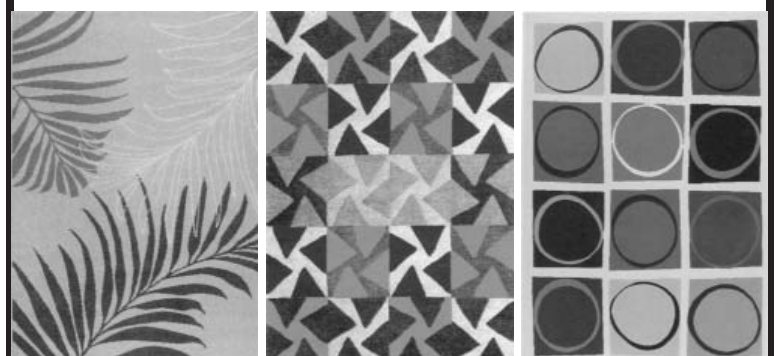
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Ban Righ Centre Annual Spring Awards

The Ban Righ Foundation for Continuing University Education invites mature women students (those who have been away from formal education for at least one year and/or have children) enrolled at Queen's to apply for the Annual Spring Awards. Descriptions, terms and criteria of these awards are on the Ban Righ Foundation website at queensu.ca/dsao/ind/banrigh/awards.htm or the Student Awards Office website at queensu.ca/registrar/awards/toolbox/BanRighAwards.htm. Forms may be picked up at the Ban Righ Centre, 32 Bader Ln. (Monday – Thursday 9 am – 3:30 pm and Fridays 9 am – noon). Deadline: Friday, March 7,

3:30 pm. Award recipients will be notified by March 30. Awards will be presented to recipients at a public ceremony at Grant Hall on Wednesday, April 30 from 7 – 9 pm. Details: Lisa Webb at ext. 75363 or webbl@post.queensu.ca or visit queensu.ca/dsao/ind/banrigh/.

Nominations, Brockington Visitorship, Dunning Trust Lecture

The Senate Committee on Creative Arts & Public Lectures invites nominations for the Brockington Visitorship and the Chancellor Dunning Trust Lecture. Any person or group within the Queen's community is eligible to make a nomination. The Brockington Visitorship allows a person of international distinction to

come to Queen's to deliver a public lecture and to meet formally and informally with faculty and students. The Chancellor Dunning Trust lecturer allows a person of distinction to deliver a public lecture that promotes the understanding and appreciation of the supreme importance of the dignity, freedom and responsibility of the individual person in human society. Forms may be picked up at the University Secretariat, B400 Mackintosh-Corry Hall or online at www.queensu.ca/secretariat/senate/BV_CDTL.html. Proposals will be accepted for up to \$7,000 for the Brockington Visitorship and \$16,000 for the Dunning Trust Lecture. Deadline: Friday, March 31.

Committees

Headship, Women's Studies

Professor Beverley Baines will have served two terms as head of the Department of Women's Studies as of Dec. 31, 2008. In accordance with the terms of the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, a committee will be formed to consider the present state and future prospects of the department and to assist the principal in the selection of the next head. Professor Baines is eligible for reappointment. Four members of the selection committee will be elected by members of the bargaining unit in Women's Studies, including members cross-appointed to the department. Faculty members, staff and students are also invited to nominate staff and students from the department, and faculty members from cognate disciplines, for membership on the

selection committee. Send nominations to Nancy Cutway, Faculty of Arts and Science Office, cutwayn@queensu.ca by Friday, Feb. 15.

Governance

2008 Staff Election

Online elections are currently running for a staff position on Senate. Vote online at queensu.ca/secretariat/election. Nominees for staff senator are Joanne Brett (University Registrar's Office); Seamus Ryan (IT-Services). Last voting day is Friday, Feb. 22.

Human Resources

Tuition and Child-Care Benefit Deadlines

Deadlines for submission of applications are approaching for the Tuition Support Benefit and the Child-Care Benefit. Online application forms are available for all eligible employees at the following sites:
Tuition Support: www.hr.queensu.ca/benefits/fbp-tuition.php
Child Care: www.hr.queensu.ca/benefits/fbp-child.php
For assistance, email hrbenefit@queensu.ca

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 up-

dated weekly on Fridays.

