



QUEEN'S GAZETTE

Nepal and federalism P9



Remembering Ian P3



EMBRACE YOUR CAMPUS



STEPHEN WILD

Witness this breathtaking view of campus down Union Street on Thursday, April 3 at noon when Doors Open Queen's presents a tour of Stauffer Library – from the very bottom to the top. And remember to bring along your camera! The Campus Community Appeal presents several tours over the next few weeks. Register online at adv.queensu.ca/events/doorsopen

Explore Queen's – from bottom to top

By CELIA RUSSELL

The doors are open – come on in. Over the next few weeks, many campus buildings, including some that are normally closed to the public, will open their doors to reveal some of the fascinating work taking place at the university.

Adopting the idea from Doors Open Ontario, Doors Open Queen's invites people to do something out of the ordinary on their lunch hour:

- take a look at the sun through a telescope at Queen's Observatory in Ellis Hall

- learn how steam tunnels work
- examine the two Rembrandts in the Agnes Etherington Art Centre
- watch as students work on Queen's solar vehicle in Beamish-Munro Hall
- explore the phytotron (climate-controlled greenhouse) in the Biosciences Complex
- see how actors play the part of patients at the Clinical Education Centre
- discover local geology at the Miller Museum of Geology
- learn more about the Ban

Righ Centre, Queen's home away from home for mature women students

- tour Stauffer Library – from bottom to top.

The series of free tours, plus a workshop on social and networking strategies are presented by the volunteers of the Campus Community Appeal, which has now reached 70 per cent of its participation goal.

The tours are a great way to see the sort of activities these funds support, says Lisa Drysdale, Annual giving officer for Parents, Faculty, Staff and Retirees.

"The work of Queen's is worthy of our support," she says. "We're encouraging people to register in advance, so departments have an idea of numbers so they can staff events appropriately."

To register, visit adv.queensu.ca/events/doorsopen

Drop-ins, however, are welcome, she says. Keep checking the website as more Doors Open events are added.

Learn how to better reach out and connect with others at a workshop entitled Knocking Down Silos with motivational

speaker Dave Howlett, on Monday, March 31 from 6:30 to 8:30 pm at the Biosciences Complex. Admission is free, but donations for Artsci ThankQ 2008 and the Campus Community Appeal will be accepted at the door. To register, visit adv.queensu.ca/silos

The campus community campaign aids the Queen's Annual Fund, which supports the most urgent, on-going needs of the university, such as student assistance, technology upgrades, student services, and library acquisitions.

Donors can also direct their See CAMPUS: Page 3

More donors help boost funding performance

By ANNE KERSHAW

As of the end of February, Queen's had exceeded last year's Annual Giving performance by \$1 million and is already at 91.3 per cent of this year's increased target of \$6 million, Principal Karen Hitchcock reported at the March 7 Board of Trustees meeting.

Equally impressive, she noted, is that Queen's participation rate has climbed 10.2 per cent, with almost 900 new donors.

"As you know, I have long believed that a program of Annual Giving can make a key difference in the financial health of an institution, providing that margin of excellence which positions an institution to attract other resources – both public and private," she said.

"Such increased engagement of alumni and friends of Queen's bodes well for the future growth of this critical part of our philanthropic strategies."

Dr. Hitchcock also pointed to the encouraging results in terms of overall fundraising.

"Preliminary results of total giving – cash and pledges – are significantly ahead of last year. Indeed,

we are already beyond the goal we established for 2007-2008."

Referencing the recently announced Trustee Challenge which saw board trustees donate \$60,000 to match the annual gifts of first-time donors, Dr. Hitchcock said, "Through your efforts and the dedication and professionalism of Vice-Principal (David) Mitchell and his team, we are beginning to see a difference."

The principal also highlighted the success on the research front, where Queen's saw the amount of awarded research funding increase by 23.5 per cent in the last academic year, even in a climate of extreme financial constraint for Canada's granting councils.

She attributed the strong showing to the "ongoing engagement" of faculty and "a testament to their excellence and competitiveness."

"Each and every day, members of our faculty engage in the painstaking process of research and scholarship, and do it at a level recognized as exceptional by their national and international peers... often involving our students – graduate, undergraduate and professional – and thus greatly en-

riching their classroom experience."

In her report, Dr. Hitchcock also addressed implications for Queen's of the recently tabled federal budget (as covered in the March 10 Queen's Gazette).

"At the top of the list of our strategic priorities is enhancement of our faculty ranks to ensure the quality of our undergraduate, professional and graduate programs."

Karen Hitchcock

The funding earmarked for post-secondary education in 2008-09 for the provinces and territories through the Canada Social Transfer, and increasing three per cent annually, "takes on tremendous significance," she said.

If enacted, Ontario universities

would see an increase in the order of \$210 million with, approximately, a \$12 million impact here at Queen's. The additional monies would enable Queen's to begin to "enhance substantially our programs in keeping with the strategic plan."

"At the top of the list of our strategic priorities is enhancement of our faculty ranks to ensure the quality of our undergraduate, professional and graduate programs. Ontario is currently experiencing a major increase in undergraduate applications given an increase in the 18-21-year-old population, as well as an increase in the numbers of Ontarians wishing to obtain a university degree.

"Both the new federal transfer funds and additional provincial investment will be necessary to meet enrolment demands while, at the same time, reversing the degradation of the student-faculty ratio which was 17:1 in 1988-89 and now stands at 26:1 province-wide. Such investment would clearly improve the quality of our teaching programs," Dr. Hitchcock said.

"We must do all we can to ensure that increased enrolment

demands do not trump this quality agenda so important to the competitiveness of Ontario universities. Both needs must be addressed."

In closing, Dr. Hitchcock referenced her recent announcement that she will stand for reappointment to a second term.

"I am committed to this institution and I am committed to the process which is currently under way. I wanted the board to know that I will continue to honour the process which has been put in place for reappointment."

For more news from the March 7 Board of Trustees meeting, see page 2.

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

Queen's News Centre

Update on Pension Committee governance

A consensus on some key governance issues was reached at the Feb. 26 Pension Committee meeting. There was agreement on the following key points:

1) The Pension Committee will be the only board committee accountable for pension matters, and will continue to report to the Board of Trustees. There will be no separate Board Advisory Committee. The Pension Committee will continue exercising its established mandate in regards to pension administration and investment policies.

2) Membership of the Pension Committee will change as follows:

The VP Operations and Finance and VP Human Resources, currently voting members, will now

become ex-officio non-voting members.

In place of these two positions, the board will appoint two additional representatives, bringing the number of board nominees to five representatives from three.

3) The total Pension Committee membership is unchanged at 11 voting members, and comprises: six employee representatives, four plan members presently employed at Queen's (two from academic staff and two from unionized and non-unionized staff) and two former employees who are retired and receiving a Queen's pension; five board nominees.

Key roles and responsibilities of the Pension Committee include:

- approval of actuarial (funding) reports
- statement of investment policies and procedures
- appointment of plan actuaries, custodians, and other service providers
- hiring and firing of investment managers

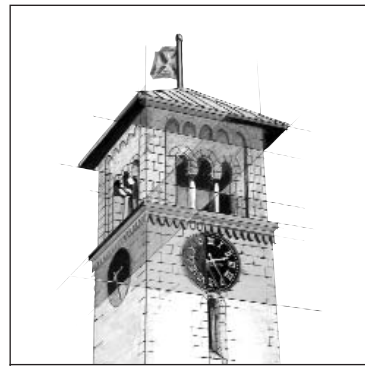
The list, while by no means exhaustive, is unchanged from the current mandate.

Actions in the short term, and possibly before the May 2 board meeting, will include creating a new constitution for the Pension Committee, and drafting guiding principles for committee members. These steps are part of a longer-term plan to create appropriate

governance policies and principles for the Pension Committee.

Bill Cannon, long-time chair of the Pension Committee and a professor in the School of Business, has agreed to remain in this key position, and will be an active participant in these deliberations. As drafts of key documents are prepared, they will be made available for review.

Those with questions about this update are asked to contact Bill Cannon at wcannon@business.queensu.ca, Vice-Principal (Operations and Finance) Andrew Simpson at vpof@post.queensu.ca or Vice-Principal (Human Resources) Rod Morrison at morrison@queensu.ca for more clarification.



QUEEN'S GAZETTE

Editor

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

Editorial Assistant/Writer

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

Senior Communications Officer

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

Communications Coordinator

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

Director of Communications and Public Affairs

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

Advertising Coordinator

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

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

Queen's News Centre:
www.queensu.ca/newscentre

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Noon editorial deadline: **Apr. 7**

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Ad artwork deadline: **Apr. 16**
Noon editorial deadline: **Apr. 21**

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

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HARD-WORKING WORMS



WENDY LU

Tim Philpott, Enviro/HR Manager at the Tea Room shows off some of the hard-working inhabitants of the Tea Room vermicomposters. The vermicompostor tours were part of Queen's Earth Week activities March 17-20, presented by students and campus environmental organizations.

BOARD IN BRIEF

Notes from the March 7 meeting

Former Queen's Chancellor Peter Lougheed will be the 2008 recipient of the John Orr Award, Chair Bill Young reported to the Board of Trustees. Mr. Lougheed, a former premier of Alberta, will receive his award Nov. 15 in Toronto.

The university will consider measures to reduce energy after listening to a presentation by student Earth Hour representatives Cynthia Mitchell and Vivian Wong. The worldwide event takes place March 28 and involves communities taking measures to reduce energy consumption for one hour.

Pension committee report: The pension fund returned 3.7 per cent for the 2007 calendar year. In January, the global market plunged and the pension fund lost 3.8 per cent. For the first five months of the new plan year (Sept. 1, 2007-Jan. 31, 2008), the pension fund has lost 3.9 per cent. This is the first time in about five years that the fund is behind its benchmark, said Dr. Cannon, who attributed the result to the fund's three Canadian equity managers. "We are hoping to turn that around for the second half of the year."

While a new articulated constitution for the plan is a good thing, it will not solve or address the serious problems the university is facing with a growing deficit and increased funding pressures, he said. In addition the retirees' longevity is continuing to increase.

"The university has to sit down with the employee groups and renegotiate the benefits and the

contribution rates," said Dr. Cannon. "There is not a whole lot we can do by moving around the investments."

(For an update on the pension fund situation, see the article above.)

The board approved:

Additional planning funds of \$1.1 million to proceed with construction drawings for the Goodes Hall expansion project. The funding will be provided by the School of Business. The construction budget was subjected to a value engineering exercise and the entire budget is estimated to be \$36.5 million. An amendment to the spending policy for the pooled endowment fund, removing the spending cap which limits the payout increases from year to year at two times the increase in CPI over the prior year. A naming dedication in Macdonald Hall

The board ratified:

A Senate motion in support of teaching hospitals. Changing the Nabisco Professorship in Marketing to the Kraft Professorship in Marketing.

www.queensu.ca/secretariat



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

CANADIAN CLUB OF KINGSTON



Luncheon meeting: noon, Thursday, Apr. 10
"Freedom of the Press vs. Political Correctness"
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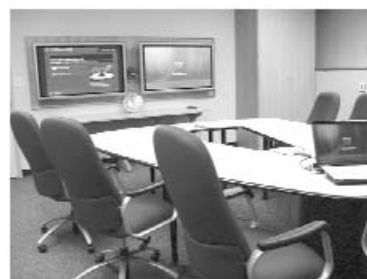
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A lasting tribute to a much-loved classmate

RAISING FUNDS FOR A MEMORIAL BENCH A TONIC FOR ACHING HEARTS

By KAY LANGMUIR

Many students at the School of Computing struggled to stay focused on their studies last fall after learning of the death of a much-loved classmate, but powerful grief became steely purpose as they rallied to create a lasting memorial to their friend.

On Thursday, a sizeable crowd will gather outside Goodwin Hall for the dedication of a bench in memory of Ian Van Toch, who died of a massive and unexpected heart attack at his parents' Toronto home last August. Mr. Van Toch, who had just graduated from the Biomedical Computing Program, was about to start graduate work at the University of Toronto. He was just shy of his 23rd birthday.

The story behind this gathering is one of a mass and spontaneous movement to raise \$5,000 in his memory, and how it spread like a benevolent virus. Finding a way to honour his memory was embraced as a tonic for aching hearts.

That campaign began when a faculty member told a student about a commemorative bench that had been installed years earlier in memory of another student who had died prematurely. The idea immediately caught fire.



COURTESY OF THE SCHOOL OF COMPUTING
Classmates and friends remember Ian Van Toch as someone who could light up a room with his smile.

Irene LaFleche, undergraduate program assistant in the School of Computing, immediately understood the grieving students' need to do something meaningful in response to a meaningless tragedy that had made them feel helpless.

The fund-raising campaign "was almost like a life raft," she says. "When you have a positive thing to focus on, it keeps you going. As they put their collective energies and love into one common goal, I watched them rise above the sorrow and the despair."

But the task was difficult. They needed to raise \$5,000 in just four

months – allowing the arrangements for the bench and commemoration ceremony to take place before the fourth-year students graduated.

A core group of student volunteers organized the fundraising and recruited others to help. They established a website, sent information to all of Ian's friends and family through Facebook, email and word of mouth. They organized a barbecue, wine and cheese reception, movie night, and a book sale to help raise money.

