

# QUEEN'S GAZETTE

State of the university P9

Summer camp fun P4



## Dodge to be next chancellor

**FORMER BANK OF CANADA GOVERNOR "COMES HOME" TO QUEEN'S**

David A. Dodge, former Governor of the Bank of Canada, has been elected as the university's next

chancellor, effective July 1.

His appointment to the university's highest office was unanimously endorsed by Queen's University Council at its annual meeting today.

As the 13th chancellor of Queen's, Dr. Dodge succeeds A. Charles Baillie who has held the position since 2002.

"Queen's is deeply honoured to

have such a distinguished and accomplished Canadian, and Queen's alumnus, serve in this important leadership role as we enter an exciting chapter in post-secondary education in the province, the nation and the global community," says William Young, chair of the Board of Trustees. "We warmly welcome David Dodge home to his alma mater after a brilliant career in

the public service."

Dr. Dodge graduated with an undergraduate degree in Economics from Queen's and has a PhD from Princeton University. He taught economics at Queen's for several years before embarking on a career in the Public Service of Canada. He served as Deputy Minister of Finance from 1992 to 1997 and was appointed Deputy

Minister of Health in 1998. In February 2001, he was appointed Governor of the Bank of Canada for a seven-year term.

In May of 2002, he received an honorary LLD from Queen's and was appointed to the university's Board of Trustees in June 2007. In December 2007, Dr. Dodge was named an Officer of the Order of Canada.

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## Tuning in to people's skills

**NEW JOB EVALUATION SYSTEM TO BE MORE CONSISTENT**

By ANNE KERSHAW

Queen's objective is to have a new job evaluation system in place by the end of the year that underscores its commitment to fairness and transparency.

In creating an environment where the talents and potential of all Queen's employees are nurtured and valued, it's critical that the university's job evaluation system is attuned to the skills and expertise people are bringing to the workplace.

"We know that our people are our most important resource at Queen's and our success as an institution is tied directly to how well we manage and value our staff," says Vice-Principal (Human Resources) Rod Morrison. "The new approach will be a critical step toward ensuring that we are not only delivering fair results but are seen to be doing so."

Along with transparency and fairness, the new job evaluation system, affecting general support and research staff in salary Grades 2 through 9, will be designed to ensure clarity with respect to job descriptions and accountabilities.

"In a workplace as multifaceted and decentralized as Queen's, we have to make extra efforts to ensure we have a system in place that brings consistency to the process and that has the confidence of our employees. It's important that

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## QUEEN'S CENTRE TAKES SHAPE



KAREN RICHARDSON

A view of the Queen's Centre construction looking northeast toward Clergy and Division streets. Work is progressing at the site, with Phase 1 scheduled for completion in the fall of 2009.

## Budget loses ground due to inflation

By CELIA RUSSELL

The main financial challenge facing Queen's and other universities is the lack of increases in government funding to keep up with the effects of inflation, Queen's administrators say.

This, and the government's practice of giving one-time funding, creates a climate of uncertainty that makes the budget-setting process extremely difficult, Vice-Principal (Operations and Finance) Andrew Simpson told members of the Board of Trustees before they approved a \$350-million balanced

operating budget for the 2008-09 fiscal year at their May 3 meeting. It includes an increase of \$14.3 million in revenue over last year's budget.

The balanced budget – required by board policy – does not come without a cost. According to the budget report, the university "will regrettably be required to make a budget reallocation of four per cent. In addition, \$10 million of one-time funding recently received [from the provincial government] will need to be carried forward into the 2008-09 fiscal year."

"There are no surprises that this has been an extremely difficult budget," said Mr. Simpson, adding that budget cuts have unfortunately been the norm rather than the exception over the last 15 years at Ontario campuses and that government funding is the lowest of any province. The university has had an across-the-board budget cut in 11 of the last 15 years, averaging 3.75 per cent annually in those years.

"In some departments, it's really cut into the bone," Board Chair Bill Young said of continual cuts to the

university's operating budget. "Simply saying that other universities are also experiencing this is not enough. We need to develop other sources of revenue and be more efficient with the sources that we have," he said, referring to the recent appointments of a university sustainability manager and energy engineer.

"This is probably the most critical issue facing the board," he said.

Inflation has increased at two per cent annually over the past 15 years, forcing universities to rely increasingly on tuition as a main

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Queen's News Centre

## Queen's, QUFA to work toward agreement

By CELIA RUSSELL

Collective bargaining between the university and the Queen's University Faculty Association (QUFA) is continuing with the goal of achieving agreement as quickly as possible.

"Although the two Collective Agreements with QUFA expired a few days ago, collective bargaining has continued, and is continuing, with the goal of achieving a new collective agreement as expeditiously as possible," says Associate Vice-Principal (Faculty Relations) Jim Vair.

The contracts between Queen's and the 1,250 QUFA members expired at midnight on April 30. QUFA represents all full-time and part-time faculty, librarians and

archivists. As provided for under the Ontario Labour Relations Act and in a Memorandum of Agreement between the parties, the terms and conditions of the expired collective agreements remain in full force and effect during the extended bargaining.

QUFA and the university negotiating teams have met 34 times during the past five months, says Mr. Vair.

The major outstanding issues are the number of full-time faculty hired to teach the growing student body, control over pension terms and governance, workplace accommodation for members with disabilities, and the distribution of salary increases.

A record attendance at QUFA's

recent spring general meeting showed how strongly QUFA members feel about the unresolved issues, says QUFA President Peter Dacin, a professor in the School of Business.

"We are very encouraged by the overwhelming support given to the Bargaining Team to continue to work toward an acceptable resolution on these issues."

Because of the amalgamation of the two QUFA bargaining units, which resulted in the merger of the two QUFA Collective Agreements into one document, there has been a considerable amount to discuss and negotiate, says Mr. Vair.

"Of the 45 articles in the existing Faculty, Librarians and Archivists Collective Agreement,

and the corresponding articles in the Sessional Adjuncts Collective Agreement, six articles remain unresolved. In some cases, just one or two clauses in an article remain under discussion.

"As often is the case in the latter stages of collective bargaining, a number of the matters still unresolved are, or relate to, monetary considerations."

The university looks forward to working with QUFA to resolve these matters just as it has to date in respect of all of the other articles that will be in the Collective Agreement, says Mr. Vair.

"We look forward to arriving at a mutually acceptable resolution of the outstanding articles, hopefully in the very near future."

### Job evaluation

continued from page 1

people are able to understand how their contribution to the university fits in with and complements that of others, and that their role is being assessed and valued accordingly," says Mr. Morrison.

Queen's current job evaluation system, modified in 1999, moved the university away from evaluating each individual job against a 112-point questionnaire towards the coding and sorting of jobs by family. As the workplace and job market change, jobs continue to evolve. During the most recent discussions with the Queen's University Staff Association (QUSA), the university made a commitment to update the job evaluation system.

"We must now strive to put in place a system that reflects where we are today and that also allows us to be as competitive as we can be in attracting and retaining the best employees," says Mr. Morrison.

Given that the system has evolved somewhat over the years to meet university needs, Human Resources doesn't anticipate any significant adjustments to salary levels. They can say, however, that no one will see a reduction in salary.

In developing the new system, Queen's Human Resources has partnered with AON Consulting, which has specific expertise with job evaluation systems in education systems and will be providing the university with technical and analytical support.

At the same time, a commitment to engaging staff in the process has been evident from the outset, with the inclusion of staff representatives on the search committee to select the job evaluation system felt to be the best fit for Queen's and the appointment of staff to a steering committee, a job

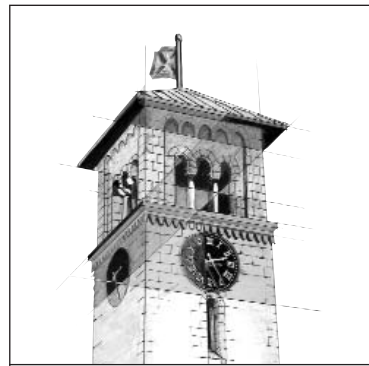
evaluation committee and to content expert teams.

The steering committee will provide strategic guidance to the project and be responsible for approving the project approach and outcomes. The job evaluation committee includes representation from areas across the university and provides input into the design of the system. Content expert

teams will assist in describing the different types of work done at the university.

"We want to reassure staff that we will be seeking and making use of input from their colleagues at every step of the process to ensure we are able to deliver a fair system with greater transparency," says Mr. Morrison.