In Memoriam

Sandra Wymer (Rehabilitation Therapy), Dec. 7, 2007. Queen's community member since 1985.
John S. Baxter (English), Dec. 7, 2007. Queen's community member since 1954.
Jan Engels (Physical Plant Services), Dec. 19, 2007. Queen's community member since 1970.
Thomas H. Robinson (Classics), Dec. 29, 2007. Queen's community member since 1958.
Richard Ruggles (Geography), Jan. 8, 2008. Queen's community member since 1960.
Mary-Lou Ranger (Education Library), Jan. 13, 2008. Queen's community member since 1973.
Kathleen Reid (Office of the University Registrar), Jan. 14, 2008. Queen's community member since 1970.
Elizabeth Trumper (Residence Operations), Jan. 24, 2008. Queen's community member since 1963.

Notices

PhD Thesis Examinations

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

Thursday, Feb. 14

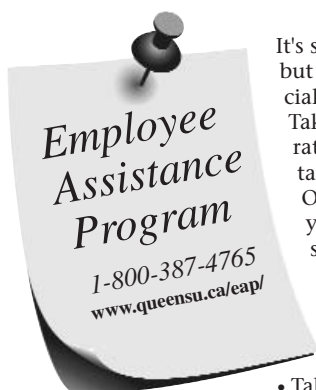
Alexander John Fitzpatrick. Department of Geological Sciences & Geological Engineering. The Measurement of the Se/S Ratios in Sulphide Minerals and their Application to Ore Deposit Studies. Supervisor: T.K. Kyser. M100A, Miller Hall, 2 pm.

Friday, Feb. 22

Wilson Allan Thomas Eberle. Department of Electrical & Computer

A Footnote on Health

Gain control of your financial situation



It's said that money can't buy happiness, but the proper management of your financial situation sure can make life a lot easier. Take advantage of your financial affairs, rather than letting your financial affairs take advantage of you. One of the first steps to gain control of your financial situation is to create a personal budget.

Here are some guidelines:

- Begin by keeping a log of exactly where your money goes each day, each week and each month.
- Tally up your monthly fixed expenses. Set up a schedule and method of bill payment that ensures you pay on time, every month. Take advantage of pre-authorized chequing, telephone and online banking that make bill payment almost painless!
- Allow an appropriate amount for variable expenses, such as groceries, dry cleaning and entertainment. Don't set yourself up to fail: estimating too low will place unrealistic and unreasonable demands on your financial resources.
- Pay yourself first: putting away even a small amount, such as \$25 per month, into savings will add up over the long run.
- If a budget is going to work, it has to be flexible. Allow for unexpected items such as car repairs, unplanned trips, and unforeseeable medical costs.

To help you get your new budget in gear, it's useful to see where you might be able to trim your current spending without changing your lifestyle too drastically. Consider the following:

- At current interest rates, it would be wise to investigate whether you could get your mortgage payments reduced. If you can swing it, and your mortgage arrangements allow for it, consider semi-monthly payments - the difference this can make over the lifetime amortization of your mortgage is remarkable.
- Eat out less often. Not only will you save money, but you will probably find you get more enjoyment from eating out if you make it a special occasion.
- Review your daily log and analyze your expenditures to determine if there are some frivolous items that you can save on.

Whether you're feeling pressure to make ends meet, or trying to curb your spending habits, it's important to take one step at a time to reverse overspending. You can access EAP's financial services (regarding debt or credit, financial planning, retirement or any other number of financial issues) for the support to move in a more positive, secure direction, and get yourself back on track.

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

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Engineering. Mosfet Current Source Gate Drivers, Switching Loss Modeling and Frequency Dithering Control for MHz Switching Frequency DC-DC Converters. Supervisors: Y.-F. Liu, P.C. Sen. 302, Walter Light Hall, 1:30 pm.

Health. Lindsay Davidson and Adam Szulewski (Yea) and Peter O'Neill and Emily Austin (Nay). Ellis Auditorium, 5 – 6:30 pm.

Queen's Centre for Obesity Research and Education
Gillian Booth, University of Toronto. The Diabetes Epidemic: Impact and solutions from a population perspective. Dunning, 94 University Ave. 7 pm. Details: www.corecanada.net or contact core@queensu.ca.

Wednesday, Feb. 13
Agnes Etherington Art Centre
Roundtable discussion. Gone Global? New Expressions of Aboriginality. Carla Taunton, PhD Art candidate, moderator. Featuring Lori Blondeau, Saskatchewan-based performance artist, Richard William Hill, curator and scholar, and Lee-Ann Martin, Canadian Museum of Civilization. Agnes Etherington Art Centre. 7:30 pm. Reception to follow.

Wednesday, Feb. 13
Robert Sutherland Lecture
Lawrence Hill, author. Faction: The Merging of History and Fiction. McLaughlin Room, JDUC, 7 pm. Reception and book-signing to follow in the Sutherland Room. Details: Bob Burge, bob.burge@queensu.ca, ext. 78775.