Ian's bench became the ThankQ2008 class gift from the

Computing students.

The campaign brought together, not only the Computing, but students from all faculties on campus.

"The success of Ian's bench shows the power of peer to peer campaigning," said Fanny Yuen, campaign co-chair.

"But a goal of \$5,000 in three to four months was incredibly daunting," says student organizer Krista Kostroman. "It amazed me how effortlessly my peers and Queen's faculty and staff came together and supported one another through this."

Often the people volunteering had not known Ian and his light-up-the-room nature, but heard of him through his friends or other members of the close-knit Queen's computing community.

Donations began coming in from students, faculty, staff, friends and family. They also came in from the university service Walk Home, where Ian had worked.

Alexandra Kelly, a member of Walkhome's executive, said staff were offered a week-long donation period where they could donate their hours to the bench, instead of being paid.

"New and old staff donated over \$1,200 towards Ian's memorial – a fact that blew me away, due to the fact that many of the people who donated never knew Ian," she said. Other donations came from people who had never met Ian but learned of him through others.

In the end, the students surpassed their goal and raised \$6,000,

allowing the additional money to be donated to Ian's favorite charity, the Toronto food bank, Second Harvest.

The other \$5,000 covers the cost of the metal bench, its commemorative plaque, its maintenance in perpetuity, and Thursday's dedication service and the reception following at the University Club.

These gatherings also provide another opportunity for people to come together in Ian's memory, Ms. Kostroman says, since not everyone was initially able to attend his funeral, although many did. Close to 100 people are expected to attend.

"It was their love for Ian, their hard work and their dedication that made this effort a huge success," says Ms. LaFleche.

Volunteer Iti Bansal said working on the bench campaign helped many students cope with a tremendous loss, and now the bench itself will continue to provide respite.

"I feel a great sense of accomplishment and comfort. It's really nice to know that there will now be something tangible there, something and somewhere that we can come to during our moments of emotional weakness – times when we really miss our great friend, Ian Van Toch."

The plaque in Mr. Van Toch's name bears one of the young man's favourite quotes – "Rise free from care before the dawn and seek adventures" – Thoreau.

www.cs.queensu.ca/ian

Campus

continued from page 1

gifts to a department or program of their choice – including making a gift in honour of a colleague. The campaign wraps up April 30. The goal this year is \$850,000. To date, 559 contributors have donated \$536,986. Every contribution makes a difference, says Ms. Drysdale.

A gift to the community appeal qualifies donors for a biweekly draw for prizes donated by the Kingston business and Queen's communities.

For a list of Doors Open Queen's events, see the Calendar on page 13 of this issue.

www.queensu.ca/community_appeal

NEWS and MEDIA SERVICES

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

A "taxing time" at the International Centre

By KAREN RICHARDSON

It's a busy time of comings and goings at the International Centre.

In addition to the usual pre-departure seminars for Queen's students leaving on exchange, staff at the centre are also running 14 tax clinics on campus for international students who are temporary residents from now until the end of April.

"We help about 250 people a year with their taxes," says Susan Anderson, Assistant Director of the International Centre at Queen's, who adds that they have a few dedicated volunteers from the Kingston community who help every year with the tax program.

Rather than providing a "tax service," the centre aims to teach people how to complete their own taxes.

Although students who have not worked are not obligated to file a tax return, they are encouraged to do so because they are eligible for the same tax credit as domestic students.

"Even a first-year student in residence will get \$127.50 from the provincial government plus GST of approximately \$200," says Ms. Anderson.

The number of short-term students who are at the university for reasons other than to get a degree has increased, and this affects the need for services at the centre, she says.

"The first impression will stay with them forever."

Susan Anderson

More than one-third of international students are exchange students, English-as-an-additional language students, visiting research scholars and visiting research students, or letter-of-permission students, (those who have been given permission by their home institu-

tion to study here for a year, and then count those credits back at home).

It's important that these short-term students get the support they need to be able to function at a high level very quickly, says Ms. Anderson. Some students come for one semester only instead of two. Some are here only for a few weeks.

It is also important to remember that many short-term students enter and leave the university at unconventional times, says Ms. Anderson.

"We think about the school year beginning in September, but for these people, it could begin in January or May," she says. "We have to remember that we can't make assumptions about the use of acronyms or the systems people are familiar with. We have to be in orientation mode all the time. We have to appreciate that when people come from outside of Canada to Queen's for a period of work or study, they get an impression of



KAREN RICHARDSON

Susan Anderson

who we are, who Canadians are, and what Canada is about. Then they go home. So I think we have quite a big responsibility actually. The first impression will stay with them forever."



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IN BRIEF



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Wallin to deliver Gow Lecture

Pamela Wallin, senior advisor on Canada-US relations to the President of the Americas Society and the Council of the Americas in New York, will deliver this year's Gow Lecture as part of the 2008 MPA Policy Forum, April 25-26.

Ms. Wallin will speak on Canada, No Longer a Spectator Nation: War- and Peace-Making in Afghanistan on April 25 at 5:30 pm.

Program details and registration information are now posted at: <http://www.queensu.ca/sps/> Click on 2008 MPA Policy Forum. The theme of this year's forum is Priorities and Transitions, with sessions on Canada-U.S. Relations under a New Administration; Balancing Environmental and Energy Concerns; Health Care and Reasonable Accommodation in Diverse Societies.

Linguistics expert to lecture

Giulio Lepschy, an internationally renowned scholar specializing in Italian linguistics and dialectology, will deliver a public lecture on Friday, March 28 entitled Translation, Metalanguage and Heteroglossia.

It takes place in room 414 Stirling Hall at 12:30 pm and all are welcome.

Memorial event set for former Art head

A memorial meeting for the late Kathleen Morand, a former professor and head of the Department of Art, will take place on Friday, May 2 at 5 pm in the atrium of the Agnes Etherington Art Centre. There will be several speakers as well as music, and refreshments will be served. All are welcome.

More help for campus infrastructure

Ontario will invest \$6 million to turn Botterell Hall into a state-of-the-art teaching facility with modern teaching laboratories for health sciences and medical program students.

"I am delighted that the government of Ontario is making this much-needed investment in our Faculty of Health Sciences," says

Principal Karen Hitchcock. "This will help us to provide the kind of facility necessary to train the next generation of health and medical professionals."

"Ontario's investment in Botterell Hall will ensure that students in eastern Ontario interested in the medical profession have access to the learning and research facilities

they need," says John Gerretsen, MPP.

The investment in strategic infrastructure also included funding for campus renewal projects. Queen's is receiving \$8.4 million to improve energy efficiency and campus safety and carry out a variety of infrastructure renewal projects.

The funding is part of the \$1.4-billion investment in strategic infrastructure announced in the province's Fall Economic Statement, which is designed to make Ontario's economy more competitive and stimulate job creation and growth across the province.

Funding helps professors to develop innovative teaching methods

By KAREN RICHARDSON

A "perk station" that will give students experience in computer-assisted surgery in an affordable and reproducible lab environment is one of six projects awarded funding through Queen's Teaching and Learning Enhancement grants.

Gabor Fichtinger, associate professor in the School of Computing, received \$3,000 to help build the station.

"Students will plan percutaneous (through the skin) surgeries based on medical imaging, perform the intervention on a non-biohazardous specimen, and evaluate their own performance relative to the surgical plan," says Professor Fichtinger, who teaches Computer-Assisted Integrated Surgery.

The station is adaptable for teaching computer-integrated surgery at all levels, from graduate students to high-school science classes and can be used in courses, student

fairs, open houses and outreach activities, as it is small and portable.

But the "apparent simplicity of the Perk Station should not belie its potentials in teaching and training medical professionals, particularly medical students and residents," says Professor Fichtinger. "There is a general misperception and under-appreciation among the public of the skills required for needle-based surgeries."

Building of the station will take place this winter, and it will debut in two courses this fall for undergraduate students.

This year's applications were focused on technology, says Andy Leger, Educational Developer at the Centre for Teaching and Learning at Queen's. Awarded annually, the grants are intended to encourage and support the activities and projects designed to enhance student learning.

The grants encourage professors

to "think differently" and get support for something they would not normally do, he says. "They were judged on the criteria that it was a new, innovative approach, with an evaluative/assessment piece attached, and the ability to be transferred to others at Queen's."

All of this year's applications were excellent and well thought out, says Professor Leger. However, the committee was challenged in wanting to support all the applicants and awarding sufficient funds with the \$9,980 available. The amount is small compared to other institutions across Canada, he says.

Departmental support is crucial, says Professor Leger.

"There needs to be departmental support for real innovation to occur, whether it's financial, time, or personal support."

Applicants can apply for any amount, up to a maximum of \$5,000.

Others receiving awards are:

- Margaret Harrison, Queen's Joanna Briggs Collaboration, School of Nursing, (\$1,300). Knowledge Translation Course.

- Mala Joneja, Internal Medicine, (\$1,300). E-Learning Modules for Resident Physicians relating to the CanMEDS Physician Competency Framework.

- Vladimir Kratky, Ophthalmology, (\$1,300). The Efficacy of a Video-based E-teaching Tool in Medical Student Education.

- Brian Frank, Electrical and Computer Engineering (\$1,780). The Assessment of Engineering Student Engagement and Development through Community Service Learning.

- Michelle Villeneuve, Rehabilitation Therapy (\$1,300). Exploiting the Potential for Complex Learning in an Adult Neurorehabilitation Course for MScOT Students.

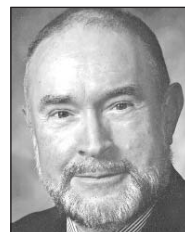
Daub, Fenlon recognized for community service

By LORINDA PETERSON

A long-serving faculty member and a Kingston businessperson are the 2008 winners of the Queen's University Alumni Association's awards recognizing outstanding contributions to Queen's and the Kingston community.

Merv Daub, a professor emeritus with Queen's School of Business, receives the 2008 Padre Laverty Award. Walter Fenlon of Assante Financial Management Limited, Fenlon Financial Division, receives the 2008 Jim Bennett Achievement Award.

A past member of the Kingston General Hospital and the Community Foundation of Greater Kingston, Dr. Daub is a former captain of the Queen's football team and an alumnus of Queen's Class of 1966. An economics professor for 31 years at Queen's School of Business, he has demonstrated leader-



Merv Daub

ship and commitment throughout his career. He chaired the building committee when the school relocated to Goodes Hall, and founded the popular annual

Queen's Business Forecast Lunch. "The Padre gave great service to Queen's, and was an institution, in his time," says Dr. Daub. "To be considered worthy of an award in his name, is a fine honour indeed."

Well known in Kingston for his strong leadership and involvement in the community, Mr. Fenlon co-chairs the Grand Theatre Restoration Fundraising Campaign and the Imagine Kingston Summit. He has also served on the board of the Community Foundation of Greater

Kingston. His long-standing support of local charities and important city initiatives such as the Market Square and the Kingston Regional Sports and Entertainment Centre has made his name synonymous with generosity and dedication.

"It is indeed a great honour to be the recipient of any award, but to be singled out amongst the many who work so hard to make this a more vital and caring city has been the furthest thing from my mind," says Mr. Fenlon. "Receiving this award and playing just a small part in our city of what Jim Bennett stood for and the love he had for his community is indeed gratifying and appreciated."

Inaugurated in 1967 as the Kingston Award, and renamed in 1991, the Padre Laverty Award commemorates the long and distinguished service of the first

University Chaplain, Padre A. Marshall Laverty. Presented for service to Queen's and the Kingston community, the award goes to an alumna/us, usually a Kingston-area resident.

Inaugurated in 1993 as the Kingston Achievement Award and renamed posthumously in 2000, the Jim Bennett Achievement Award commemorates the distinguished and dedicated service of the late Dr. Bennett to the university, to its students, and to the citizens of the greater Kingston community. It honours Kingstonsians who have made outstanding achievements in careers, sport, the arts, or volunteer endeavours.

Mr. Daub and Mr. Fenlon will receive their awards at the Padre Laverty/Jim Bennett Awards dinner, hosted by the Kingston Branch of Queen's Alumni Association on April 23 at Ban Right Hall.



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EUREKA MOMENT



STEPHEN WILD

Gary Wu (Chemical Engineering) presents a literature review of teacher and student perceptions on the integration of special needs students into the mainstream classroom at the Inquiry @ Queen's undergraduate conference held earlier this month in Stauffer Library. Mr. Wu's faculty supporter was Kevin Parker (Psychology). For an undergraduate participant's impressions of the second-annual conference, see Gemma Boag's Library Now column on page 7.

IN BRIEF

Faculty to address Royal Society meeting

Royal Society members representing a range of disciplines are scheduled to speak at the Royal Society of Canada Eastern Ontario Regional Seminar on Saturday, April 5.

At 10 am, Peter Davies (Biochemistry, Queen's) will speak on Surviving winter with the help of antifreeze proteins. At 11 am, Gerald Finley (Art History, Queen's) will discuss J.M.W. Turner and the Power of Light. At 2 pm, Thomas Hutchinson (Environmental and Resource Studies, Trent University) will deliver a talk entitled The challenge and danger of loss of genetic resources in modern agriculture. At 3 pm, István Anhalt (Music, Queen's) will speak about his musical composition, Twilight Fire.