[www.hr.queensu.ca](http://www.hr.queensu.ca)



## QUEEN'S GAZETTE

### Editor

Celia Russell  
613-533-6000 ext. 74498  
[gazette@queensu.ca](mailto:gazette@queensu.ca)

### Editorial Assistant/Writer

Karen Richardson  
613-533-6000 ext. 79173  
[karen.richardson@queensu.ca](mailto:karen.richardson@queensu.ca)

### Senior Communications Officer

Nancy Dorrance  
613-533-2869  
[nancy.dorrance@queensu.ca](mailto:nancy.dorrance@queensu.ca)

### Communications Coordinator

Lorinda Peterson  
613-533-3234  
[lorinda.peterson@queensu.ca](mailto:lorinda.peterson@queensu.ca)

### Director of Communications and Public Affairs

Anne Kershaw  
613-533-6000 ext. 74038  
[kershaw@queensu.ca](mailto:kershaw@queensu.ca)

### Executive Director

### Department of Marketing and Communications

Helena Debnam  
613-533-6000 ext. 74696  
[helena.debnam@queensu.ca](mailto:helena.debnam@queensu.ca)

### Advertising Coordinator

Ying Gilbert  
613-533-6000 ext. 75464  
[advert@queensu.ca](mailto:advert@queensu.ca)

Queen's Gazette Online:  
[qnc.queensu.ca/gaz\\_online.php](http://qnc.queensu.ca/gaz_online.php)

Queen's News Centre:  
[www.queensu.ca/newscentre](http://www.queensu.ca/newscentre)

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

### SCHEDULE

Issue date: Monday, May 26  
Ad booking deadline: May 9  
Ad artwork deadline: May 14  
Noon editorial deadline: May 16

Issue date: Monday, June 9 NOTE CHANGE  
Ad booking deadline: May 23  
Ad artwork deadline: May 28  
Noon editorial deadline: June 2

### ADVERTISING POLICY

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

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

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The Publisher will not knowingly publish any advertisement which is illegal, misleading or offensive to its readers.

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

### June Gazette date change

The Queen's Gazette has moved up the publication date to Monday, June 9 from the original date of June 16.

The editorial submission deadline will move up to noon on Monday, June 2.

The ad booking deadline is now Friday, May 23 and the ad artwork deadline is Wednesday, May 28.

For information, contact


Gazette Editor Celia Russell,  
[gazette@queensu.ca](mailto:gazette@queensu.ca), 613-533-6000 ext. 74498

Advertising Coordinator Ying Gilbert,  
[advert@queensu.ca](mailto:advert@queensu.ca), 613-533-6000 ext. 75464


Gazette Publication Schedule

**Chancellor A. Charles Baillie** invites faculty, staff, students, and alumni to a reception to recognize the contributions to Queen's of outgoing **Principal Karen R. Hitchcock**, and to celebrate her achievements.

**Wednesday, May 21**  
11:30 am to 1:30 pm  
Elsbeth Baugh Fireside Room, Ban Righ Hall  
*Refreshments will be provided*



**International Educators Training Program**




**Increasing Your Awareness & Effectiveness in an Intercultural Workplace**

**Instructors:**  
**Ben Yang**, Director, International Student Centre, University of Toronto  
**Wayne Myles**, Director, Queen's University International Centre  
**Gurjit Sandhu**, Associate Director, Office of the University Advisor on Equity, Queen's University

**Date:** June 8-10, 2008  
**Location:** Main Campus, Queen's University  
**Cost:** \$650 + GST

**Information:**  
[ietp@queensu.ca](mailto:ietp@queensu.ca)  
[www.queensu.ca/quic/ietp](http://www.queensu.ca/quic/ietp)  
613-533-2604



**International Educators Training Program**



**ONE-DAY WORKSHOPS**

**Working Across Cultures**  
**Instructor:** Ben Yang, Director, International Student Centre, University of Toronto

**Immigration Basics and Beyond**  
**Instructor:** Justin Kerr, International Student Advisor, Queen's University

**The Electronic International Office**  
**Instructor:** Lynne Mitchell, Director, Centre for International Programs, University of Guelph

**Date:** June 11, 2008 (Workshops run concurrently)  
**Location:** Main Campus, Queen's University  
**Cost:** \$325 + GST

**Information:**  
[ietp@queensu.ca](mailto:ietp@queensu.ca)  
[www.queensu.ca/quic/ietp](http://www.queensu.ca/quic/ietp)  
613-533-2604



## Médecins Sans Frontières founder, beloved hockey player, award-winning actor among honorary degree recipients

Queen's will pay tribute to 10 diverse and highly distinguished individuals at the 2009 spring convocation. These individuals have made their mark on a wide range of fronts, and include a Médecins Sans Frontières founder, diving industry pioneer, an author, actor, NHL all-star, academic and Lieutenant Governor of Ontario. All ceremonies will take place in Grant Hall.

Until this year, Queen's normally honoured seven recipients at seven ceremonies at the Jock Hartly Arena (not including the Theological College convocation, which takes place annually in early May).

This year, with the arena torn down to make way for Phase 1 of the Queen's Centre, and Grant Hall's smaller capacity, convocation has expanded to 19 ceremonies over a two-week period. Each ceremony will have a guest speaker, either an honorary degree recipient, or an outstanding student, faculty member, alumnus or alumna. For convocation details, see page 12.

### Bert Wasmund



Bert Wasmund has a distinguished 40-year career spanning excellence in technical innovation, engineering of major metallurgical projects worldwide, top management in a global engineering company, and contributions to Canadian universities. Through inventing and implementing new technology to reduce the environmental impact of mining and metallurgy, Dr. Wasmund enabled sustainable development of this important industry. He is a recognized world leader in metallurgical and chemical process development and engineering implementation, with a particular focus on energy efficiency and environmental protection.

He has a lifelong commitment to mentorship and the development of young people, including significant endowments and service to Queen's and the University of Toronto. Dr. Wasmund's current thrust is the development of technologies for the sustainable production and utilization of energy from our renewable resources. He has supported this interest with permanent endowments for three postgraduate energy students annually along with 12 Queen's undergraduate students drawn from his ancestral roots in North Hastings and Renfrew counties.

Bert Wasmund will receive an honorary DSc at Grant Hall on Monday, May 26 at 2:30 pm.

### Marilyn McHarg



Marilyn McHarg's life journey, from young nurse in Toronto to a leader of Médecins Sans Frontières (MSF), one of the world's most respected medical humanitarian organizations, is rooted in an intimacy with the consequences of war and disease.

As General Director of MSF in Canada, Ms. McHarg oversees staff in Toronto, Montreal and Vancouver, and a \$25-million budget. A McGill University Nursing graduate and a Queen's Life Sciences and Psychology undergraduate, Ms. McHarg and a group of friends founded MSF Canada in 1991. She worked as a nurse in Uganda, a medical coordinator in Sudan and Head of Mission in Uganda and

then Sudan. Ms. McHarg contributed to the organization's decision-making at headquarters, guiding field teams as Operational Manager and later as Director of Operations in Geneva.

The foundation of her rich career was her work as a registered nurse in Toronto at Women's College Hospital and Sunnybrook Medical Centre in the late 1980s. She holds certificates in Tropical Medicine, and Critical Care Nursing. Her work embodies a career dedicated to respecting human dignity, alleviating suffering and saving lives.

Marilyn McHarg will receive an honorary LLD at Grant Hall on Tuesday, May 27 at 2:30 pm.

### R.T. (Phil) Nuytten



Nuytten

Phil Nuytten is an inventor, entrepreneur, explorer, president and founder of Nuytco Research Ltd. and Can-Dive Services Ltd. An internationally recognized pioneer in the diving industry, Nuytten has spent 40 years creating deepwater dive products that have opened the ocean's depths to exploration and industry.

Through his companies, Nuytco and Can-Dive, he developed internationally renowned technology to allow longer-length diving expeditions with increased safety. His deep-diving equipment, along with his military submarine rescue system, is standard in nearly a dozen of the world's navies. He has worked in oilfields, submarine construction sites and sunken wrecks around the world, including the Breadalbane, the northern-most known shipwreck, where his record dives through icy Arctic waters earned him a place on the cover of National Geographic Magazine in 1984. Mr. Nuytten was one of the forces behind the Sustainable Seas Expeditions in the 1990s, a five-year initiative by the National Geographic Society and the National Oceanic and Atmospheric Administration to study deep-ocean environmental impact.