Monday, Feb. 25
Retiree's Association of Queen's (RAQ) Monday Morning Forum
David Lyon, Queen's. Are National Identification Card Systems Necessary? University Club, 168 Stuart St. 8:15 am, coffee and muffins; 9 am lecture, 9:30 am discussion. Supported by Queen's and Four Points Sheraton, Kingston.

Ongoing events

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. Thursday Tours: 45 minutes, 12:15 and 7:15 pm.
Exhibitions
Beyond the Silhouette: Fashion and the Women of Historic Kingston. Historical Feature, R. Fraser Elliott and Samuel J. Zacks Galleries. To April 6.
World Upside Down: Contemporary Feature, R. Fraser Elliott and Samuel J. Zacks Galleries. To Sunday, Feb. 17.
Dramatic Turns: Narratives of Change in European Painting. Bader Gallery. To Dec. 29.
Kingston Views: The Penal Presence. Frances K. Smith Gallery. To Feb. 17.

Ere Ibeji: Twin Figures of Yoruba. African Gallery. To Sept. 21. www.aeac.ca

Studio Gallery
B144 Duncan McArthur, Faculty of Education, 511 Union St. Information: Angela Solar, 533-6000 ext. 77416, solara@queensu.ca.

Union Gallery
Stauffer Library, first floor.
Main Gallery: All That Remains: An exhibition by BFA students Jessica Rice, Amber Thienpont and Ashley Way. To March 4. Brief presentation on Wednesday, Feb. 13 at 3 pm.
Project Room: The Neology. An exhibition by local artists Paul Reynolds and Rebecca Soudant. Artist's reception on Friday, Feb. 29, 6 – 8 pm. uniongallery.queensu.ca

Wednesday, Feb. 27
Farmer's Market at Queen's
Enjoy local food and products. Lower level of JDUC, 9 am – 4 pm. Details: www.thefarmersmarketatqueens.com.

Thursday, Feb. 28
Chancellor Dunning Trust Lecture
David Kuhl, University of British Columbia. What Dying People Want. Convocation Hall, Queen's Theological Hall, 7 pm. Hosted by Queen's Palliative Care Medicine Program. Sponsored by Chancellor Dunning

Trust and Al Kannegieter Memorial Fund.

Friday, Feb. 29
Music
Kevin McMillan, The University of Western Ontario. Winterreise: A Performer's Perspective. 124 Harrison-LeCaine, 12:30 pm.

Saturday, March 1
Music
Kevin McMillan, baritone. The University of Western Ontario. Performance of Franz Schubert's song cycle Winterreise, with accompaniment by Dina Namer. Dunning, 7:30 pm.

Calendar

FEBRUARY						
S	M	T	W	T	F	S
	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	


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

Submission Information

The deadline for the Feb. 25 issue is at noon on Monday, Feb. 15. 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.

Lectures and Events

Monday, Feb. 11
Health Sciences
2008 Travill Debate
Be it Resolved That This House Believes that the Feminization of Medicine is a Hazard to the Public's



OTTAWA SENATORS GAME OF THE WEEK

Feb 19	vs Philadelphia Flyers	\$129
Mar 11	vs Boston Bruins	\$129
Mar 20	vs St. Louis Blues	\$129
Mar 22	vs Toronto Maple Leafs	\$159
Mar 27	vs Buffalo Sabres	\$149

DAY & MULTI-DAY GETAWAYS

Feb 18	Ski CALABOGIE PEAKS – FAMILY DAY	\$35
Feb 21 & 22	Canadian International Auto Show	\$59
Mar 7	Home and Garden Show in Toronto	\$59
Mar 10,11,12,13,14	Ski CALABOGIE PEAKS – March Break	\$50
Mar 10-13	NEW YORK CITY: March Break	\$599
Mar 12,13,14,15	Canada Blooms	\$59
Mar 17-20	Atlantic City @ Trump Plaza	\$349
Mar 21-24	NEW YORK CITY: Easter	\$599
Mar 22	One of a Kind Spring Craft Show and Sale	\$59
Mar 22	DISNEY ON ICE: Princess Classics	\$89/\$79
Mar 30	MENOPAUSE, Musical	\$119
Apr 5	Life FEST – The Ultimate Show for Women!	\$59
Apr 6	Blue Jays vs Boston Red Sox	\$85
Apr 24-27	GOLF or tour Cape Cod	\$529/\$399
Apr 27	QUEEN: We Will Rock You	\$129
May 1-4	NASCAR: Richmond	\$669
June 7,15	Dirty Dancing! Have the time of your life!	\$149/\$189
Sept 3,27	Jersey Boys – The Smash Broadway Hit!	\$149/\$189