The seminar takes place at the Agnes Etherington Art Centre on University Avenue. Members of the Queen's community are invited to attend any or all of the talks.

Please RSVP to either Michael Sayer, sayerm@physics.queensu.ca, 613-531-4853 or Pierre du Prey, pduprey@post.queensu.ca, 613-533-6000, ext. 77349.

Train Man comes to campus

A hopeless geek, a gorgeous woman, and a fast connection – could the Internet be his ticket onto the express train to romance?

The Japan Foundation, Toronto, The Consulate General of Japan and Queen's are pleased to present the Japanese movie *Densha Otoko* (Train Man) directed by Shosuke Murakami, Friday, March 28 at 7:30 pm at Etherington Auditorium, 94 Stuart St. Admission is free.

The story of *Densha Otoko* is about a geeky otaku who meets a girl on a train and posts an urgent query on the Internet – How do you talk to girls? What to wear on the first date? Where should they go?

The online response was overwhelming and the thread continued to grow along with their relationship. The film is based on a best-selling book by Hitori Nakano, which took Japan by storm. It also spawned a hit TV series.

www.japanfoundationcanada.org

Calling all triathletes

Think you have what it takes to be a triathlete? Queen's Triathlon is hosting a Spring Fling triathlon/duathlon on Sunday, April 6.

To participate, sign up online at <http://www.events.runningroom.com/site/?raceId=3542>

The triathlon consists of a 750 m indoor swim, a 20 km bike ride and a five km run. The duathlon consists of a 5 km run and a 20km bike ride.

The run can be completed individually or as a relay team. Those interested in volunteering are asked to contact Queen's Triathlon for more information at queenstriathlon@gmail.com

University to undertake planning exercise as part of administrative systems change

By ANNE KERSHAW

During times of big change in the work place, it can be difficult to anticipate how employees will be affected, the kinds of questions and concerns that will arise, and what types of supports need to be put in place.

Even so, those responsible for implementing change must try their best to plan for all contingencies. And one key component of any complex change project is a communications plan.

That's why, as Queen's prepares to take the major step of introducing a new, university-wide administrative computing system, known as QUASR, it has simultaneously undertaken an intensive communications planning exercise.

"This is key to ensuring the successful implementation of a project and doing so with as little stress to university staff as possible," says communications consultant Rob Wood.

"A good communications plan will ensure that a project team looks carefully at the interactions, needs and concerns of individual audiences and users. Change can be stressful, so having reliable information provided in a timely manner helps a lot."

Queen's is currently in the process of selecting a software vendor for the project and will then focus on finding an implementa-

tion partner to work with the university on the software installation. Once an estimate of total project costs has been completed, a proposal will be brought before Queen's Board of Trustees for approval.

The university made the decision to replace the aging information technology systems in 2005 after independent advice confirmed that the viability of the current systems was limited to less than five years.

The new system is expected to save employees time and streamline paperwork by reducing duplication of data, providing 24/7 self-serve access, and improving data accuracy across university departments.

Queen's commissioned Mr. Wood, the president and CEO of Kingston's 8020Info Inc., to guide and coordinate communications planning in consultation with Marketing and Communications, Human Resources and QUSAR's Executive Steering Committee and Advisory Committee. Also directly involved in the development of the plan is Dave Hallett, associate director, Information Services with IT Services and QUSAR project leader.

"This process has been invaluable," says Mr. Hallett. "We have been systematically identifying all the 'key audiences' and their distinct information needs.

"The project, which focuses on financial, human resources and student services, touches almost everyone in the university community and involves countless distinct user groups, each with their own information, training and customer service requirements.

"This is key to ensuring the successful implementation of a project and doing so with as little stress to university staff as possible."

Rob Wood

"The communications plan will also pinpoint the most effective information channels for reaching the wide spectrum of audiences. These can range from word of mouth and standard office contact to user pre-training sessions and workshops, help desks, websites and Queen's Gazette articles."

The scope and nature of the project will undoubtedly present communications challenges, however.

"There isn't an easy match

between the university's organizational structure and groups of employees as defined by system use and their informational needs," says Mr. Wood. "What staff, faculty and students need to know will depend very much on how they make use of Queen's administrative systems rather than where they fit in the organization (and therefore within the existing communications structure).

"Administrative staff, for instance, may have more communication needs in common with their peers in other departments or faculties than they do with other nearby colleagues who use the system in different ways."

Another challenge involves managing expectations. "Some people expect a new computer system to solve all their problems or create unbounded opportunities. Others are extremely apprehensive about change," says Mr. Wood. "In this case, fortunately, the technology is proven and our goal becomes helping to ensure it is applied at Queen's in the best way to meet our own unique needs."

The detailed development of the communications plan began in January. A draft is expected to be completed by the end of this month. As with any complex, long-term project, the plan will be revisited and tweaked regularly over the months ahead.

VIEWPOINT

ELIZABETH MCDONALD



Creating a musical soundtrack for life

During key moments in our lives, we generally turn to music as an expression of our emotions. Music is a salve for our wounds, an antidote for our poisons, a celebration of our magic moments and a soundtrack of sorts to our inner dialogue. Can you think of Darth Vader without humming the foreboding music from John Williams' score? What about the Rocky theme or the Hockey Night in Canada theme? How would we identify our country at hockey games, the Olympics, international conferences or political gatherings without our national soundtrack, Oh Canada?

It was news to me this year when I started my teaching position in the School of Music that non-music majors had the opportunity to register for Applied Music (MUSC X24) as a non-degree requirement. More surprised was I still when the non-music majors assigned to my studio came from various programs, musical experiences and with very specific goals for their musical development. Finally, I continue to be thrilled with the level of commitment and work ethic they bring to their weekly private lessons.

What is the point of studying something so completely removed from one's major? What is the point of being an active participant in music making when being a passive listener is so much easier?

The first point can be summarized in one word: BALANCE.

One of the trends of the 21st century is the focus on health and wellness and preventive lifestyle choices. The term "balance" has become a buzzword of choice within this trend to promote everything from vitamin supplements to yoga practice to the movie *The Secret*. The search for a balanced life has led many to the study of music.

One of my current students expressed her reasons for studying singing very beautifully. She said, "Computing and Cognitive Science are really interesting and I love them. But they are very compartmentalized and algorithmic. Music engages a different part of my mind altogether. It is beautiful and intuitive and at times overwhelming... I think what I love about learning and performing music is that it involves such emotion and energy. Programming, you can do in a quiet room with a keyboard without really caring about it much. Music, you have to put yourself out there. I need that."

This particular student has identified what brings balance to her life. She has also explored a range of musical repertoire that appeals to her personal issues – a soundtrack of sorts for her busy academic life.

We gain more than just an emotional release from studying a piece of music. What are the practical applications? The answer is learning to FOCUS.

The opportunity to receive individualized attention from a master teacher on the instrument of your choice is an excellent opportunity to learn how to dissect a problem, create a plan of action and put that plan into play. While this skill is not exclusive to music study, the resulting emotional and artistic outcome is certainly unique!

Beyond focusing on the external issues of performing music are the physiological challenges. Learning to breathe, finding better vocal tone for your speaking voice if you are studying singing, practising better posture, becoming kinesthetically aware of your body and ultimately becoming a more confident person are all direct benefits. The ability to focus on a particular physical issue and troubleshoot a solution is a tool used by public speakers or someone engaging in an interview, for example. These skills translated into better presentations for a marketing executive I once taught who found it easier to connect with her breath and therefore present a more focused pitch to clients. For her, these tools were invaluable!

I extend an invitation to students, staff and faculty alike to explore new ways to discover personal balance and focus. Visit us at the School of Music and register for MUSC 124 for credit or explore the many private and group instruction opportunities through the newly formed Conservatory of Music. Isn't it time to create a soundtrack to your life?

Elizabeth McDonald is a professional opera singer and an adjunct lecturer in Voice at the School of Music.

These skills translated into better presentations for a marketing executive I once taught who found it easier to connect with her breath and therefore present a more focused pitch to clients.

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: APRIL 1970



GEORGE LILLEY

Charles Edwards, a Chemical Engineering graduate student (with microphone, centre) is questioned at a Senate meeting in Wallace Hall. For details, see below.

Letters

The Chuck Edwards incident

Two readers – retired professors Geoff Smith and K.E. Russell – identified graduate student Charles (Chuck) Edwards as the central figure in the March 10 Queen's Flashback photo (reprinted above).

Professor Emeritus Russell, who was at the event, told the Gazette that this photo was taken at a Senate meeting in Wallace Hall in April 1970. Mr. Edwards (holding the microphone in the centre), was a graduate student in Chemical Engineering. He had accused his supervisor of forcing him out of his doctoral program because of his political activities, and had gained the sympathy of a large number of students. Earlier meetings of Senate in the Collins Room in Richardson Hall had been adjourned after intervention by friends of Mr. Edwards. An open meeting with the opportunity for a wide audience to participate was judged necessary to defuse tensions. Security was also a factor in the choice of venue. On the motion of Jeffrey Simpson (now political columnist for the *Globe and Mail*), Wallace Hall, with 45 AMS constables in attendance, was chosen over Grant Hall and Leonard Hall.

Mr. Edwards was strongly censured by Senate for failing to use the available channels of redress but grievance procedures at Queen's underwent a major re-examination following the incident.

Professor Smith, who taught in the Department of History and the School of Physical and Health Education, also identified the late Terry O'Hara, one of the leaders of the Free Socialist Movement (FSM) at Queen's, in the photo (facing camera, far right, with glasses). He recalls having Mr. O'Hara, who went on to become a successful lawyer, and his friends in his first class at Queen's in 1969.

Says Professor Smith, "The group did not like my reading list – too conservative they said. So, I told them to bring their own list, and the class would discuss it next time. They did, we discussed it for 45 minutes, and then the class

voted 17-4 against the free socialist movement. Terry stayed in the class, the rest of the group left. Geoff Smith, 'too conservative.' Amazing."

Celia Russell
Editor

Tuition bursary article misleading

I am responding to the article entitled "New funding supports international graduate students" (March 10, page 3).

The text almost suggests that there is no longer a meaningful difference in funding and tuition between international and domestic graduate students. It states, "as a result, all international graduate students pay the domestic tuition level during each of their funding eligible years of study." Unfortunately, this information is incorrect.

A quick calculation shows that the sum of graduate tuition and mandatory fees for one year is \$6,007.75 for domestic students and \$12,204.76 for international students. The \$5,000 International Tuition Award (ITA) is of course very helpful. Yet, it falls about \$1,200 short of covering the difference. The expected rise in graduate tuition of 4 per cent and 8 per cent, percentages that will result in higher absolute increases for international students, will widen that gap to \$1,400 for continuing students and more than \$1,600 for incoming students. On a funding package of \$18,000, that is a significant amount of money.

All this is not to say that the ITAs are not a significant help; they most certainly are. It is, however, incorrect to present this as if the financial situation of domestic and international graduate students is now more or less equalized.

If the School of Graduate Studies and Research wants to keep attracting international students, and if the university wants to make "Engaging the World" into something more than a nice slogan, both will have to acknowledge the additional financial challenges

international students face, not only in the form of higher tuition, but also, for example, due to ineligibility for major sources of external funding.

A significant step could, for example, be the abolishment of both the ITAs and the differential tuition.

Ralph Callebert
PhD History (first year)
and international student

Dean responds to bursary concern

Allow me to thank Ralph Callebert for his thoughtful letter responding to the recent Queen's Gazette article.

Let me first recognize Mr. Callebert's essential point, that there is a difference in the amount of funding available to international student and tuition. At the same time, there is no question that the International Tuition Award program, which was introduced in September 2007, has been an important step in our commitment to our international students.

This award reduces all incoming new-to-program international student tuitions by \$5,000, bringing their tuition level close to that of domestic students. The program has been extremely successful and recognized by faculty and students as one of the single greatest factors in both attracting and retaining international students. These students contribute to the very essence of Queen's, providing skills, expertise and knowledge for fellow students and researchers.

While the ITA program is a step in the right direction, I recognize that our international students still face financial difficulties. I am committed to continuing our work together so that we may deepen our ability to attract and support international students, all of whom are a vitally important part of our community.

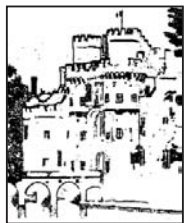
Janice Deakin, Ph.D.
Associate Vice-Principal and
Dean, School of Graduate
Studies and Research

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.

Jousting and foot races

CASTLE DANCES TO A
DIFFERENT TUNE WHEN
THE STUDENTS GO HOME



DAVID BEVAN

Notes From Herstmonceux

Although, of course, the Castle at Herstmonceux is primarily the International Study Centre of Queen's in the UK, it is also much more than that. The need to maximize revenues from every possible source to deal with the huge fixed maintenance costs of such a place, as well as the appropriate commitment to a sympathetic stewardship of reasonable public access to what remains, after all, a famous British castle, require that all parts of the operation function as fully and as dynamically as possible throughout the entire year. For some 38 weeks, over four terms, everything revolves around the student community and program. But, for the other 14 weeks... the castle and estate dance to a very different tune, as the audience changes and changes, sometimes daily.