More recently, Mr. Nuytten and his team finalized development of the "Prehensor," a prosthetic-like device that mimics the human hand giving the operator safety and rigidity along with the manual dexterity of a scuba diver's gloved hand. NASA has shown considerable interest in this technology.

Phil Nuytten will receive an honorary DSc at Grant Hall on Wednesday, May 28 at 2:30 pm.

### W. Galen Weston



Weston

Galen Weston is Chairman and President of George Weston Limited, a company founded by his grandfather, George Weston, in 1882 that now processes and distributes food products throughout North America. Mr. Weston is also President of The W. Garfield Weston Foundation (Canada).

Mr. Weston is also the Chairman of Holt Renfrew (Canada), Selfridges (UK) and Brown Thomas (Ireland), as well as Vice-Chairman of Fortnum & Mason (UK). He is an Officer of the Order of Canada, a member of the Order of Ontario, and a Commander in the Order of St. John. He holds a Bachelor of Arts and an Honorary Doctor of Laws degree from the University of

Western Ontario. He is Past Chairman of the Lester B. Pearson United World College of the Pacific (Canada), a member of the International Advisory Council of Columbia University and an Honorary Trustee of The Upper Canada College Foundation.

### Hilary M. Weston



Weston

Born in Ireland, The Hon. Hilary M. Weston moved to Toronto in 1972 with husband Galen Weston. Prior to her appointment as Lieutenant Governor of Ontario in 1997, Mrs. Weston spent more than two decades working in business and in the fashion industry. As deputy chairman of Holt Renfrew, she proudly promoted Canadian design and craftsmanship. In 1979, Mrs. Weston founded the Ireland Fund of Canada and was founding chair of the Mabin School in Toronto. She also co-founded and chaired the Canadian Environment Educational Foundation, and established the Winter Garden Show at the Royal Agricultural Winter Fair. Mrs. Weston is a co-author of two best-selling books, *In a Canadian Garden* and *At Home in Canada*, and has spearheaded the most successful fundraising campaign in Canadian cultural history, which raised more than \$250 million for the Royal Ontario Museum. She is patron of the Hospice Association of Ontario, the Landmine Survivors Network, the Ontario March of Dimes and Yonge Street Mission.

Mrs. Weston served as the first Chancellor of the Order of Ontario and received the honour in 2001. She was appointed a Member of the Order of Canada in 2003. She was invested as Dame of Justice in the Venerable Order of St. John in 1997 and received the Queen's 2002 Golden Jubilee Medal. She is a member of the International Advisory Board of Sotheby's, a Trustee of Angel's Quest in Dublin, and a Trustee of the Foundation of the College of St. George, Windsor Castle, while also devoting a significant proportion of her time to Selfridges, the London department store.

Galen Weston and Hilary Weston will each receive an honorary LLD at Grant Hall on Thursday, May 29 at 2:30 pm.

### Albert Schultz



Schultz

Albert Schultz is an award-winning actor, director, singer and producer. Born in Port Hope, Ont., he studied theatre at York University and at the London Academy of Music and Dramatic Art. Early in his career, Mr. Schultz played several major roles, including Romeo, at the Stratford Festival. He has also played lead roles in television, including in CBC's *Street Legal* and *Side Effects*.

In 1998, he became the founding artistic director of the acclaimed Soulpepper Theatre Company. With Soulpepper, Mr. Schultz has produced more than 70 productions, while acting and directing. In 2005 his performance of Hamlet was hailed as "the performance of the year" by the *Globe and Mail*.

Under his leadership, Soulpepper launched its academy for the training of actors, designers, and

playwrights, and in partnership with George Brown College, the Young Centre for the Performing Arts in Toronto's Distillery District, of which he is the general director. Albert Schultz will receive an honorary LLD at Grant Hall on Monday, June 2 at 9:30 am.

### Thomas Worrall Kent



Kent

Tom Kent graduated from Oxford with first-class honours before being called into the wartime intelligence service of cipher-breaking.

In 1946 he entered journalism with the *Manchester Guardian*, followed by *The Economist*. He was appointed editor of the *Winnipeg Free Press* in 1954.

In 1957, the future Prime Minister Lester Pearson asked Mr. Kent to help him in writing part of his Nobel Peace Prize address. It was the beginning of a close association, and Mr. Kent became involved in the policy development of the Liberal party. He was closely identified with the distinctive measures such as Medicare and the Canada/Quebec Pension Plan. Mr. Kent has served as dean at Dalhousie University and was chair of the Royal Commission on Newspapers and the founding editor of *Policy Options*.

Mr. Kent's memoir of the 1954-71 period, *A Public Purpose*, was published in 1988 and was followed a year later by *Getting Ready for 1999: Ideas for Canada's Politics and Government*. He is a fellow of the Queen's School of Policy Studies, a Lifetime Fellow of the Institute for Research on Public Policy, and a Companion of the Order of Canada.

Tom Kent will receive an honorary LLD at Grant Hall on Tuesday, June 3 at 2:30 pm.

### Alexander McCall Smith



McCall

Alexander McCall Smith is best known for *The No. 1 Ladies' Detective Agency* series, set in Botswana, which has risen to the top of bestseller lists throughout the world. The fifth novel in the series, *The Full Cupboard of Life*, received the UK Saga Award for Wit. He is also the author of *The Sunday Philosophy Club* series. He has written more than 60 books, including specialist academic titles, short-story collections, and children's books.

Dr. Smith was born in Zimbabwe and was educated there and in Scotland. He became a law professor in Scotland. It was in this role that he returned to Africa to work in Botswana, where he helped to set up a new law school at the university. For many years, he was Professor of Medical Law at the University of Edinburgh.

Dr. Smith was the vice-chairman of the Human Genetics Commission of the UK, the chairman of the British Medical Journal Ethics committee, and a member of the International Bioethics Commission of UNESCO. In 2007, he was made a CBE in the Queen's New Year Honours List, for services to literature.

He will deliver a public lecture and sign books at Chernoff Hall on Thursday, June 5 at 5:30 pm following Convocation, as a benefit for the Kingston Grandmothers Connection, a Kingston-based fundraising organization in support

of African grandmothers raising their grandchildren orphaned by HIV/AIDS (visit [www.g2gk-kingston.ca](http://www.g2gk-kingston.ca)).

Alexander McCall Smith will receive an honorary LLD at Grant Hall on Thursday, June 5 at 2:30 pm.

### Jean Béliveau



Béliveau

Born in Trois-Rivières, Québec, Jean Béliveau has been a model and inspiration for all youngsters hoping to make a career in professional sports. He signed his first Canadian and NHL contract in 1953.

He was selected on an NHL All-Star Club 10 times, was second-best scorer in the Canadiens' history and best scorer in the Stanley Cup Series with the Canadiens. He saw his team win the League championship 10 times and also won the Stanley Cup 10 times. In 1971 he announced his retirement in active play after 18 glorious seasons with the Habs.

Mr. Béliveau then established the Jean Béliveau Foundation for underprivileged children throughout Québec and Canada. When he retired in 1993, he transferred the Foundation to the Society for Disabled Children. Today, the Foundation has a capital value of \$1,200,000.

Mr. Béliveau has received many awards and honours, including being named an Officer of the Order of Canada for eminent services rendered to Canada and named to the Hockey Hall of Fame. Jean Béliveau will receive an honorary LLD at Grant Hall on Friday, June 6 at 9:30 am.

### Daniel Soberman



Soberman

Daniel Soberman has been an outstanding contributor to Canadian society and to Queen's, having taught in the Faculty of Law from its opening in 1957 until 1999. His academic work has spanned private, public and constitutional law.

Professor Soberman received a BA and LL.B from Dalhousie and an LL.M (1955) from Harvard. From 1968 to 1977, during his two terms as dean at Queen's, he skillfully steered the Faculty of Law through its greatest period of professional recruitment and curriculum development. In 1993, he was awarded the Distinguished Service Award, followed by the Queen's Law Alumni Award and the Canadian Association of University Teachers Milner Award in 1997.

Professor Soberman's work has also had a major impact on academia in Canada. During the past 30 years, he has been chair of many boards of inquiry for the Ontario Human Rights Commission, a member of the Ontario Law Reform Commission, Deputy Chair of the Federal Electoral Boundaries Commission for Ontario, and a member of the Canadian Human Rights Commission.

One of his enduring legacies to national policy was his work heading an inquiry in the 1990s on behalf of the Canadian Human Rights Commission into the relocation of Inuit families to the high Arctic in the 1950s.

Daniel Soberman will receive an honorary LLD at Grant Hall on Friday, June 6 at 9:30 am.