Mar 10-13	Aug 5-8	Sep 7-10	Nov 27-30
Mar 21-24	Aug 7-10	Sep 11-14	Dec 29
May 16-19	Aug 10-13	Oct 2-5	- Jan 1/09
June 12-15	Aug 29-Sept 1	Oct 10-13	
June 27-30		Oct 20-23	
July 10-13	\$599	Oct 23-26	\$639
Aug 1-4	Double	Nov 20-23	Double


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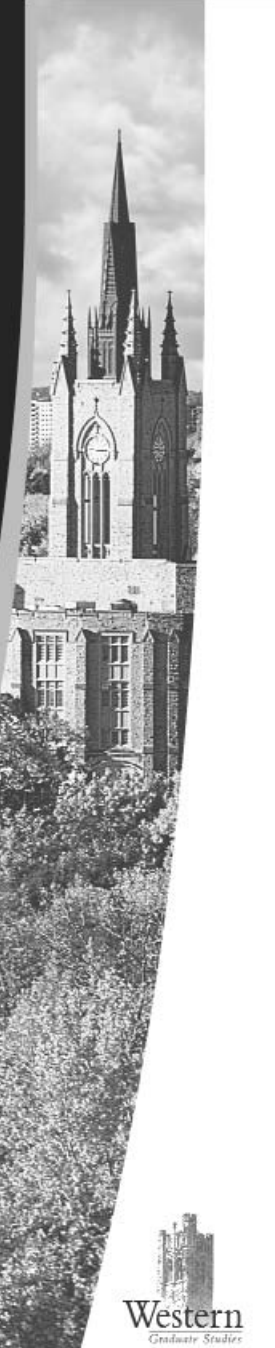



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Human Rights Office
613-533-6886
Irène Bujara, Director

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 centre

continued from page 1

for the remainder of the project. Along with the savings previously achieved through value engineering, this new stipulated sum contract approach will freeze the price of the project to the benefit of the university, says Ms. Browne.

And although Phase 1 is over budget, the goal is to complete the three phases of the project within the original \$230-million total budget for the Queen's Centre, through further modifications, if necessary. To achieve this, the university will carry out a thorough review of Phases 2 and 3 to analyze what modifications can be made to achieve savings to keep the overall budget on track.

"We are confident that these approaches will not negatively impact the final appearance and intended use of the Queen's Centre and are very much in line with what has been envisioned for the facility since it was approved by the Board of Trustees," says Ms. Browne.

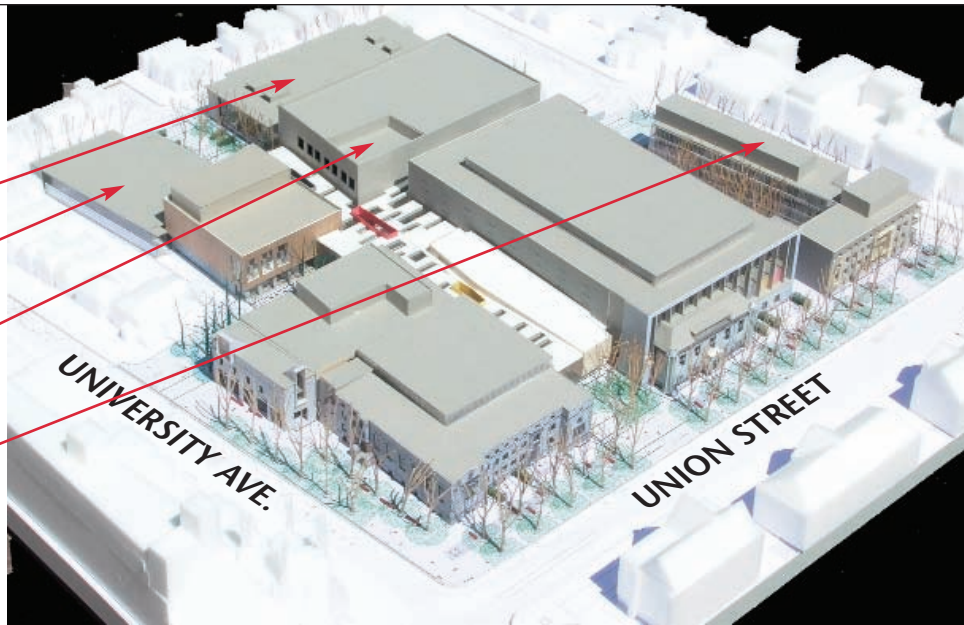
Phase 1 of the Queen's Centre, a new athletics, recreational and student life complex, is being constructed on the block just north of the John Deutsch University Centre and adjacent to the Physical and Health Education Centre on Union Street. Scheduled for completion in September, 2009, it includes the construction of the new School of Kinesiology and Health Studies on the former site of the Jock Harty Arena, at the corner of Union and Division streets; a varsity gymnasium, aquatic centre, fitness and weight centre and an underground parking garage.