The gardens and grounds are justifiably famous for both the splendid Elizabethan, Rose, Shakespeare, Butterfly and Japanese Gardens, as well as the daffodils, bluebells, azaleas, rhododendrons which, as the seasons move forward, frame and populate the hundreds of acres of extensive woodlands. Usually, from about Easter until the end of October, these are open to the public – although the castle generally remains closed as long as there are classes in progress.

At different times of the year, beyond the normal flora display, the gardens and grounds become a favoured location for a myriad of activities. In recent times, a variety of motor clubs – Porsche, Jaguar, MG, Morgan etc – have had their annual gatherings here; cycle and foot races pass through. Other,

more corporate events, such as product launches or customer appreciation gatherings, will see champagne and strawberries being served on the lawns. In late July, a "Beating the Retreat" ceremony sees one or other British regiment performing its annual presentation of its colours to the Queen's (Elizabeth's not Kingston's) representative, in front of an audience of military and civic dignitaries. It is often enriched not only by brass and pipe bands, but by a line-up of WW II vehicles, cadet displays or a squad of Gurkhas rappelling (carefully!) down the front of the castle. Last year, a Promenade Concert on the Cricket Field saw more than 2,000 people enjoy the tradition of British pomp and circumstance music following the always nostalgic flypast by veteran Hurricanes and Spitfires. This year, the gardens and grounds will host an exhibition and sale of magnificent African stone sculptures, as well as, a month or so later, an ambulatory medieval presentation by itinerant musicians of "Midsummer Madrigals."

But, undoubtedly, the most extensive and popular summer event on the estate – since the very inception of the ISC – remains the Medieval Festival, the largest in Britain, and possibly in Europe. For three days in late August, re-en-

actors from across the UK and Europe come together here, some 2,000, to prepare camp in medieval tent villages – heraldic pennants flying – around the grounds. They vie with each other for every detail of the historical authenticity of their set-up and costume; they establish their campfires, their craft workshops, their stalls, their communal ale tents; they put on sieges, battles, parades, jousts, skill-at-arms tournaments, falconry displays; wandering jesters and minstrels entertain everywhere. Weather permitting, some 12 to 15,000 visitors will come to marvel at this extravaganza in any particular year.

The castle, too, attracts large numbers of different events each year once the students have left... It is, not surprisingly given its extraordinarily photogenic nature, an endlessly favourite wedding location – with two or three ceremonies and/or receptions, in the Ball Room, the Chapel, the Elizabethan Room, the Courtyard, sometimes taking place on the same day. At other times, the various reception areas of the Castle host concerts, conferences, seminars, reunions, antique and/or craft fairs, Christmas business lunches, award ceremonies, as well as a multitude of other activities.

So... still, most definitely, Queen's University's castle in England, operating always, first and foremost, in line with the international study centre vision and mission it has had since first donated by Drs. Alfred and Isabel Bader some 15 years ago; an exquisite and historic ensemble that also brings pleasure each year, across a broad spectrum of initiatives, to tens of thousands of local and international visitors – who are *not* students...

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

An undergraduate voice

The second-annual Inquiry@Queen's Undergraduate Research Conference marked a significant milestone for 80 undergrads from several schools and faculties across Queen's. For many of them, it was their first opportunity to deliver a formal presentation in a scholarly conference setting.

Presented by the I@Q Organizing Committee, which consists of representatives from the Queen's Learning Commons, Centre for Teaching and Learning, faculty and students, the conference took place in the Queen's Learning Commons in Stauffer Library on March 6 and 7. It was created to stimulate and showcase inquiry-based learning at Queen's. Although some participants presented topics based on current or past courses, many focused on extracurricular projects associated with summer jobs, internships, or general personal interest. The conference opened with a talk by David McDonald, director of Global Development Studies, on Research as Activism. Not only did attendees hear about many interesting topics, they also had the opportunity to engage in discussion with students and professors from different departments.

As one of the presenters, I appreciated the opportunity to deliver a formal academic presentation to a group of people from diverse subject areas. Although I have presented at student-organized conferences before, this was different. While I aimed to deliver a meaningful academic presentation that illustrated the work I have covered in my senior thesis project, it was a challenge to for-



GEMMA BOAG

Library Now

mulate it in a way that would be interesting and informative to people unfamiliar with my subject area. With physics majors talking to art history students and psychology undergrads discussing with budding economists, participants had a chance to inquire with each other in a truly multidisciplinary fashion. All the presentations were well-received, which really helped to build confidence for the first-time presenters. This is a valuable opportunity for students thinking of pursuing graduate work.

One of the reasons why the conference is important is that it provides recognition for the work of undergraduate students. Students recognize that rigorous academic assessment is a critical component of undergraduate education; good grades and positive feedback from professors are often seen as the most direct reward for the hours invested in course work. But the Inquiry@Queen's conference provides students who are genuinely interested in a specific issue or topic with a real opportunity to share their ideas and findings with a

wider audience. It can be fulfilling in an entirely different way.

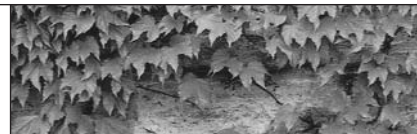
Some people might think an undergraduate conference would not be as sophisticated or cutting-edge as a conference featuring established professors who are leading figures in their field. But we all have to begin somewhere, as those professors once did.

The conference is well supported by offices, faculties and departments throughout the university, including the Vice-Principal (Academic), Research Services, Faculty of Arts and Science and the Queen's Alumni Association. Several faculty members participate as supporters of student research and session moderators, showing that there is significant interest in undergraduate research. The School of Graduate Studies and Research had a display at the conference, and the Natural Sciences and Engineering Research Council of Canada (NSERC) sponsored some presentation and poster prizes. It's nice to see that these organizations value and support undergraduate research and inquiry.

If you work with undergraduate students who have expressed interest in topics beyond the scope of their courses, please encourage them to think about participating in Inquiry@Queen's. To learn more about the Inquiry@Queen's Undergraduate Research Conference (or the forthcoming I@Q e-journal for undergraduate research and inquiry), visit www.iatq.ca

Gemma Boag is a fourth-year medial student in Global Development Studies and Political Studies.

UNIVERSITY ROUNDUP



Deans speak out against sexism

The deans of Canada's two largest medical schools are calling for an end to the "sexist blame game" that suggests an increase in female doctors will only fuel a doctor shortage, rather than help. They were responding to the 2007 National Physician Survey, which reports that 55 per cent of new doctors under 35 years old are female. Some have said that female doctors work fewer hours than older male physicians. Carol Herbert (Schulich School of Medicine & Dentistry) and Catharine Whiteside (University of Toronto's faculty of medicine) say the shortage should be attributed to enrolment cutbacks in the early 1990s.

The Canadian Medical Association Journal, March 11 and the Toronto Star, March 11 and 13

Interpreters in demand

The University of Alberta and Lakeland College are launching a new program to train sign-language interpreters, in response to heavy demand. The program will begin in the fall this year, and will be the first of its kind in Alberta and the fifth in Canada. Demand for interpreters is driven by several factors, including an increase in the number of deaf students attending regular schools and universities.

The Globe and Mail, March 13

The next best thing to being there

A growing number of students are favouring flexible distance education over lecture halls and labs due to the growth of new technology. The executive director of the Canadian Virtual University, (a consortium of 13 Canadian universities offering online and distance-ed courses), estimates that registrations have increased by 10 per cent each year since the consortium's launch in 2000, reaching some 150,000 course registrations in 2006. Athabasca University in Alberta, Canada's leading distance-ed and online university, has seen its enrolment double over the past six years to about 32,000 students. Quebec's Télé-université, or Téléuq, part of Université du Québec à Montréal, has experienced a 35-per cent jump in the same time period, to about 20,000 students.

University Affairs, April 2008

B.C. presidents go green

University presidents from across British Columbia have signed a Climate Change Statement of Action committing their institutions to a leadership role in reducing emissions of greenhouse gases. "It is important, as institutions of higher learning and research, that we lead by example in addressing the challenges of climate change," says University of British Columbia President Stephen Toope. "Our actions will also help Premier Campbell achieve the ambitious targets he has set for the province."

University of British Columbia website, March 13

Older really means wiser

Older adults now comprise a rapidly increasing number of university students in many countries around the world. They also outnumber younger people in many colleges offering post-secondary training and life-skills courses. There are many reasons adults return to the classroom or the lecture theatre, including occupational reasons, the prospect of a new adventure in learning, or the joy of discovering something new. In South Africa, there is a huge demand for basic skills; in Greece, adult education centres and second-chance schools are thriving and distance learning students enter a lottery for places; in Australia, the number of old-timers outweigh those who leave school in the demand for higher education; and the EU is stepping in to make sure that a statistical framework will foster the growth of life-long learning.

University World News, March 18

Immigrants better educated

Newcomers to Canada bring with them a level of education that exceeds that of the general population, according to the 2006 census released recently. Close to one-third of immigrants are university graduates, compared with 23 per cent of the general working-age population. Those numbers also show a huge jump in qualifications of the newest arrivals, with more than half of those who came to Canada between 2001 and 2006 holding a university degree. At more advanced levels, the gap is even wider. Immigrants now account for close to half of all those in Canada who hold a PhD and 40 per cent of those who have a Master's degree.

The Globe and Mail, March 5

No expulsion for Facebook student

Chris Avenir, the first-year engineering student at Ryerson University who has made international headlines for his role in moderating a Facebook study group, received official word last night that he will get zero for the assignment in question and a disciplinary note on his file, but will not be expelled. The student's involvement in the study group has set off an international debate about the difference between online collaboration and old-fashioned cheating. Ryerson quite rightly notes that the word "Facebook" created immense buzz around the case, and reiterated the university's commitment to online technologies and distance learning.

The Globe & Mail, March 18

Compiled by Karen Richardson

Helping reduce food insecurity in African cities

SARC-LED PROJECT TO DEVELOP TRAINING, ADVOCACY PROGRAMS

By NANCY DORRANCE

Determining how the HIV/AIDS epidemic increases food insecurity in African cities – and what can be done to reduce the chances of this happening – is the focus of a new, international Queen's-led project.

Both Canadian and Southern African expertise will be used in developing new training programs and in policy advocacy around this crucial issue.

Funded by the Canadian International Development Agency (CIDA), the \$3-million, five-year project is headed by Global Development Studies professor Jonathan Crush, who is director of the Southern African Research Centre. Queen's was one of four successful applicants in the recent CIDA-funded Tier One University Partners in Cooperation and Development competition.

"It is heartening to see support directed to such worthwhile causes that will enhance the ability of South African educational organizations to address regional needs, and ultimately improve the quality of life for those in the region," says Vice-Principal (Research) Kerry Rowe. "We are extremely proud that researchers at Queen's are securing the financial support required to lead the way on these collaborative projects."

Associated mainly with rural areas until now, food security is rapidly becoming a critical urban development issue in a region cur-



STEPHEN WILD

Global Development Studies professor Jonathan Crush (back row, far right) meets with Canadian and African university partners in Cape Town to plan the Urban Food Security Project.

rently experiencing unprecedented urbanization and the highest rates of HIV/AIDS in the world, notes Dr. Crush. The new project aims to establish a sustainable African centre of excellence in urban food security at the University of Cape Town, including a network of organizations committed to enhanced food security for the urban poor and HIV/AIDS-affected households.

The researchers will look at the relationship between food supply, access and distribution amongst the urban poor in 11 African cities.

A key research question will be how the HIV/AIDS epidemic increases food insecurity and what policy measures might be adopted to reduce vulnerability to both.

"The impact of the HIV/AIDS epidemic on urban livelihoods and food production, distribution and access has been catastrophic," says Dr. Crush.

"By focusing local and international attention on this critical development challenge and building local capacity to manage food insecurity in African cities, Queen's is

helping to play an important role in rolling back some of the worst aspects of the pandemic."

Researchers will work with universities in eight African countries (with University of Cape Town as the lead African partner), several major non-governmental organizations including Care International and two regional networks of municipal officials: the South African Cities Network and the Municipal Development Partnership of Eastern and Southern Africa.

Researchers from Queen's,

including both faculty and graduate students, will work with African partners on food security issues, while scholars from African universities will spend time at Queen's. Undergraduate students at Queen's may apply for internships through the Department of Global Development Studies.

Also involved with the project are researchers at other Canadian universities including Western, Calgary, Guelph and Ryerson.

www.queensu.ca/sarc

Workplace bullying worse than sexual harassment: study

By NANCY DORRANCE

Those who are bullied in the workplace appear to suffer more than employees who are subjected to sexual harassment, says professor of Business Julian Barling.

This unexpected finding comes from a new study he conducted with Sandy Hershcovis, a PhD graduate from the Queen's School of Business who is currently on faculty at the University of Manitoba.

The researchers reviewed the results of 110 studies conducted over the past 21 years. They looked at workplace aggression, which includes bullying, incivility and interpersonal conflict and sexual harassment. In the latter category are gender harassment, unwanted sexual attention and "quid pro



Julian Barling

quid" harassment: the extortion of sexual cooperation in return for job-related considerations.