## Future Quest encourages teens to change and grow

By KAY LANGMUIR

Barbara Adle thinks teenagers often get a bad rap.

The mere word "teenagers" can be a pejorative, a synonym for trouble used by adults uncomfortable with this age of awakening, its testing of boundaries, exploration of new roles, and questioning in every shape and form.

But for Ms. Adle, coordinator of the Future Quest (FQ) summer experience program offered by Queen's Theological College, teenagers and their ability to question, change and grow is what makes them extraordinary.

"The questions that they come up with challenge me in so many ways. They challenge all the staff at Future Quest," Ms. Adle said, as she prepared the final details of the

sixth annual program this August.

"How do we see teens in our society? They're marketed to. They're seen as consumers. Society doesn't honor the needs of this age group. There's a lot of negativity about teenagers."

Queen's is the only United Church theological school that has a program offering teens the chance to explore "God stuff", discover their own strengths, and experience community and social justice first hand.

The program accepts a maximum of 24 youth between 14 and 17 years old. For a two-week period, they live together in two 10-bedroom Victorian houses. They get the independence of having their own room key, and the responsibility of preparing meals and helping

keep the household clean and organized.

Future Quest encourages youth to ask some of the big why-are-we-here questions, and to question beliefs.

"FQ gives youth a voice and that voice is listened to," said Ms. Adle.

"There's a lot we don't know about God. But they appreciate that honesty," she said. "No one feels alone in their questioning if they know others are questioning too."

Participants hear a variety of speakers on topics such as the Hebrew Scriptures, the New Testament, Islam, First Nations spirituality and ecospirituality, a term for an experience of the divine that comes through the natural world. Vicki Keith also speaks to

the teens on leadership and vision.

The program has attracted participants from every province except Newfoundland, and from every United Church Conference. Although the program is still predominantly a Christian structure, the values are ecumenical, and students of all faith backgrounds are welcome.

"To prepare youth to understand their faith and love their faith, they need to be able to dialogue with other faith traditions," Ms. Adle says.

The program also includes a canoe and camping trip in Frontenac Park, which was recently lengthened to three days due to its popularity. The students also take turns helping out at Martha's Table, preparing meals, serving patrons,

and getting up close to social justice in action in a developed society.

"We look at the responsibility and the accountability of being privileged," said Ms. Adle.

The sum of all these experiences is, for most of the participants, quite simply transformational. Students who have completed the program have called it the best experience of their lives. Others say it has given them a new belief in their own power to make change, and a clearer idea of what they want to do with their lives.

Future Quest is one of only three youth and theology programs in Canada supported by a grant from Lilly Endowment Inc., in Indianapolis, Ind. The remaining 45 Lilly-supported programs are in the U.S.

## Queen's camps offer something for everyone

By KAREN RICHARDSON

Whether your child has a passion for arts, volleyball, swimming, reading or dance, Queen's offers a variety of summer camps this year. Registration is now open for all spring/summer programming.

For example, Queen's Recreation offers a leader-in-training program camp for youth ages 14 to 17 years to enable them to develop leadership skills in the recreation field as well as to prepare them for future employment.

Sports camp is the perfect way to keep an active child busy and happy. Active FUN-damentals camp teaches kids ages five to seven skills such as throwing, catching, hand-eye coordination, fair play and more.

For details and to register, visit [www.queensrecreation.com](http://www.queensrecreation.com) or call Queen's Recreation at 613-533-6478.

### Additional Queen's Recreation Camps

**Basketball Camps**  
Elite Junior Boys weekly, Elite Girls weekly, Elite Girls Grades 9-12, Elite Junior Boys Grades 9-10, Elite Senior Boys Grades 11-12, Junior Boys entering Grades 5-8, Junior Girls entering Grade 5-8, Senior

Boys entering Grades 9-12, Senior Girls entering Grades 9-12

**½ Basketball & ½ Volleyball Camp**, Girls, entering Grades 3-8  
**Dance Sport Camp** led by award-winning instructor Josef Riha, Boys/Girls, ages 10 and up

**Fencing Camp**, led by Queen's head coach Hugh Munby and varsity athletes Boys/Girls, ages 10-14  
**Football Camp**, coaches from Gaels Football, Boys/Girls, grades 7-12  
**Indoor Hockey/Soccer/Ultimate Camp**, Boys/Girls, ages 8-13  
**Just for the Fish (aquatics) Camp**, Boys/Girls 8-13, Aug. 11-15

**Leaders-in-Training Program**, Boys/Girls, ages 14-17

**Sports Camp**, Boys/Girls, ages 8-13  
**Swim and Gym Camp**, Boys/Girls, ages 9-14

**Synchro Swimming Camp**, Girls, ages 7 and up / Swim 5 kids  
**Track and Tennis Camp**, Boys/girls, ages 8-13

**Volleyball Camps**  
**Advanced Camp**, Boys/girls, ages 16 and up, Volleyball - Advanced Boys Weekly Camp Boys, ages 16 and up, Volleyball - Developmental Camp, Boys/girls, Grades 9-11, July 28-Aug. 1, 9 am-4:30 pm, Volleyball - Elite Girls Clinic, Girls, ages 17 and up, July 3-4, 8:30 am-4:30 pm, Volleyball -

Intro Camp, Boys/girls, ages 10 and up, Grade 8 and under.

### Arts and Science Undergraduate Society (ASUS) Summer Camps

Boys/girls, ages 4-10, 9 am-4 pm, extended care 8 am-5 pm, 613-533-6000, ext. 75441, [soteiraaurora@gmail.com](mailto:soteiraaurora@gmail.com), [www.asus.queensu.ca](http://www.asus.queensu.ca) (click on society/summer camps).

**Arts Adventure Camps:** June 30-July 4, July 14-18, July 28-Aug. 1, Aug. 11-15. **Science Discovery Camps:** July 7-11, July 21-25, Aug. 4-8, Aug. 18-22

### Explore Camps, Department of Geography

9 am-4 pm, extended care 8 am-5 pm. **Explore Junior (K-Grade 3):** Only July 2-4 available. **Explore Senior (Grades 4-8):** July 14-18, July 28-Aug. 1, Aug. 11-15 available [www.geog.queensu.ca/Explore](http://www.geog.queensu.ca/Explore), 613-533-6000, ext. 77214

### Future Quest, Queen's Theological College

Aug. 2-16, Ages 14-17, 613-533-6000, ext. 36690 [www.futurequest.ca](http://www.futurequest.ca)

### Reading Camp, Faculty of Education

Boys/girls, JK to Grade 6, July 7-18,



CELIA RUSSELL

Arts Adventure is one of several camps offered on campus this summer.

July 21-Aug. 1, 9 am-4 pm; Aug 4-15 (8:45 am-4:15 pm) [www.readingcampatqueens.ca](http://www.readingcampatqueens.ca).


### Queen's Engineering Society Science Quest/Computer Quest Camps

Boys/girls and girls-only camp,

Grades 4-8, Various dates in July and August, 9 am-4 pm, (or extended program 8:15 am-4:45 pm. Details: 613-533-6870, [www.eng-soc.queensu.ca/scienceq/services/sciencequest](http://www.eng-soc.queensu.ca/scienceq/services/sciencequest) or email [scienceq@eng-soc.queensu.ca](mailto:scienceq@eng-soc.queensu.ca)

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## A SURE SIGN OF SPRING



KAREN RICHARDSON

Second-year Mining students (from left) Ben Horsfield, Adam Gyorffy and Brett Owens survey Gordon Hall recently. For three weeks after final exams, the campus is crowded with students armed with tripods and other equipment. This first-year course is offered by Civil Engineering. Surveying instruction has been offered at Queen's since 1893.

## Address quality issue, not tuition: Dodge

By CELIA RUSSELL

If Queen's is going to preserve its student-faculty experience, students and others would do best to talk to Ottawa, Board of Trustees member and Chancellor-elect David Dodge says.

Provincial governments get elected by putting "bums in seats," and deteriorating quality does not get noticed, Dr. Dodge told trustees at their May 3 meeting.

The board approved 2008-09 and 2009-10 tuition increases averaging 4.2 per cent across the institution, under the government expectation that this average does not exceed five per cent yearly. Vice-Principal (Academic) Patrick Deane noted that the 2008-09 budget includes a substantial increase in student support (\$2.2 million, up from \$1.5 million last year).

"I understand the frustration and crankiness when you have to raise the price of something and the quality is not as good ... I fly on

Air Canada all the time," Dr. Dodge said with a smile.