"We see inflation arising from two factors: a surplus of projects to work on and a scarcity of materials and construction people to work on them," says Harry G. Angus, president of H.H. Angus and Associates Ltd., Consulting Engineers

Phase 1

- Varsity Gymnasium
- Aquatic Centre
- Fitness and Weight Centre
- School of Kinesiology and Health Studies

Queen's Centre Project



and a member of Queen's Campus Planning and Development Committee. He cites Statistics Canada numbers for Toronto and Ottawa for year-over-year construction inflation non-residential construction at 6.4 per cent.

"Any first year economics course teaches supply and demand curves," he says. "Right now, if you were a constructor, you would be faced with knowing you had a scarcity of skilled trades to draw from, plus a scarcity of skilled supervisors so you will only go for work that offers the best possible return."

"Where we used to routinely see several bids on a project, we might see only one or two now, particularly if the project is complex."

Manufacturers of some equipment have not substantially ramped up to meet demand, having survived several boom and bust cycles in the past, says Mr. Angus. "For example the solar gas turbines that Queen's recently installed now

have a delivery date of double that provided a couple of years ago to Queen's."

A great deal of what is being seen with construction cost escalation is strongly governed by the amount of work currently under way in Ontario overall, but more particularly in the Toronto and Ottawa regions, which directly influences Kingston, says Ms. Browne. A considerable amount of construction is taking place in these areas, especially in the public sector, which directly places pressure on the availability of certain skilled trades such as concrete forming, concrete placement and finishing, masonry and other construction trades. Activity in the housing industry can also draw on the trades required in the commercial sector.

According to the Ontario Construction Association, there is also difficulty in finding "qualified and experienced people to fill new and existing jobs." All of these factors influence the cost of construction

escalations in addition to normal inflationary cost increases that are often built into the project budget, says Ms. Browne.

Board of Trustee member Andrew Pipe, who chairs the Queen's Centre Executive Committee, says he is grateful for the university's vigilance in aggressively managing the project given the ongoing challenge of increased costs being experienced throughout the construction industry.

"It's a particular pleasure to note the steady progress that is being made as we develop what will be the most outstanding student-life facility in any Canadian university," says Dr. Pipe, a Queen's alumnus who is a professor in the Faculty of Medicine, University of Ottawa and chief of the Division of Prevention and Rehabilitation at the University of Ottawa Heart Institute. "All of my colleagues on the Centre's executive committee are committed to ensuring the success of this project."

At-a-Glance

Update on Queen's Centre Project, Phase 1, as of Feb. 1, 2008

- Architect: Bregman + Hamann Architects, Sasaki Associates Inc. and Shoalts & Zaback
- General Contractor: PCL
- Status: Phase 1 started in August 2006
- 80 per cent mass excavation completed
- Site services work now completed, including underground sewer and electrical work for the Queen's Centre project on University Avenue from Union to Clergy streets.
- Construction of concrete footings, columns and walls well under way; in process of forming the third part floor of the parking area under the gymnasium.
- Two of three large-scale construction tower cranes and slabs erected.
- The first crane erected at the corner of Earl and Division Streets, at a height of 200 feet, is the tallest of the three cranes used in constructing Phase 1, the first phase of the Queen's Centre.
- The cranes will be used until the project is complete in fall 2009 to lift building materials off delivery vehicles and facilitate the overall construction process by transporting them within the construction zone.
- The Phase 1 facilities – the new School of Kinesiology and Health Studies, varsity gymnasium, aquatic centre, fitness and weight centre and underground parking garage – are scheduled for completion in September 2009.

Queen's Alumni Review and Queen's Gazette

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Review and Gazette readers are invited to help us choose their favourite photo. Voting will take place June 7 to 30, 2008. Visit alumnireview.queensu.dollco.ca for full details.

The competition is open to all Queen's alumni, faculty, staff, retirees, and new grads (May or October 2008). Restricted to amateur photographers.

Categories:

- People
- Places
- Flora & Fauna
- Digital Illustration

Contestants are limited to one entry each per category.

For full details and to submit your entry, visit the Review digital magazine at alumnireview.queensu.dollco.ca

Winners will be announced and the winning photos published in the August 2008 issue of the Review and the September 8, 2008 Gazette.



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