Surprisingly, employees subjected to workplace aggression were more likely than victims of sexual harassment to leave their jobs and to have a poorer sense of well-being. The study also showed less job satisfaction and fewer satisfying relationships with their superiors among workers who were bullied.

One possible explanation for these findings is that sexual harass-

ment victims, who now have the backing of legislation aimed at preventing and punishing those responsible, may perceive they have a stronger "voice" to respond, suggests Dr. Barling, an expert in labour relations and organizational behaviour. "Employees are more able to seek recourse by filing a complaint with management or grieving to a union, allowing a perception of personal controllability."

Non-violent forms of workplace aggression are generally not illegal, however, and employees feel they must fend for themselves if they experience such acts. This lack of societal denunciation of aggression diminishes the employee's ability to change, reduce, or eliminate the negative act.

Another reason workplace aggression takes a special toll on victims is its concealed and insidious nature, says Dr. Barling.

"Sexual harassment generally involves direct behaviours, such as gender-related jokes, unwanted touching, or unwanted requests for dates."

In contrast, workplace aggression, in addition to acts such as name calling and yelling, often involves hidden acts, such as withholding resources, failing to correct false information, or ostracizing a target. While the victim of such behaviors can perceive these acts, confirmation or validation by others may be more difficult.

Also, as sexual harassment becomes increasingly unacceptable,

victims may be more likely to assign blame. Victims of workplace aggression – not normally viewed as an illegal act – may be more likely to suffer in silence, fearing they are imagining such behaviours or are responsible in some way for being targeted.

There is no intent to downplay the seriousness of sexual harassment compared to workplace aggression, the researchers say.

"What our study shows is that – due to its relative invisibility and comparative lack of a legitimate social voice – the impact of workplace aggression may be greater on employees, who must either exit the organization or endure intolerable behaviours," says Dr. Barling.

SNOLAB physicist searches for building blocks of dark matter

By LORINDA PETERSON

SNOLAB, the underground research facility that has evolved from the Queen's-led Sudbury Neutrino Observatory, is about to inherit one of the world's most exciting research projects when it comes to understanding dark matter and the nature of the universe.

Phase two of the international Cryogenic Dark Matter Search (CDMS) experiment, called SuperCDMS, will move from the Soudan Underground Laboratory in Minnesota to the world's deepest underground laboratory near Sudbury.

"One of the most compelling problems of modern cosmology is that we don't know what it is that makes up most of the matter in the universe," says Physics professor Wolfgang Rau, the only Canadian researcher on the current international CDMS experiment.

CDMS has recently come closest

to detecting the interaction of dark matter particles with ordinary matter. However, the search is hampered by cosmic radiation, which can produce similar signals in the germanium detectors and make distinction difficult if there are too many of them.

Being two kilometers underground, SNOLAB is more than twice as deep as the lab in Soudan, providing a much more efficient filter against this radiation.

Moreover SNOLAB is the only large underground laboratory in the world which will be run as a whole "clean lab" filtering all dust from the air that would also be a source of interfering radiation.

Scientists believe that weakly interacting massive particles (WIMPs) could be the building blocks of dark matter, which constitutes 85 per cent of all matter in the universe. Passing through us at billions per second, WIMPs are not usually

perceptible since they seldom interact with normal matter.

Theory suggests these interactions occur as rarely as a few times per year in a five-kilogram germanium detector.

If, however, a WIMP does collide with an atomic nucleus in one of the germanium crystals, it puts the crystal into vibration like a little hammer ringing a bell.

No WIMP has rung the bell yet but our results demonstrate the impressive potential of this technology and bring us one step closer to solving the dark matter mystery, says Dr. Rau.

Determined to put more bells out there for the WIMPs to ring, the CDMS team plans to increase the detector mass from its current five kilograms to 25 kilograms in the SNOLAB phase of the experiment, at the same time improving the technology to take best advantage of the increased mass.



Wolfgang Rau



Troy Day, Canada Research Chair in Mathematical Biology, has received a 2008 E.W.R. Steacie Memorial Fellowship.

CELIA RUSSELL

Day awarded prestigious Steacie Fellowship

By NANCY DORRANCE

An expert in modeling the transmission and evolution of infectious diseases such as SARS and avian flu is one of six outstanding Canadian university researchers to receive a 2008 E.W.R. Steacie Memorial Fellowship from the Natural Sciences and Engineering Research Council (NSERC).

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

Along with recipients from the University of Ottawa, U of T, Guelph, Université de Montréal and University of Alberta, Dr. Day will receive funding enabling him to pursue his research full-time. The universities receive a salary contribution to fund a replacement

for the Fellows' teaching and administrative duties for two years.

Most emerging diseases in people, such as SARS and avian influenza, arise from cross-species transmission of an infectious agent to humans. For this to spark a substantial outbreak, there is usually some level of evolutionary adaptation by the infectious agent to the new host. "But not all cross-species transmission leads to such adaptation, followed by outbreaks," explains Dr. Day. "We are attempting to predict the kinds of cross-species infections that are most likely to give rise to evolutionary adaptation."

His Steacie research will include the development of models to predict the evolutionary consequences of pharmaceutical interventions, such as vaccines. The goal is to develop a model that can be applied to diseases for which the in-host information is not available.

"Every disease is different in terms of how these things work

out," says Dr. Day. "The challenge is to try and fit that into your predictive scheme in some way."

In 2005, Dr. Day was named the winner of the prestigious Steacie Prize, presented annually to a young scientist or engineer for outstanding research in Canada.

"I am delighted with the success of our faculty in competing for these highly competitive and prestigious fellowships," says Vice-Principal (Research) Kerry Rowe. "The financial support provided by this two-year fellowship will grant Dr. Day the freedom to pursue his fundamental research in mathematical biology, and accelerate his already promising research program."

NSERC is a federal agency that promotes discovery by funding more than 11,000 university professors every year and fosters innovation by encouraging more than 1,400 Canadian companies to participate and invest in university research projects.

www.nserc.gc.ca/steacie

Power-sharing expert named to new UN team

Peace envoys managing complex negotiations around the world can now call on the advice of a new international mediation team.

John McGarry, a leading international expert on power-sharing and different forms of autonomy, has been selected as part of the United Nations (UN) Mediation Team.

"It is quite an honour to be given this opportunity, and it would seem to fit nicely with Queen's mission to engage the world," says Dr. McGarry, professor of Political Studies and Canada Re-



John McGarry

search Chair in Nationalism and Democracy.

With a particular interest in ethnic conflict, Dr. McGarry has appeared as an expert witness in the United

States Congress and also mediated in state-minority negotiations. His work is also recognized as having been influential in the 1998 Belfast Agreement in Northern Ireland,

particularly in the area of policing reform.

The five-member UN Mediation Team can be deployed separately or as a group to current UN envoys, political and peacekeeping missions in the field and to regional organizations working closely with the UN in conflict resolution. Its members have agreed to serve for one year.

"What we are trying to do in this process is to make sure that not only do we carry out the Secretary-General's efforts to be there fast in mediation and to be there very

quickly on the ground when we're asked by Member States or regional organizations, but also to make sure that we'll be there with the very best expertise that's available anywhere in the world," says top UN political official, Lynn Pascoe, Under Secretary-General for Political Affairs, who announced the new team at a recent news conference.

The five members were selected from more than 400 candidates, including 42 nominated by different UN member states. It was organized in response to the UN General As-

sembly's call for a stronger UN role in using diplomacy to prevent conflicts from escalating into larger and more costly tragedies.

The team consists of specialists in different areas of conflict prevention, with Dr. McGarry serving as Senior Expert on Power-Sharing. The other members of the team are Joyce Neu (United States), Team Leader, Jeffrey Mapendere (Zimbabwe), Security Arrangements, Patrick Gavigan (United States/Ireland), Transitional Justice and Human Rights and Andrew Ladley (New Zealand), Constitution-making.

Former principal lends expertise to Nepal

Ronald Watts, Principal Emeritus and Fellow of the Institute of Intergovernmental Relations and Fellow of the International Forum of Federations, has recently returned from a visit to Nepal, where he participated in discussions about creating a federal system there.

Nepal is currently in a state of transition. In April 2006, mass protests in which at least three to four million Nepalis, in a nation of some 25 million people, took part, marked the beginning of a transition to a new Nepali democratic state. This had followed a decade-long tumultuous period characterized by an insurgency carried out by the Communist Party of Nepal-Maoist. As the result of a peace agreement in 2006, there has emerged a broad consensus on the conversion of Nepal from a unitary political system to a more inclusive democratic federation. Currently, campaigning for elections to be held on April 10 for a Constituent Assembly to draft a new constitution, is under way.

To assist the process, the United Nations Development Programme (UNDP) and the German Foundation GTZ organized a workshop, Feb. 26-29, for leading Nepali political leaders and academic figures to consider the issues that the Constituent Assembly will need to address in establishing a federal system. Leading roles in the workshop were played by Professor Yash Ghai of the UNDP and Professor Watts. The workshop considered

issues involved in the transition from a unitary to a federal political system that the Constituent Assembly will need to address.

Nepal is currently in a state of transition.

These included such topics as the distribution of legislative and executive powers and financial resources between federal and provincial governments, the nature and structure of the central institutions, the number, size and homogeneity of the constituent units, the constitutional safeguards for minorities, the conditions necessary to make federalism effective, and the appropriate processes of decision-making within a constituent assembly. To these discussions, Professor Watts was able to bring information on the experience elsewhere of some two dozen federations.

In addition to the workshop, Professor Watts also had meetings with the Prime Minister, the Chief Justice, the Foreign Secretary, the Secretary of the Ministry of Peace and Reconstruction, the Judicial Committee on Federalism of the Supreme Court, and the Nepal Bar Association.

The Khatmandu Post also published on March 10, the transcript of a lengthy interview with Professor Watts.

FLYING HIGH



KAREN RICHARDSON

The Queen's Tricolour flies atop one of two cranes at the Tindall Field parking project on Union Street next to Mackintosh-Corry Hall.

IN BRIEF

Food security in Kingston's north end

A graduate student research team from the School of Urban and Regional Planning will present results and recommendations from a project assessing responses to poor food access in the Rideau Heights area on Tuesday, March 25.

The presentation will take place at Rideau Heights Community Church, 183 Weller Ave. from 12:30 to 2 pm.

Issues of food security received high profile in the local news when the Kingslake Plaza IGA on Division Street closed in December, 2006.

For more information, contact Jakob Van Dorp, project manager, 5djjvw@queensu.ca 613-583-3528.

Focus on knowledge management

Fulbright scholar J.C. Spender, a world-renowned expert on strategic management, will be visiting the Monieson Centre in the School of Business from March 24-April 18. He will be holding office hours by appointment. On Wednesday, April 22 at noon, he will present a seminar entitled A New View of Knowledge Management.

Those wishing to meet with Dr. Spender during this time to discuss research issues or his seminar, please contact Maureen Boisvert at mboisvert@business.queensu.ca or by phone at ext. 32350.

Experts address workplace aggression and political spin in U.S. Presidential candidate speeches

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

March 4 - 17

Globe and Mail

Bruce Gilley (Political Studies) – The Chinese leadership race.
Ned Franks (Political Studies) – The process of moving legislation through the House of Commons.

Toronto Star

Julian Barling (Business) – Mental and physical fallout from sexual harassment and workplace aggression, also in the Chicago Tribune and in a Canadian Press story picked up by the Vancouver Province, Peterborough Examiner, Prince George Citizen and Simcoe Reformer.

Peggy Cunningham (Business) – Marketing and the societal demand for unhealthy food products.

Arthur Sweetman (Policy Studies) – Expansion of the temporary foreign worker program in Ontario.

Don Stuart (Law) – Possible legal implications for spreading false news.

National Post

Raymond de Souza (Economics) – Recently released census data on Canada's labour force.



Barling

Beach



Bland

Cunningham



Franks

Gilley

Ottawa Citizen

David Skillicorn (Computing) – Computer software that analyses political spin in U.S. presidential candidates' speeches, also on CBC-Radio's The House.

Ned Franks (Political Studies) – Private member's bill that would make RESP contributions tax deductible, and Harper government's response to the Gomery report, also in the Montreal Gazette.

Doug Bland (Policy Studies) – Opinion piece on Canada's role in Afghanistan.

Tom Courchene (Economics) – Ontario's long-term financial problems.

Kingston Whig-Standard

John Molloy (PARTEQ) – Queen's-developed solar hot water heating system that is now being sold across North America.

Preston Schiller (Urban and Regional Planning) – Recently released census results listing Kingston as one of Canada's top pedestrian commuter populations.

Shai Dubey (Business) – Opinion piece discussing the reasons for and against volunteering for not-for-profit organizations.

David Walker (Health Sciences) –



Mueller

Schuklenk



Stuart

Walker

Ontario's plan to address a sustained doctor shortage.

Philip Jessop (Chemistry) – Development of an economical and environmentally friendly way to separate oil from sand in the Alberta oil sands.

Television

Thorsten Koepl (Economics) – Inflation pressures in Canada and around the world in a live interview with Business News Network's SqueezePlay.

Helen Driver (Medicine) – The recent time change and how it affects sleep, on Global TV Toronto.