To ameliorate the situation, it is the responsibility of faculty to extract as much as they can in research funding and it is the responsibility of the board to raise private funding.

Students and faculty collectively can place emphasis on the quality issue, he said.

"As a student, if I were back writing columns in the Queen's Journal again, I would be writing about the quality aspect and not the fees - the public dismisses that as whining.

"The quality issue perhaps has more resonance in Ottawa than at Queen's Park, because the ministry in Ottawa is not responsible for putting bums in seats. I think we have to be quite clear what the problems and what the constraints are."

**The board received:** a report for information from DBRS on the uni-

versity's AA (high) credit rating, confirming the university's "sound credit profile with a continued history of solid operating results and sizeable financial resources."

**The board also approved:** an overall fee increase of 3.5 per cent to residence fees for 2009-10 (based on inflation and continuing implementation of a facilities master plan), and a \$5 increase to the ResNet fee for increased bandwidth; Residents Society fees for 2008-09, student activity fees for 2008-09 as presented by the Alma Mater Society and the Society of Graduate and Professional Students and additional planning funds for the new medical school building of \$375,000 to be provided by the Faculty of Health Sciences.

**The board ratified:** the establishment of the Donald R. Sobeys Professorship in the Queen's School of Business (approved by Senate).

## Budget

continued from page 1

revenue source.

"The university needs to work to break out of the cycle of pinching down on classroom resources and use its limited resources more effectively," said Mr. Young.

The province has money for growth but not for maintaining quality - and Queen's made a decision not to expand and go after the growth money, External Relations Adviser Sean Conway noted.

An unusual feature of the current fiscal environment is the province's willingness to make one-time only grants for quality and facilities renewal, said Mr. Simpson.

"This is difficult, because it puts executive heads and senior managers in a situation of wanting to say 'thank you,' but it does not erase some of the core issues," he said.

In the last few months, Queen's has received one-time-only grants of \$8.4 million, \$3.1 million, \$6 million and \$12.3 million, mostly for facilities renewal. While \$10 million of this one-time funding is reflected as revenue in the budget, it's only an assumption that this funding will continue.

Had the \$10 million not been included, the university would be looking at a nine- or 10-per-cent budget cut. Several universities are running deficit budgets with the approval of their boards.

"We aren't going to go there," said Mr. Simpson. "I believe that there is momentum within the system," said Mr. Simpson.

All Ontario universities with the exception of the University of Ottawa, which has experienced extraordinary growth, are dealing with budget cuts, Vice-Principal (Academic) Patrick Deane told the board.

Mr. Young expressed agreement with the idea of including the \$10 million in the revenue stream.

On the issue of how the budget would affect the learning environment, Trustee David Whiting noted his concern about the impact of a four-per-cent cut on faculty resources.

"My sense is that the four-per cent cutback has caused a lot of harm to morale across the university," he said. "I don't normally get that much grass-roots outcry, but I have this year."

He remarked as well on the "confusion" created by the lack of understanding about the difference between a budget reallocation and a base budget cut. The words are interchanged depending on the perspective that one takes, said Mr. Simpson. University budgets in some areas are being cut back as funds are "reallocated" to pay for

the compensation increases that they are committed to making.

The university spends about 71 per cent of its operating resources on compensation (salary and benefits). These costs increase at a rate of about four to five per cent a year, primarily as a result of negotiated scale increases and the increasing costs of insured benefits.

Individual faculties and schools will deal with the four-per-cent challenge in different ways, said Mr. Simpson. Some are able to make up the difference and generate extra revenue through continuing education or private programs.

When the province introduced its Reaching Higher Program to improve post-secondary education quality in 2005, the Faculty of Arts and Science, for example, built up a "war chest," which buffered the impact of previous budget cuts on its departments. It used base reserves to build back its faculty complement by 48 positions, but these reserves are now gone.

The budget contains some good news in that the increasing cost of oil and gas has been mitigated by falling electricity prices. University electricity consumption has fallen radically due to initiatives implemented by the university, Mr. Simpson said. "If there are areas where we can increase resources overall, we can drive costs down."

### Capital budget

As for the capital budget, the university is expecting to spend about \$91.3 million on committed projects over the next 12 months (see table 3). These include the Queen's

Centre Phase 1, Tindall Field parking project, University Avenue revitalization, and Richardson Hall renovations.

Projects for which the board has approved planning funds are the West Campus Fields and Stadium project (scope and timing are under review), the Performing Arts Campus/Tett Centre (currently seeking federal and provincial support for the project), new medical school building (fundraising nearly at 50 per cent and also seeking provincial support), Administrative Systems Replacement project (estimate to be submitted to the board this October) and the Goodes Hall expansion

(design work and fundraising ongoing).

### Debt financing

The university is also formulating a policy on debt planning to meet the cash requirements for committed capital projects construction. It is possible that debt in the range of \$150 to \$200 million would be considered to cover the 2008-09 cash requirements in addition to the internal funds spent on these projects to date. A recommendation on the appropriate level of debt will be presented to the board for approval at the October meeting (see table 4).

If the board approves the capitalization of construction interest costs, then there would be no impact of capital construction on this year's operating budget.

"Overall, the budget can absorb debt financing without impacting on department budgets," said Mr. Simpson.

The 2008-09 budget was developed in the context of the university's strategic plan, the academic priorities outline in the faculties' strategic budget and staffing plans and the provincial government's Reaching Higher plan for Ontario post-secondary education.

[www.queensu/fin](http://www.queensu/fin)

**Table 1 - Queen's University - SUMMARY OF YEAR TO YEAR CHANGES IN REVENUE AND EXPENDITURE**

	2008/09	2007/08	2006/07	2005/06	2004/05	2003/04
	\$M	\$M	\$M	\$M	\$M	\$M
<b>Changes in Operating Revenue</b>						
Government Funding	0.0	1.4	7.7	12.9	11.1	10.0
Continuance of Year-End OTO Funding Allocation	4.0	6.0				
Student Fees	6.9	4.0	4.8	1.0	3.6	7.7
Investment Income	2.9	2.3	5.5			
Other	0.5	1.8	1.8	2.6	0.2	-0.8
<b>Total Increases in Revenue</b>	<b>14.3</b>	<b>15.5</b>	<b>19.8</b>	<b>16.5</b>	<b>14.9</b>	<b>16.9</b>
<b>Changes in Operating Expenditure</b>						
Compensation	10.2	11.5	9.0	8.5	8.8	8.0
Targeted Programs and Growth	7.3	4.3	6.8	5.3	5.6	5.7
Student Assistance	2.2	1.5	1.2	1.2	1.1	1.6
Strategic Initiatives through Reinvestment	2.0	5.1	2.9	2.0	2.0	4.2
Other	0.2		1.6	-0.5	2.9	3.1
<b>Total Increases in Expenditure</b>	<b>21.9</b>	<b>22.4</b>	<b>21.5</b>	<b>16.5</b>	<b>20.4</b>	<b>22.6</b>
<b>Shortfall Requiring Budget Reallocations</b>	<b>7.6</b>	<b>6.9</b>	<b>1.7</b>	<b>0</b>	<b>5.5</b>	<b>5.7</b>
<b>Reallocation Percentage</b>	<b>4%</b>	<b>4%</b>	<b>1%</b>	<b>0%</b>	<b>3.5%</b>	<b>3.8%</b>

**Table 2 - Queen's University - OPERATING BUDGET**

	2008-09	2007-08	Change	Change
	\$millions	\$millions	\$millions	%
<b>Revenue</b>				
Provincial Government Grants	167.3	168.4	(1.1)	-0.7
Carry-Over of One-Time Funding	10.0	6.0	4.0	66.7
Federal Government Grants	9.8	8.7	1.1	12.6
Fees	116.1	109.2	6.9	6.3
Investment Income - unrestricted	18.6	18.1	0.5	2.8
Investment Income - restricted	22.8	20.4	2.4	11.8
All Other Revenue	5.3	4.8	0.5	10.4
	<b>349.9</b>	<b>335.6</b>	<b>14.3</b>	<b>4.3</b>
<b>Expenditure</b>				
Compensation	249.2	239.0	10.2	4.3
Utilities	15.9	15.5	0.4	2.6
Student Assistance	37.0	34.7	2.3	6.6
Academic Programs & Research Support	9.2	8.5	0.7	8.2
Other	38.6	37.9	0.7	1.8
	<b>349.9</b>	<b>335.6</b>	<b>14.3</b>	<b>4.3</b>

**Table 3**

Project	Project Budget	2008/09 Expenditure
Committed Projects	\$millions	\$millions
Queen's Centre - Phase I	162	64.15
Tindall Field	46.539	20,423
University Ave.	8.7	2.29
Richardson	12.25	4.39
<b>Total Approved Projects</b>	<b>229.489</b>	<b>91.253</b>

**Table 4**

Committed Projects	Operating Impact 2008/09
	\$millions
Queen's Centre - Short-term	4.613
<b>Sub-total Approved Projects</b>	<b>4.613</b>
Interest Eligible for Capitalization	4.613
<b>Operating Impact after Interest Capitalization</b>	<b>0</b>

## QUEEN'S FLASHBACK: JAN. 5, 1963



WALLACE BERRY/COURTESY OF QUEEN'S UNIVERSITY ARCHIVES

From left, Principal James Alexander Corry and Ayala and Sam Zacks attend an event at the Agnes Etherington Art Centre. Those who know the identity of the fourth person in the photo or would like to share other details are encouraged to email [gazette@queensu.ca](mailto:gazette@queensu.ca).