Other

Udo Schuklenk (Philosophy) – Opinion piece urging Canada to follow the lead of France and Spain

and implement an opt-out system for organ donation, in the Vancouver Sun.

Richard Day (Sociology) – The long-term negotiations under way in Caledonia and Six Nations over unresolved land claims, in the Hamilton Spectator.

Robin Reesal (Psychiatry) – The use of antidepressants to treat clinical depression, in the Calgary Herald.

Charles Beach (Economics) – Recently released census data on Canada's labour force, on CHUM Radio Kingston and on FM 96 in Kingston.

Timothy Smith (History) – The municipal elections in France, in the Vancouver Sun.

Christopher Mueller (Biochemistry) – The link between stress and breast cancer, on Toronto's CityNews.ca.

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Retaining our international graduates

The onset of the much-anticipated baby boomer retirements, broadening labour market shortages and a dramatically decreasing domestic birth rate have collectively raised fundamental questions as to who has the knowledge, skills, and experience needed to ensure that Canadians continue to enjoy a sustainable high quality of life over the next 20 years.

Driven by the fundamental mandate to secure the country's future, and informed by recent Statistics Canada reports, federal and provincial government ministries have been quick to identify the need for a significant increase in the numbers of highly skilled and professional immigrants as the potential component of the labour force. This could shoulder much of the responsibility for Canada's continued economic growth and social and cultural diversity. Various new programs and redesigned agencies have been mobilized to foster a significant increase in the numbers of new immigrants. And, although in its early stages, technical assistance and significant resources have been made available to assist new immigrants with transitioning their education and professional credentials from their country of origin successfully through the gate-keeping process managed by the professional associations in Canada.

Recent investments in this new wave of immigration have, for a variety of reasons, overlooked the significant, untapped potential of international students who have successfully completed their programs of study in Canadian colleges and universities. With about 30,000 international students graduating each year from our post-secondary institutions, this diverse group of talented, Canadian educated, graduates already has the credentials and range of experience that many new immigrants have yet to acquire and toward which the Canadian government is making significant new investment. International graduates already speak at least one of the two official languages, are familiar with Canadian culture and have established Canadian social networks. Many have worked already on campus during the academic year or the summer.

Having already developed these linguistic and social skills, found in the literature to facilitate transitioning from the country's labour force to another, why are international graduates being ignored or worse literally ejected from the country by the federal government?

"Why do you send me back home when you are advertising for new immigrants to come?" was the primary student lament reported in the study Northern Lights: International Graduates and the Canadian Labor Force (2007). The study employed multiple methodologies (a web-based survey, focus group interviews, and individual interviews) to broadly engage more than 1,000 international students completing post-secondary programs in all regions of Canada, representing a wide variety of disciplinary backgrounds, and originating from more than 125 countries. The point of access to this diverse student population was through the International Student Advisors at the 21 participating colleges and universities. Funded by the Canadian Council on Learning, Northern Lights focuses on the experiences of international students who have recently graduated or will soon graduate from a Canadian college or university. The aim of the study was to understand, from the perspective of the international students/graduates, their individual and collective experience with (1) choosing where to live and work after graduation, and (2) negotiating the transition from education to employment, in Canada and elsewhere. A brief review of the study's findings follows.

More than two-thirds of the study's participants reported they would leave Canada rather than attempt to apply for a postgraduate work permit or for immigration. An analysis of various types of data provided likely explanations for this exodus.

A great many international graduates reported having compelling reasons to leave Canada including the attractiveness of well-paying jobs, a positive, welcoming government attitude, and a certain level of comfort with the



SHERYL BOND
Expert Outlook

"culture-fit" that awaited them in their countries of origin and as offered by other highly competitive countries that currently recruit international graduates globally.

There is no coherent Canadian policy on international education and this fosters serious inconsistencies and "mixed signals" among ministerial announcements, the text of official government web sites, and the documents provided to students when they first apply for a Student Visa. Not only are students, college and university advisors, and ministerial officials confused by these mixed signals, so are most Canadian employers who consistently report not being prepared to assume the risk associated with hiring an international graduate, even if s/he is the most outstanding candidate for the job. If large and small corporations are unclear about whom they can and cannot hire and under what conditions, why should international students prepare a strong resume only to be rejected? This uncertainty about what Canada offers graduates has contributed to the rapid increase in the numbers of international students, particularly those completing programs in the college sector, who believe they must hire an immigration lawyer if they are to have any chance of staying in Canada after graduation.

The damage such mixed signals have on the Canadian labour market was widely reported by Canadian employers attending the CACEE conference last June at Queen's. Nearly everyone believed international graduates to be "off limits." To make their point clear, during the presentation of my paper on the preliminary findings

of this study, I was directed to look at the Citizen and Immigration Canada website. The particular page directed at students stated graduates could apply for a one-year (if working in large urban centers) or two-year (if working outside these large urban centers) work permit. But, with a quick click of the mouse, on the same site but on the page directed to employers, the statement on hiring international graduates was quite the opposite; international graduates were not eligible to work in Canada.

Participants in the survey and in the interviews gave compelling reasons for returning to their country of origin. The students spoke of the attraction of living in one's own cultural space where being different is not an everyday issue with which to live. A degree from a Canadian institution was also reported to have "real value" back home and helps ensure these graduates would have access to status positions and good incomes. None of these advantages was associated with remaining in Canada.

Students and graduates from India and China expressed their anticipation of being able to go home and take advantage of booming economies.

More than two-thirds of the study's participants reported they would leave Canada rather than attempt to apply for a postgraduate work permit or for immigration.

Not all participants, however, came from countries experiencing such growth. For these graduates the decision to return home was more pro-social, based on a commitment to nation building. A bit surprising was the finding that very few students spoke of missing family as the motivating force in their decision to leave.

What has not been captured by this snapshot of findings is a significant gender effect found among several elements of the survey and the interviews.

For example, women were much more likely to self-identify as world sojourners than men, who were much more likely to report wanting to return home than go to a third country after graduation. This finding runs counter to much of the literature on why international graduates return home. It might be explained to some extent by another finding in our study: Women reported being systematically discriminated against by the federal government's current immigration policy that gives preferential treatment to graduates from engineering and science.

What about Canada's appeal to international graduates? Canada is a "very attractive place to live"... "a safe country without civil strife or war"... "a good place for women and minorities"... "its physical beauty is unsurpassed, and its peoples most warm and welcoming." The participants made a clear distinction between the goodness of the people and the landscape and the government, which they view with frustration, suspicion, even sadness. When it came to deciding in which country the participants wanted to live and work, nearly two thirds reported they would be leaving Canada for the United States.

What can Canada do if it wants to retain international graduates? We asked the participants, "If you had five minutes with the Prime Minister, what would you say?" The list of actions the Prime Minister should take was consistent, clear, and convincingly argued.

Until the government takes a close look at the problems the lack of a coherent policy has generated for employers and for these talented young minds, Canada will continue to be left out of the top 10 destinations of choice for the globally mobile of the world.

Sheryl L. Bond is an associate professor, Cultural and Policy Studies in the Faculty of Education. This article is reprinted from Embassy Magazine.

"Zooming out" to new careers in business, science

In their previous careers, it was highly unlikely that Marie-France Héту, a plant molecular biologist, and Hassan Jaferi, a computer engineer, would have crossed workplace paths.

Dr. Héту, who recently completed her PhD in plant biology at

Queen's, spent much of the past several years in a genetics laboratory, looking at X-ray films for small differences in gene expression levels in plants.

In his four years at the Canadian Patent Office, Mr. Jaferi engaged in a different kind of scrutiny, apply-



MARY ANNE BEAUDETTE

Hassan Jaferi and Marie-France Héту: A wider lens on scientific discovery



MARY ANNE BEAUDETTE
'TEQ Talk

ing his BAsC in examining prior art for patent applications in electrical and computer engineering technologies.

Now, despite their seemingly divergent backgrounds, these two science graduates work together as technology analysts at PARTEQ Innovations.

Both say they were lured to their positions at PARTEQ by a desire to "zoom out" of their highly focused areas and apply their expertise through the broader lens that is offered by technology commercialization.

For Dr. Héту, the career change was an opportunity to apply her molecular biology expertise in assessing life sciences discoveries

brought to PARTEQ, while simultaneously exploring a new world of market research and commercial need for those discoveries.

"The commercialization aspects are a totally new area for me," she says.

The diversity is appealing to her. One day she may be assessing the market for treatments for stroke; the next she may be assisting a researcher develop a discovery in microfluidics. Immersion in the business side of science will, she hopes, ultimately steer her into a managerial role in the science sector.

Mr. Jaferi's path to PARTEQ was a little more circuitous. His experience in the Canadian Patent Office, coupled with entrepreneurial ambitions, led him first to a Masters in Space Management with the International Space University in Strasbourg, France and a four-month internship at the European Space Agency's technology incubator in the Netherlands.

"While I was there I was able to use the knowledge acquired in the Patent Office to help incubator tenants with patent searching, because the initial step of commercializing is to show the technology is novel - that's a key piece of the

process," he says.

But it was the pull of the rest of the process that led him to PARTEQ.

"In commercialization, intellectual property protection is only part of the challenge. There's finding out what problems need to be solved, as well as marketing, company management and interacting with industry. Being able to branch off into those areas - that's what appealed to me. It enables me to do a lot of different things in a computer-related environment."

Mr. Jaferi's recent responsibilities include helping a Queen's graduate student develop a promising new application for Radio Frequency Identification (RFID) systems.

The career change was a good one, he feels. "Coming to PARTEQ was the best decision I made in my life. With its feet in both the science and business camps, PARTEQ offers the best of both worlds."

Hassan Jaferi is carrying out his commercialization responsibilities with a lighter head, having donated his hair to Cuts for Cancer last week. Mary Anne Beaudette is manager of communications at PARTEQ Innovations.

For the Record

Submission information

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

Appointments

Staff Appointments

(Posted March 7 and 21 on www.hr.queensu.ca)

Technical Administrative Assistant 2008-004
Physiology
Pamela Armitage, (eQUIP Task Force)

Senior Secretary, PhD, Research MSc program 2008-045
School of Business
Stacie Hall (School of Business)

Administrative Coordinator, Grades 2008-029
School of Business
Jennifer Walsh

Senior Campaign Coordinator 2008-019
Office of the Vice-Principal (Advancement)
Withdrawn

Senior Budget Clerk, Account Administration 2008-022
Financial Services
Andrew Beckett (Financial Services)

Student Support Assistant 2007-241
School of Medicine – Undergraduate Medical Education
Corinne Wickham

Student Support Assistant 2007-241
School of Medicine – Undergraduate

Medical Education
Hayley Zomer

Secretary/Receptionist 2008-023
Centre for Teaching and Learning
Jennie Hill

Senior Network Communications Technologist 2008-026
Information Technology Services
John Luney (Information Technology Services)

Accounting Assistant 2008-040
Financial Analysis and Budget
Seymone Armstrong (Health, Counselling and Disability Services)

Office Assistant 2008-038
Office of the Vice-Principal (Academic)
Melanie McCormack

Awards and Grants

Respiratory disease research

Applications for the William M. Spear Endowment Fund for Pulmonary Research and the Richard K. Start Memorial Fund can be submitted until Monday, April 7. Grants will be awarded between \$20,000 to \$30,000. The fund was established through a bequest from the late William M. Spear, M.D. 1927, in memory of Bruce Hopkins, a well-known Kingston physician dedicated to the treatment of lung disease. For details, visit www.queensu.ca/vpr/sources/internal.html.

Nominations, Graduate Supervision

The School of Graduate Studies and Research provides the 2008 Award for Excellence in Graduate Supervision to recognize outstanding

supervisors who demonstrate excellence in advising, monitoring and mentoring graduate students through their training. Excellence is judged on the quality of supervision and mentorship in facilitating the acquisition of skills and resources needed for the student to succeed as a scholar and professional. Characteristics include availability, timeliness and quality of guidance and feedback, responsiveness to student needs, and enthusiasm for the pursuit of knowledge. The supervisor must promote timely completion of the thesis and encourage the career development of the student through the provision of leadership and support in academic matters such as publishing, presenting and applying for funding. Preference will be given to faculty members who have displayed sustained mentorship activity for many years. For further details and a nomination form, visit the School of Graduate Studies and Research website at www.queensu.ca/sgs

Deadline: Monday, April 28, 4:30 pm.

Principal's Development Fund 2008/09

Principal Karen Hitchcock invites applications to the Principal's Development Fund:

Category A: International Programs
A-1 International Visiting Scholars (Open Competition) \$50,000
A-2 International Visiting Scholars from Major Institutional Partners * \$20,000
A-3 New International Research Collaborations \$20,000

For the above categories, faculty members are invited to submit an application and budget to the dean of their faculty by April 25. Applications will be considered for visits during the 2008-9 academic year. Funding decisions will be announced in late June. Guidelines and application forms (including budget forms) are on the Principal's Office website at www.queensu.ca/principal under "Funding Opportunities."

A-4 Relationships with Major Institutional Partners * \$25,000
For the above category, applications should be made directly to the Office of the V-P Academic at any time during the 2008-9 academic year.

* Major Institutional Partners are

defined as: Fudan University, Shanghai, China; University of Western Australia, Perth, Australia; University of Otago, Dunedin, New Zealand; University of Cape Town, South Africa.

Category D: Visiting Scholars Program \$50,000

Applications for support of Visiting Scholars may be made to a fund apportioned to and administered by the deans of schools and faculties. Apply directly to the appropriate dean. For details, see "Funding Opportunities" at www.queensu.ca/principal (An invitation for applications for funding under Categories B and C of the Principal's Development Fund was made earlier this year.)

Committees

Directorship, Centre for Teaching and Learning

Principal Karen R. Hitchcock announces the membership of the committee to advise her on the present state and future prospects of the Centre for Teaching and Learning and its leadership. E. Joy Mighty has agreed to consider a second term, should it be the wish of the university community.

Members are: Caroline Baillie, Chemical Engineering and DuPont Canada Chair in Engineering Education Research and Development; Patrick Deane, Vice-Principal (Academic) – chair; Terrence (Terry) Hong, graduate student, School of Kinesiology and Health Studies; Andy Leger, Centre for Teaching and Learning; Matthew Lombardi, undergraduate student; Kathy O'Brien, Office of the Vice-Principal (Academic) – secretary to the committee; David Rappaport, Associate Dean, School of Graduate Studies and Research; Tom Russell, Faculty of Education, Queen's Chair in Teaching and Learning; Gurjit Sandhu, Office of the University Advisor on Equity; Gordon Smith, Associate Dean, Faculty of Arts and Science; Peggy Watkin, Associate Secretary of the Senate and Secretary of University Council.

University community members are invited to comment on the present state and future prospects of the centre and on its leadership. Deadline: Monday, March 31. Submit letters to

Patrick Deane, Vice-Principal (Academic), Room 120, Dunning Hall or via email at vpacad@queensu.ca. Respondents should indicate whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

Human Resources

Employee Assistance Program

For off-campus professional counseling, 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 staff job postings, visit www.hr.queensu.ca. The site is updated weekly on Fridays.


Nominations

Head, Physiology

Applications from internal Queen's candidates are invited for the position of head of the Department of Physiology in the Faculty of Health Sciences. The department is searching for an outstanding academic with proven administrative experience and strong leadership skills. The successful candidate will draw on strong interpersonal and organizational skills to develop and manage teams that will foster excellence in research and teaching at all levels of graduate and undergraduate education within the department and throughout the School of Medicine, the Faculty of Health Sciences, and the Life Sciences/Biochemistry program.

Only tenured and continuing members are eligible to serve as heads of department. For candidates whose primary unit is other than Physiology, written confirmation will be required from the head of their primary unit indicating support for the application and acceptance of the resource implications.

Send applications and nominations to Dr. D.M.C. Walker, Chair of the Search Committee, c/o Mrs. Gail Knutson, Faculty of Health Sciences, Macklem House, 18 Barrie Street, Queen's University, Kingston, Ontario, K7L 3N6. Electronic




THEOLOGICAL COLLEGE

THE 2008 DONALD MATHERS MEMORIAL LECTURESHIP

Thursday, March 27, 2008 • 7pm
OPEN PUBLIC LECTURE
Stirling B Queen's University
(seating is limited to 150)

Constructing, Understanding, and Controlling Religious Diversity in Canada Today



Peter Beyer, Professor,
Department of Classics and Religious Studies
University of Ottawa

Peter Beyer is professor of religious studies (sociology of religion) at the University of Ottawa, and president of the Canadian Society for the Study of Religion and the vice-president of the International Society for the Sociology of Religion. He is currently completing a major research project on the religious expression of second generation Muslim, Buddhist, and Hindu immigrants in Canada.

Sponsored by Queen's Theological College in conjunction with the Department of Religious Studies, Queen's University at Kingston

www.queenstheologicalcollege.ca



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submissions can be forwarded to gail.knutson@queensu.ca. Interested applicants are to include a cover letter summarizing their leadership and administrative experience and vision for the future of the department, a curriculum vitae, and the names and contact information of three referees. Nominations are to include a brief rationale for suggesting the individual. Review of submissions will commence in early April 2008.

Volunteers

Summer staff needed

Future Quest, a summer experience for youth aged 14-17 at Queen's Theological College, is looking for volunteers who have completed one year of university or college and are willing and interested in working on a program that encompasses religious diversity. Volunteers will work between July 27 and Aug. 8. Preference is given to applicants with water safety certification of bronze medalion or higher, youth-work, or camping experience. Deadline: Thursday, March 27. For details and applications, visit www.futurequest.ca, or contact Barb at 613-533-6690 or by email atbarbara.adle@queensu.ca.

Calendar

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

MARCH/APRIL

S	M	T	W	T	F	S
23	24	25	26	27	28	29
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19

Submission Information

The deadline for the April 14 issue is at noon on Monday, April 7. 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

Tuesday, March 25

Queen's Campus Community Appeal

Doors Open Queen's launch. Buildings open their doors to reveal the fascinating work being accomplished at the university. Many sites are normally closed to the public. Visit adv.queensu.ca/events/doorsopen for listings of participating sites and times. The first five participants to arrive at each location receive a free gift.

Queen's Observatory, Ellis Hall, noon – 1:30 pm.

Wednesday, March 26

Music

MUSC153 concert. Queen's composition students present a concert of their works. 120 Harrison-LeCaine, 7:30pm. Details: 613-533-2066 or music@queensu.ca

Thursday, March 27

Doors Open Queen's Agnes Etherington Art Centre. View two of six Rembrandts in Canada, noon. For details, visit www.aeac.ca or contact Pat Sullivan,

ext. 77053, email pat.sullivan@queensu.ca
Queen's Observatory. Special faculty and staff family night, 8-10 pm. Observe Mars, Saturn, the Orion Nebula, double stars, star clusters, and more. For info visit observatory.phy.queensu.ca or contact Terry Bridges, ext. 32722, email tjb@astro.queensu.ca

Policy Studies

W. Ulysses Currie, Alberta Employment, Immigration and Industry. Title TBA. 202 Policy Studies, noon. Details: sps.events@queensu.ca.

The Donald Mathers Memorial Lectureship

Peter Beyer, University of Ottawa. Constructing, Understanding, and Controlling Religious Diversity in Canada Today. Stirling B, 7 pm. Sponsored by Queen's Theological College in conjunction with the Department of Religious Studies, queenstheologicalcollege.ca.

Art

Exhibition opening, Macdonald Stewart lecture

Palladio in Print: An Exhibition of Books from Queen's Library and Private Collectors, recognizing the 500th anniversary of the birth of Italian architect Andrea Palladio (1508-1580). W. D. Jordan Special Collections & Music Library, Douglas Library, second floor, 4 – 5:30 pm. Followed by the Biennial Macdonald Stewart Lecture on Venetian Culture at 6 pm by Tracy E. Cooper, Temple University, Philadelphia. Chernoff Auditorium, Bader Lane. A copy of her recent book, *Palladio's Venice*, is on display in the exhibition until it closes Oct. 31. Details: 613-533-2839, jordan.library@queensu.ca.

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.

BFA Select: Atrium. To March 30.

Dramatic Turns: Narratives of Change in European Painting. Bader Gallery. To Dec. 29.

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

Carole Condé and Karl Beveridge: Working Culture. The Davies Foundation, Contemporary Feature, and Frances K. Smith Galleries. To June 8.

New Acquisitions: Works on Paper. Premiere series. Samuel J. Zacks

Gallery. To April 6.

Work in Progress banners: The history of women's work since 1895. Carole Condé and Karl Beveridge: South-side lamp posts on Union Street between University Avenue and Barrie Street. To June. www.aeac.ca

BLUE RED BLUE:

A Swamp Ward Window project by Ted Rettig and curated by Jocelyn Purdie, Queen's. 448 Bagot St., daily 7-9 pm. To April 30. For details contact: 613-545-9421.

Union Gallery Stauffer Library, first floor.

Main Gallery: Contaminations: An exhibition by BFA students Chrissy Poitras and Klaudio Shita. Reception to meet artists on Thursday, March 27 at 6 pm.

Project Room: The Nephrology: An exhibition by local artists Paul Reynolds and Rebecca Soudant. uniongallery.queensu.ca

Friday, March 28

Doors Open Queen's Clinical Education Centre. The centre prepares future and practising health-care providers in medicine, nursing and rehabilitation therapy. See how actors are trained to play the part of patients. Louise D. Acton Building (South of Botterell Hall on George St.), noon – 1:30 pm. Details: gwec.queensu.ca or contact Cheryl Descent, ext. 78087, email grossc@queensu.ca.

Music

Winners of the Queen's School of

Music's 2008 Concerto/Aria Competition present solo performances. 120 Harrison-LeCaine, 12:30 pm. Details: 613-533-2066, music@queensu.ca.

Music

Queen's Symphony Orchestra, directed by Gordon Craig. Grant Hall, 7:30 pm. \$6 adults, \$3 students and seniors, at the door.

Spanish and Italian

Giulio Lepschy, University of Reading. Translation, Metalanguage and Heteroglossia. 414 Stirling,

Continued on page 14

student affairs

career services

Gordon Hall, 74 Union Street 613.533.2992 careers.queensu.ca

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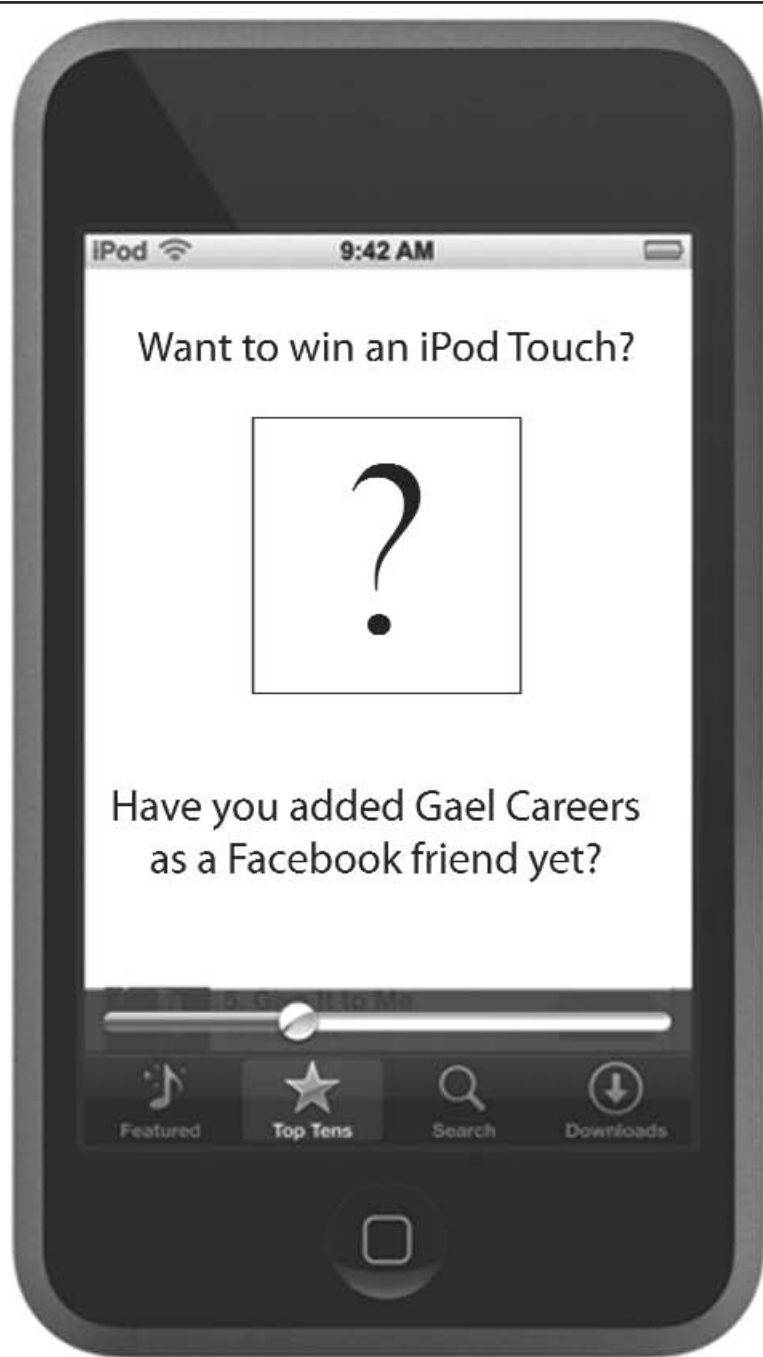
Deadline: Friday, March 28th

Contest is open to Queen's students, staff and faculty.

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ANTI-RACISM AND THE END OF INNOCENCE



STEPHEN WILD

Daniel Yon of York University delivers the keynote address at the second annual anti-racism conference presented by the AMS group Committee Against Racial and Ethnic Discrimination (CARED) earlier this month in room 202 Policy Studies. Professor Yon spoke on *The Fact of Blackness in a Culture of Whiteness: Some Notes on Anti-Racism and the End of Innocence*. Other speakers included Principal Karen Hitchcock and Irène Bujara, director of the Queen's Human Rights Office and the University Advisor on Equity. Rector Johsa Manzanilla moderated a panel discussion entitled *Ending Racism at Queen's and in Canadian Society: How should an anti-racist initiative take a united front?* Participants included Diversity Advisor Barrington Walker and Associate Vice-Principal and Dean of Student Affairs Jason Laker.