## Letters



WALLACE BERRY, COURTESY OF QUEEN'S UNIVERSITY ARCHIVES

## Reader identifies dancers

In the April 28 edition of the Gazette, you announce the retirement of Julia Kempffer (Guardian of good writing retires, page 4). In the same issue, the word "information" in the caption under the Flashback photo (page 6) curiously becomes a plural ("Those with information ... are invited to share them ..."). Ms. Kempffer will be sorely missed.

The offending caption appears beneath a photograph of a dance

class, in which I recognize two of the dancers: Mal Peepre (Arts'68) and Alison Glendenning (BPHE '68). I would therefore expect that the photo was taken in 1965, 1966 or 1967.

**Sheila Cornett (Arts '68, MA '72)  
Kingston**

*Editor's note: We were particularly mindful to ensure that there were no typos in the article about Julia Kempffer. Unfortunately, we let down our guard with the Flashback caption. Sadly, Ms. Kempffer, who retired due to ill health, died Sunday, May 4.*

## 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](mailto: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.

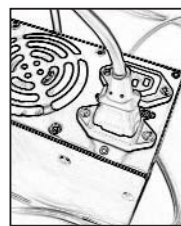
## Website-building gets easier

ITSERVICES OFFERS  
THREE NEW SERVICES

ITServices' new website has just been launched in conjunction with three new services – WebPublish, the Queen's Wiki, and a streaming server.

The new website, authored in the WebPublish environment and located at [www.queensu.ca/its](http://www.queensu.ca/its), was built around our service offerings. Not only is the new site more visually appealing, the organization of the main page into category headings also makes it easier than ever to locate information about the service you are researching. ITServices News and Alerts can be viewed from within the main page of the site, or they can be subscribed to as RSS feeds. Also available from the main page are Quick Logins to commonly used services such as MyQueensU, Oracle Calendar, and Campus Computer Sales' online store. In development are features like pod/vodcasting and an interactive column addressing issues such as computing safety.

Building a website can seem like an overwhelming task. ITServices, in partnership with the Department of Marketing and Communications, has developed a website authoring tool called WebPublish which can make the process far less daunting. WebPublish is easy to use, is a supported product on campus, and gives a Queen's "look and feel" to the more than 20 live sites using WebPublish on campus right now. ITServices offers free workshops on how to use WebPublish, and Marketing & Communications



**NANCY SIMON**  
**Plugged In**

will provide guidance and support on both site design and content management.

The Queen's Wiki is an online collaboration tool that allows users to create, share and publish content to the web. Faculty and staff members can create their own personal wiki spaces, or group spaces can be setup for courses, departments or cross-departmental projects. Wikis are useful in teaching and learning environments not only because they allow multiple users to add and edit content collectively, but also because they provide version control, offering a safety net against undesirable changes. Furthermore, access to the wiki can be controlled on a space-by-space or page-by-page basis using Queen's NetIDs and passwords.

In addition to providing wiki spaces, ITServices is now offering accounts on our streaming server. Streaming is a way of delivering media (video and audio) across a network so that the user's computer does not have to download the entire media file. This is

achieved by having the media sent in a compressed format over the Internet as a continuous "stream" which is played in real time as it arrives, instead of having to wait for a large file to be downloaded before it can be seen or heard. In order to receive the streamed media, the user needs a media player, which may be part of their browser or may be downloaded separately. The Queen's streaming server supports three commonly used media players: RealPlayer, QuickTime and Windows Media Player.

ITServices offers three types of streaming server accounts: individual, course and departmental. All faculty and staff members with a NetID can request an individual streaming account, which can be used for educational or personal content. Course accounts may be shared by students enrolled in that course, and departmental accounts are granted to Queen's-affiliated departments, groups, or organizations with an ongoing educational mission requiring media streaming services. Streaming account requests are processed through a web-based form which can be found on the ITServices website.

For more information about building a website in WebPublish email [web.publish@queensu.ca](mailto:web.publish@queensu.ca). For more on the Queen's Wiki or the streaming server, email [web.services@queensu.ca](mailto:web.services@queensu.ca). To check out the new website or to learn more about any of ITServices' offerings, visit [www.queensu.ca/its](http://www.queensu.ca/its) today!

Nancy Simon is a technical communications analyst in Information Technology Services.

# Religion, spirituality central to most students

How diverse is the representation of religious traditions among Queen's students?

The Office of the University Chaplain, along with a student-based Interfaith Council set out just over a year ago to answer that question.

Two surveys were conducted: a questionnaire survey of undergraduate students during the 2007 AMS election and an online survey of graduate and professional students shortly thereafter. The survey sample is 301 undergraduate students and 238 graduate and professional students. Twenty-one per cent of the undergraduates and 18.6 per cent of the graduate and professional students considered themselves to be religious. Another 21 per cent of the undergrads and 27.4 per cent of the graduate and professional students considered themselves to be spiritual, while an additional 19 per cent of undergrads and 27 per cent of graduate and professional students considered themselves to be both religious and spiritual.

In other words a majority of students, 61 per cent of undergrads and 73 per cent of graduate and professional students, consider themselves religious, spiritual or both. Religion and spirituality are clearly important to the lives of



BRIAN YEALLAND

## Diversity

Queen's students.

Just over a half of both samples identified with Christianity, a little less than the general Canadian population. About four per cent identify with Judaism, about 3.5 per cent with Buddhism, about three per cent of the undergrads, and 4.3 per cent of the graduate and professional students identify with Islam.

Other traditions identified by less than one per cent are Aboriginals, Hindus, Sikhs, Pagan/Wiccans, Unitarian Universalists, Atheists and Agnostics, and about 40 per cent of undergrads and 28 per cent of graduate and professional students identify with no religion.

Although more than half of the samples identify with Christianity,

more than half of those identifying as Christian do not identify with a church or denomination. Only 11 per cent say they are strictly observant, while 22 per cent of Muslims say they are strictly observant. Interestingly, zero per cent of Jewish students say they are strictly observant, which may reflect that it is very difficult in Kingston and at Queen's to meet kosher requirements.

The survey also asked about accommodation and how comfortable students feel about their religious identity and having their faith needs met. Christians feel the highest level of comfort and Muslims the lowest. But overall, those who identify as religious feel fairly well-accommodated.

So, there is the good news that as Canada becomes more diverse religiously, Queen's does too, and the levels of welcome and accommodation are fairly high.

But there are clearly areas where more attention could and should be focused, including the accommodation of faith dates, distance requirements, meeting space needs and in general the need to provide educational opportunity for the Queen's community to know more about various faith traditions.

Brian Yealland is Queen's university chaplain.

# Why teach literature?

Percy Bysshe Shelley celebrated the political and transcendent power of poetry in 1821 when he wrote, "A single word even may be a spark of inextinguishable thought."

The comment is nestled in Shelley's remarkable unfinished work, *A Defence of Poetry*, which remained unpublished until 1840, nearly two decades after his untimely death. Shelley's words still resonate today, and I think that as university teachers we are continually seeking such "spark[s]" of insight, however small, that might inspire our students to pursue an idea, a field, or a problem for even years to come.

Each term in the classroom I find myself with new groups of students that include ever-unique combinations of skills and personalities. Such mutability can be both exciting and challenging, and I always try to remain cognizant of the thrilling potential for intellectual exchange between us as instructors and the students we meet. The classroom is a place where we might speak of the past, but where we are immersed in work of the present and future.