12:30 pm. Details: Laurie Young, ext. 79094, yongla@queensu.ca.

Saturday, March 29

Music
Queen's Choral Ensemble, directed by Mark Sirett, St George's Cathedral, 7:30 pm. \$10 adults, \$5 students and seniors, at the door.

Saturday, March 29 and Sunday, March 30

Music
Kingston Symphony presents *Aspects of Love*, featuring percussionist Adam Falconi, winner of the 2007 Queen's University Concerto/Aria competition. Kingston Gospel Temple, 2295 Princess St., 2:30 pm. Tickets at the Grand Theatre Box Office, City Hall, 613-530-2050 or online at grandtheatre-kingston.com. Details: Alyson Cranshaw, 613-546-9729, acranshaw@kingstonsymphony.on.ca.

Monday, March 31

Queen's Campus Community Appeal

Dave Howlett, leader, motivator and teacher. *Knocking Down Silos*. Improve your social and networking abilities with strategies on how to reach out and connect with others. Monetary donations to ArtSci ThankQ 2008 and the Queen's Campus Community Appeal accepted at the door. Open to students, faculty, staff and Kingston business community members. Space is limited; register online at adv.queensu.ca/events/silos. Details: Ruth Wanemacher, ext. 75987, email wanememb@queensu.ca or Lisa Drysdale, ext. 75137 email lisa.drysdale@queensu.ca.

Did you know...that we've got two great new events for faculty and staff?

**"It's not WHAT you know,
or WHO you know,
but WHO KNOWS YOU."**

Knocking Down Silos

by Dave Howlett,

leader, motivator and teacher.

Sharpen your networking skills and learn to communicate effectively with anyone!

Monday, March 31st

6:30-8:30 p.m.

Biosciences Complex, 1st floor.

Free admission, with contributions accepted at the door for the ArtSci ThankQ and Queen's Campus Community Appeal 2008.

Limited seating; register at <http://adv.queensu.ca/events/silos>

**KNOCKING
DOWN
SILOS**



classof2008.ca

Doors Open Queen's

Did you know?

You can see the sun, climb the roof and rock the campus!

Spend your lunch break opening doors across campus to discover the hidden treasures of

Queen's

Visit <http://adv.queensu.ca/events/doorsopen> for a listing of sites and times during March and April.

Admission is free. Bring your camera!

Presented by the volunteers of the Queen's Campus Community Appeal 2008.

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www.queensu.ca/communityappeal



Stephanie Milligan
BA CLU CFP

**CERTIFIED
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Many women avoid financial planning.

Now is the perfect time to think about your financial future.

A new study reveals that many Canadian women are disinterested and unprepared when it comes to their financial futures.

The annual TD Waterhouse Female Investor Poll found that 70% of women surveyed aren't interested in investments and financial markets or sticking to a financial plan.

Even so, most are worried about their finances and need a plan for unexpected events in their lives, such as divorce, death of a spouse, serious illness or disability.

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

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

The most effective strategy is to invest now and invest often, so your investments have time to grow.

It's simple. Take a look at this chart:

<i>If you start saving...</i>	<i>By age 65, you could have...</i>
\$50 PER MONTH AT AGE 45	\$26,046
\$50 PER MONTH AT AGE 25	\$131,241
\$100 PER MONTH AT AGE 45	\$52,093
\$100 PER MONTH AT AGE 25	\$262,481
\$200 PER MONTH AT AGE 45	\$104,185
\$200 PER MONTH AT AGE 25	\$524,963

For more information or to discuss your financial future please contact Stephanie Milligan, Certified Financial Planner at

**1-888-679-1112 or
stephanie.milligan@cogeco.ca**

Tuesday, April 1

Doors Open Queen's Queen's University Phytotron. Did You Know? Our climate-controlled greenhouse contains more than 150 tropical, sub-tropical and Mediterranean plant species, including orchids, palms and bananas! Learn about the various roles plants play in our society, and some of the plant research conducted here at Queen's. Biosciences, noon – 1:30 pm. Contact Dale Kristensen, ext. 36151, email drk1@queensu.ca.

Music

Queen's Jazz Ensemble, directed by Greg Runions. Local high-school jazz musicians perform an opening set. Grant Hall, 7:30 pm. \$6 adults, \$3 students and seniors, at the door.

Education

William Egnatoff, Queen's. Neighbours in Peace Education: Sierra Leonean-Canadian Collaboration In Conflict Transformation. Vernon Ready Room, Duncan McArthur Hall, 3:30 – 4:30 pm.

Wednesday, April 2

Graduate Studies in Education Symposium

Towards a Global Community: Theoretical and Practical Perspectives on Education. Warren Crichlow, York University, guest speaker. Duncan McArthur Hall, 1–6 pm. Wine and cheese to follow. Register by Wednesday, March 26 at educ.queensu.ca/~gses. Details: gses.register@gmail.com.

Music

MOSAIC concert, featuring students enrolled in electro-acoustic composition courses. 120 Harrison LeCaine, 7:30 pm.

Thursday, April 3

Doors Open Queen's The Miller Museum of Geology. Geology of the Kingston area exhibits, the new mineral gallery, rocks, fossils and more. Miller Hall, noon – 1:30 pm. Info at <http://geol.queensu.ca/museum/> or contact Mark Badham, ext. 36767, email badham@geol.queensu.ca.

Music

Queen's Polyhymnia, directed by Aurora Dokken. Grant Hall, 7:30 pm. \$6 adults, \$3 students and seniors, at the door.

Friday, April 4

Music
Music West Concert. Kingston Baroque Players. St. Andrews by the Lake United Church, 7.30 pm. Tickets \$15/12 for students/seniors, available at the door or contact 613-389-8082.

Music

Student Chamber Ensembles, School of Music, perform a lunchtime concert. 120 Harrison-LeCaine, 12:30 pm. Details: 613-533-2066, music@queensu.ca.

Saturday, April 5

Royal Society of Canada Eastern Ontario Regional Seminar 2008. Featuring Peter Davies, Gerald Finley, Thomas Hutchinson, István Anhalt. Agnes Etherington Art Centre, beginning at 10 am. RSVP to sayerm@physics.ca, tel: 613-531-4853.

Tuesday, April 8

Doors Open Queen's The Ban Righ Centre. Did you know? Every day, the Ban Righ Centre is a home away from home for mature women students who strive to realize the goal of a university education.

Come and learn more about this valuable program that is touching the lives of our families, friends and neighbours. 32 Bader Ln, noon – 1:30 pm. Details: queensu.ca/dsao/ind/banrigh or contact Barbara Schlafer, ext. 74931, email schlafeb@queensu.ca.

Doors Open Queen's

Steam tunnels. Did You Know? Steam tunnels run below and across campus. Fleming Hall. Meet at the front door of the Campus Bookstore, noon – 1:30 pm. Contact Brian Scovill, ext. 36020, email scovillb@queensu.ca.

Thursday, April 10 to Friday, April 11

TIPS for Faculty (Teaching Improvement Project Systems) Continuing Professional Development, Faculty Development
For faculty who are interested in understanding more about effective teaching. New faculty and more experienced teachers welcome. Registration limited, deadline Tuesday, March 25. 82/84 Barrie St., Video Conference Room, Kingston, Ontario. Information: 613-533-3233 or cpd.fd@queensu.ca or visit meds.queensu.ca/cpd/fd/professional_development_programs/tips.

Saturday, April 12

Queen's Observatory Open House
Presentation by Susan Gagnon of the Royal Astronomical Society of Canada (RASC). Ellis Hall, 9 pm. For directions to the observatory and more information, visit observatory.phy.queensu.ca.

Friday, April 18

Music
2008 Faculty Artist Series. Bruce Kelly, baritone and Dina Namer, piano

recital, featuring Canadian composers including Alfred Fisher and Istvan Anhalt. Dunning Auditorium, 8 pm. \$10 adults; \$8 seniors; \$5 students. Contact Queen's Performing Arts Office 613-533-2558.

Wednesday, April 22

Monieson Centre
J.C. Spender, Fulbright Scholar. A New View of Knowledge Management. Goodes Hall, 402 B, noon. Dr. Spender is at the Centre March 24 – April 18. For more info visit business.queensu.ca/centres/monieson/fulbright_chairs.php or contact Maureen Boisvert at ext. 32350, mboisvert@business.queensu.ca.

Friday, April 25 – Saturday, April 26

Policy Studies
2008 MPA Policy Forum and Gow Lecture
Pamela Wallin. Canada, No Longer a Spectator Nation: War- and Peace-Making in Afghanistan. Theme of forum: Priorities and Transitions. For program details and registration (required) visit queensu.ca/sps/ (click on 2008 MPA Policy Forum). Details: Shelley McKeen, sps.events@queensu.ca.

Wednesday, May 21 – Friday, May 23

Rural Economic Development Conference
Rural Vitality: From Surviving to Thriving – An Eastern Ontario Perspective. Hosted by the Monieson Centre and the Prince Edward/Lennox and Addington Community Futures Development Corporation. Early registration March 31. Details and registration at www.pelaird.ca.

HELP LINES

Campus Security
Emergency Report Centre
613-533-6111

Human Rights Office

613-533-6886
Irène Bujara, Director

Sexual Harassment Complainant Advisors

Margot Coulter, Coordinator
613-533-6629

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

Anti-Racism Complainant Advisors

Stephanie Simpson, Coordinator
613-533-6886

Audrey Kobayashi – Geography,
613-533-3035

Anti-Heterosexism/Transphobia Complainant Advisors

Julie Darke, Coordinator
613-533-6886

Eleanor MacDonald, Politics
613-533-6631

Coordinator of Dispute Resolution Mechanisms

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

Sexual Harassment Respondent Advisors

Paul Banfield – Archives
ext. 74460

Greg Wanless – Drama
ext. 74330

Anti-Racism Respondent Advisor

Ellie Deir – Education
ext. 77673

Internal Dispute Resolution

SGPS Student Advisor Program
613-533-3169

University Dispute Resolution Advisors – Students

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

University Grievance Advisors – Staff

Janet Cowperthwaite
University Secretariat
ext. 77927

Bob Burge – JDUC
ext. 78775

Gary Racine – Telecommunications
613-533-3037

Freedom of Information and Protection of Privacy

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

Accommodation and Wellness

Shannon Casteels, Workplace Advisor
ext. 77818

Employee Assistance Program

1-800-387-4765

University Chaplain

Brian Yealland
613-533-2186

Rector

Johsa Manzanilla
613-533-2733

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Department of Medicine
Queen's University, Kingston

The research interests of this laboratory are focused on probiotics, microbial-epithelial cell interactions in the gut, and the effects of intestinal bacteria on inflammation. Candidates must have advanced skills in animal work, cell and molecular biology techniques. A good working knowledge in biochemistry is required, and skill in protein purification is highly desirable. Candidates must be willing to make a commitment for 2 years.

For further details, visit www.hr.queensu.ca.

Closing date for applications: April 17, 2008.

Please send an electronic resume to:

Dr. Elaine Petrof

E-mail: epetrof1@gmail.com

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Apr 7-10	Atlantic City @ Trump Plaza	\$399
Apr 14	NBA: Raptors vs. Miami Heat	\$149
Apr 24-27	GOLF or tour Cape Cod	\$529/\$399
Apr 26, May 15	St. Jacobs: Day Tour	\$79
May 7	Ottawa Tulip Festival & RCMP Musical Ride Centre	\$119
May 8	Swan Lake on Ice	\$139
May 17	André Rieu	\$179
June 4-10	Nashville Fan Fair / CMA Music Fest or Discover!	\$1199
June 6	Rideau Canal River Cruise	\$99
June 22	Queen's Plate Horse Race	\$25
June 22, 28, 29	Dirty Dancing! Have the time of your life!	\$189
July 4-5	Stratford Festival: Music Man and Romeo & Juliet	\$439
Aug 17 & 24	Cirque du Soleil: Saltimbanco	\$149/\$139
Sept 3, 27	Jersey Boys – The Smash Broadway Hit!	\$149/\$189

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

NEW YORK CITY!

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Oct 16-19

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AN EAR-LOWERING EXPERIENCE



KAREN RICHARDSON

Emma Parsons shows no signs of regret as stylist Peter Kaskel of Connecticut cuts off 10 inches of her hair at the Cuts for Cancer event at the JDUC on Tuesday morning. The event, presented by the student club Queen's Helping Hand Association, raised more than \$38,000 last year for cancer research and involved more than 150 participants, who donated 10 inches of hair or shaved their heads in support. For details, visit www.qhha.ca/cuts.

Queen's MiniU

offers you and your family the chance to explore a new side of Queen's. The campus is yours! Go on an insider's tour of the Queen's libraries, watch an award-winning film with its director, and learn about computer-assisted surgery, the future of fuel cells and the history of popular music. A full weekend of discovery!

May 23-25, 2008

For full program details, go to alumni.queensu.ca/miniU

Volunteer opportunities at MiniU will also be available.

miniU@queensu.ca

613.533.2060

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