How, though, do we convince our students to be open to the illuminations literature can provide while simultaneously encouraging them to become critical of such insights? How do we discover the balance between relishing in literary pleasure and discovering an equally stimulating *critical* delight? What do we do when our students arrive jaded and distracted, wanting principally to complete their degree, but no longer recalling what drove them to their chosen field in the first place? Such quandaries are the stuff of potential since they demand that we create ever-new openings to the possibilities of learning.

Teaching literature – whether poems, plays, novels, cultural documents, theory, short stories, or other textual forms – requires us to train students in a range of complex critical vocabularies and skills while facilitating the single-minded



GABRIELLE MCINTIRE

## Teaching and Learning Issues

focus of devoted "close reading."

Few of the skills we teach involve memorizing prescribed formulae; rather, we entreat our students to analyze texts with increased critical acumen and sensitivity. Further, we often ask students how to think about literature in terms of the text (or author) may not overtly suggest. Indeed, the stringent, creative, and even philosophical work of literary analysis can be extremely difficult.

## What do we do when our students arrive jaded and distracted, wanting principally to complete their degree, but no longer recalling what drove them to their chosen field in the first place?

This spring, I had the pleasure of teaching a fourth-year Engineering student in my first-year English literature survey class. He adored the learning experience, but commented that English was "very, very hard." When I asked him why, he suggested that the difficulty lay

with the course's demand for intellectual agility and creativity rather than mere absorption. That is, he was onto the fact that students become *practitioners* quite early in literature classes by taking on the labour of developing interpretive abilities through their own written and verbal articulation. Students in this way ideally become their own best teachers.

But, the question remains, does teaching literature *matter*? My answer is, yes, and that it actually matters quite a lot. After Harriet Beecher Stowe published her anti-slavery novel *Uncle Tom's Cabin* to immediate popular success in 1852 – selling over 300,000 copies in its first year alone – several politicians and critics came to consider the book a major force in helping to turn public opinion against slavery.

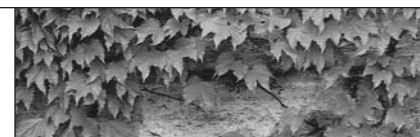
We have countless other examples of literature that has radically affected the ways in which individuals, cultures, and even nations think of themselves and each other.

When my students ask, "why study literature?" I point out that words make things happen. Literature changes the future. Literary studies can help us to understand what the 20th-century German poet, Rainer Maria Rilke, calls our "interpreted world." Knowledge empowers us, and learning how to decipher metaphors, deduce tone, parse poetry, or analyze prose occurs as part of an ongoing engagement with knowing the world as a place that is fundamentally devised, constituted, and lived through language.

Just as literacy is one of the most basic ingredients of self-empowerment, so, too, a more advanced, critical literacy informs, poeticizes, and deepens our experiences and perspectives. A single word can be the start.

Gabrielle McIntire is an assistant professor in the Department of English, cross-appointed to the Department of Women's Studies.

## UNIVERSITY ROUNDUP



### More Chinese students returning home

The number of Chinese students who return home after studying abroad is rising. According to figures released by the Chinese Ministry of Education, some 44,000 Chinese students who went overseas returned to the country in 2007. The figure is an increase of just under 5 per cent on the year before, while the total number travelling abroad to study also rose, up by just under eight per cent, to 144,000. About 1.2 million Chinese studied abroad between 1978 and 2007 and 319,700 returned during that period, state-controlled news agency Xinhua reported. At present, 657,200 Chinese students are enrolled at foreign colleges and universities.

*www.timeshighereducation.co.uk, April 17*

### U.S. colleges opt out of loan program

About a quarter of America's community colleges don't participate in the federal student loan program, leaving more than a million, or about 10 per cent, of community college students without access to the lower- and fixed-interest loans, according to a report by the Project on Student Debt. Students at these colleges, the report argues, must resort to riskier forms of debt. The non-participating colleges, which tend to be smaller, more rural, and serve larger proportions of minority and low-income students than the average two-year college, have opted not to participate primarily because of concerns that large proportions of students might default on the loans, endangering the institutions' eligibility for federal financial aid for all students. Many college officials also express a desire to shield students at low-tuition institutions from the burden of debt.

*Insidehighered.com, April 17*

### N.S. writes off student loans

Nova Scotia has written off \$2.18-million in bad debts, a figure student leaders say is the latest sign graduates are struggling to pay off the soaring cost of education. The figure covers 400 loans given from 1999 to 2004 and is found in a March 26 cabinet order-in-council detailing a total of \$3.7-million being written off the province's books. The province's Education Department estimated last year the average debt of graduating students was about \$23,000, while surveys done last year for the Maritime Provinces Higher Education Commission say debt has grown by 10 per cent since 2003.

*The Globe and Mail, April 28*

### Student wooed with personalized ads

Wilkes University in Pennsylvania plastered a student's name on billboards, pizza boxes and gas pumps and even aired a commercial on MTV in hopes of getting Nicole Pollock to enroll. As one message put it: "We just hope you're on your way to Wilkes University next year." Mission accomplished: Ms. Pollock recently picked Wilkes over her hometown University of Scranton. The quirky, U.S. \$120,000 ad campaign demonstrates the lengths to which some colleges are going to reach today's media and marketing-savvy teenagers, who are just as likely to shop for a school on the Internet as to rely on glossy brochures and college fairs. Increasingly, schools are using podcasts, virtual tours on YouTube, live chats and other interactive technologies to get their messages out.

*The Associated Press, April 30*

### Shrinking to get better?

Canada's largest university is crafting a long-term plan to get smaller by eliminating thousands of undergraduate spots at its main campus. "We believe we can be better at undergraduate education on the St. George campus if we just reduce the numbers," says University of Toronto President David Naylor. While other schools such as Wilfrid Laurier are considering building new GTA campuses to respond to the expected increase in university students, Dr. Naylor says recent planning discussions with staff and faculty have shown there is "remarkably little enthusiasm" for U of T opening a fourth campus. In the short term, the university will increase undergraduate spots by adding spaces at its two growing suburban campuses. But over several years, Dr. Naylor says the plan is to cut undergraduates downtown by more than those extra spots.

*The Globe and Mail, April 28*

### Canada lags behind U.S. in PhD grads

Canada is lagging behind many industrialized countries, including the United States, in the number of doctoral graduates produced each year, according to a survey released by Statistics Canada. PhD graduates account for 0.4 per cent of the population in Canada while, in the United States, that proportion is 0.7 per cent, data from the Survey of Earned Doctorates reveals. Although the number of Canadians graduating with doctorate degrees has "remained stable" since the mid-1990s, this could begin to change in the years ahead. Enrolment in doctoral programs has, in fact, grown by about seven per cent each year between 2000 and 2004. According to the Association of University and Colleges of Canada, this increase has been attributed to a growing number of institutions offering more graduate programs and an increase in student financial assistance and research grants available.

*Canwest News Service, April 28*

## IN BRIEF

## OCE innovators highlighted

Energy, workplace injury prevention and solutions for bone and joint disorders will be among the Queen's research highlighted at the Ontario Centres of Excellence (OCE) Discovery Day 2008, scheduled for today and tomorrow at the Metro Toronto Convention Centre.

Displays by the university's Fuel Cell Research Centre, Human Mobility Research Centre, and Ergonomics Group will be highlighted at the conference's "Queen's corner."

The Faculty of Applied Science will showcase the expertise of its 10 engineering programs and five research centres, with displays including micro gas turbines, power systems on a chip, computer vision systems, tabletop water testers, and prosthetic feet.

The university's \$21-million Innovation Park will also be on display.

The co-location facility for academic and industrial research will offer a preview of its strategic direction prior to its official opening in late June.

## Narbonne paper is hot

Guy Narbonne (Geological Sciences and Geological Engineering) is the author of a scientific paper on oxygenation and the origin of animals (published in *Science Magazine* in January 2007) that has been selected by Essential Science Indicators as the "New Hot Paper" in the geosciences for May 2008.

"New Hot Papers" must be published within the last two years and have been cited among the top one-tenth of one per cent (0.1 per cent) in their discipline in a current bimonthly period.

In 2002, Dr. Narbonne and his research team found the world's oldest complex life forms between layers of sandstone on the south-eastern coast of Newfoundland.

This pushed back the age of Earth's earliest known complex life to more than 575 million years ago, soon after the melting of the massive "snowball" glaciers.

Dr. Narbonne argues that a huge increase in oxygen following the Gaskiers Glaciation 580 million years ago corresponds with the first appearance of large animal fossils on the Avalon Peninsula.

## Paper ranks high on downloads

A paper written by Psychology professor Niko Troje heads the list of "most downloaded papers" by the *Journal of Vision*, one of the most important and highest-impact journals in the field of vision and visual perception.

Originally published in September 2002, Dr. Troje's popular paper is entitled, "Decomposing biological motion: A framework for analysis and synthesis of human gait patterns."

According to the *Journal*, "Like citation counts, download counts are an additional, useful source of information about articles. In our new, networked age, we are learning that links among pieces of information – and the number of links leading to one item – are valuable tools in searching and sorting among a daunting universe of possibilities."

## Study supports less expensive treatment for pneumonia

## MEDICAL PROFS DEVELOP NATIONAL GUIDELINES FOR CLINICAL PRACTICE

By NANCY DORRANCE

A five-year study led by professor of Internal Medicine Daren Heyland concludes that less expensive treatments are as effective as more complicated and costly therapies when caring for patients who develop ventilator-associated pneumonia (VAP).

In Canada, conservative estimates suggest there are about 4,000 cases of VAP per year that result in 400 deaths.

The study, coordinated by the Clinical Evaluation Research Unit at Kingston General Hospital, has led to the recent publication of national clinical practice guidelines for the prevention, diagnosis and treatment of pneumonia that could

reduce illness and death.

"Because ventilator-associated pneumonia creates such a high burden of illness on both the patient and the health-care system, it was important to increase our understanding of how to optimally manage it via nationally accepted guidelines," says Dr. Heyland, who is director of the research unit. "Having these guidelines published and endorsed by several peer groups is a testament to the high quality of the research and researchers."

The multi-centre, randomized trial involved 740 patients in more than 30 intensive care units across Canada and the United States. During the course of the study, different diagnostic tests and antibiotic treatments in patients with suspected ventilator-associated pneumonia were evaluated.

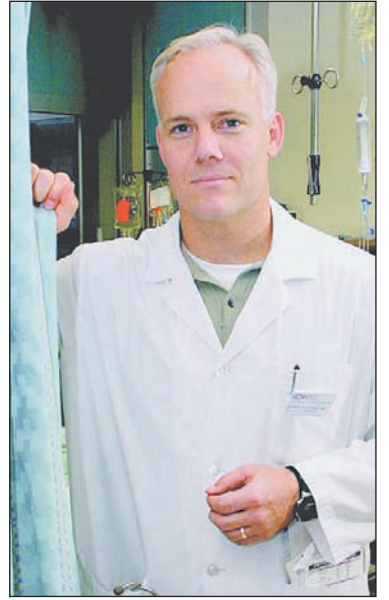
The trial was conducted in collaboration with the Canadian Critical Care Trials Group and funded by the Canadian Institutes for

Health Research (CIHR), a federal funding agency that supports the work of 10,000 researchers across the country.

**"Ventilator-associated pneumonia creates a high burden on both the patient and the health-care system."**

Daren Heyland

Dr. Heyland and co-investigator John Muscedere (Internal Medicine) are now focusing on how this knowledge can be used to improve care and reduce illness and death from pneumonia, through a new three-year, multi-site study, also funded by CIHR. "The guidelines are certainly key, but bringing them to the bedside is the next logical – and perhaps most significant – step," adds Dr. Muscedere.



COURTESY OF KINGSTON GENERAL HOSPITAL Professor of Internal Medicine Daren Heyland has developed national guidelines for the prevention, diagnosis and treatment of pneumonia.

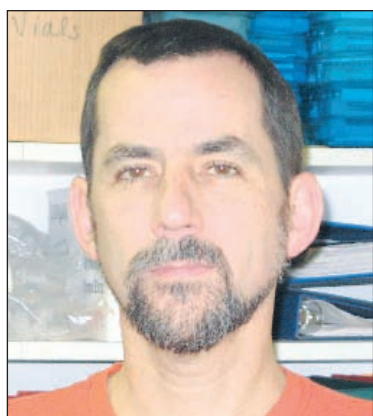
## ALL EYES ON SURVEILLANCE



STEPHEN WILD

"Weird Wired World: Surveillance, Security and Society" was the theme of a recent Queen's Media Fellowship hosted by Communications and Public Affairs. The event, intended to support the work done by media in informing the public about important and complex issues, brought together some of Canada's leading journalists with university experts in the area of surveillance and security. (Clockwise from front): Post-doctoral fellow Jason Pridmore (Sociology), CBC The National reporter Paul Hunter, Computing professor David Skillicorn, Globe and Mail reporter Colin Freeze, CBC The Current producer Aaron Brindle, Ottawa Citizen reporter Don Butler, Toronto Star reporter Kerry Gillespie, university communications officer Nancy Dorrance and Computing professor Roel Vertegaal. Other Queen's presenters were: David Lyon, Elia Zureik, Jason Pridmore, Dan Trottier and Midori Ogasawara (all from Sociology) and Art Cockfield (Law).

## Cancer researchers receive more than \$700,000



Chris Mueller

ALISSA CLARK

By MOLLY KEHOE

Three researchers working in the areas of identifying early indicators of colorectal cancer risk and genetic cause of the disease, and looking at the impact in Ontario of new clinical guidelines for treating head and neck cancers will receive more than \$700,000 in new funding from the Canadian Cancer Society (CCS).

They are among 41 Ontario researchers to receive funding this year, including seven new lung cancer research grants sponsored by the Ontario Division of the CCS. "We're following up on a result obtained from a large-scale

genomic study which appeared to have relevance to work we had already been developing in relation to breast cancer," says grant recipient Chris Mueller (Biochemistry). "The work suggested that changes in a specific gene could be contributing to the malignancy of colon cancers. This key funding will allow us to determine how general this observation is to colon cancer. If it is borne out, it will provide a new area of research, which could lead to better diagnosis and new treatments for colon cancer."

Other Queen's researchers receiving new funding are:

- Will King (Community Health

and Epidemiology), who will examine a measure of cell function called DNA methylation in blood and healthy colon tissue that may be useful as an early predictor of colorectal cancer risk; and

- Stephen Hall (Otolaryngology), who will assess the outcomes of new clinical guidelines for treating head and neck cancers with chemotherapy and radiation.

These projects bring the Cancer Society's total investment in cancer research to almost \$49 million in 2008. The grants were selected through a rigorous national review process that awarded 76 new grants to researchers across the country.



## Vice-principals report on Queen's triumphs, challenges

By KAY LANGMUIR

The university's five vice-principals described the mammoth task of maintaining and advancing Queen's and its enviable reputation, highlighting a record year for fundraising and research revenue, in their State of the University address to University Council May 2.

The address outlined a year of notable progress and accomplishments. But there were also setbacks and challenges of the kind that keep administrators awake at night – such as the cost overruns of the Queen's Centre project, and unfunded pension liability of \$40 million.

Many of the ongoing struggles are tied to core government funding and the limits and strains it places on a goal-driven institution. Vice-Principal (Academic) Patrick Deane, while clearly proud to list the numerous student accomplishments in academia and volunteerism, emphasized that maintaining Queen's historic strengths depends on two factors – recruiting and retaining high-quality faculty, and attracting high-quality students.

Faculty numbers and new hires "are pretty close to the provincial average, but we are not an average institution so we need to address this," he said.

The university's student financial assistance continues to rise – approaching \$70 million, "and this is especially important as we continue to push toward higher and higher levels of accessibility," said Dr. Deane.

Other academic highlights noted were a comprehensive undergraduate curriculum review, the appointment of a diversity advisor, Barrington Walker, and an academic integrity advisor, James Lee, and a humanities renewal centred on future plans for a new performing arts centre and arts campus.

Queen's is also currently managing a dizzying array of building projects, with more in the pipe. Significant cost overruns with Phase 1 of the Queen's Centre project will force a reevaluation of Phases 2 and 3, said Vice-Principal (Operations and Finance) Andrew Simpson. Following extensive negotiations, Queen's purchased a large city acreage from Novelis, now the site

### University Council May 2, 2008

of Innovation Park, which will be a research and business hub of innovative technology. Basic landscaping is proceeding on the former Prison for Women site, but further discussions and funds are needed before the site can be fully utilized, Mr. Simpson said. The university has also ramped up the integration of sustainability into operations and planning with the establishment of a sustainability office and the hiring of a sustainability officer, Gail Wood.

Sustainability on campus was also the topic of the afternoon's keynote speaker, Michael M'Gonigle, Eco-Research Chair in Environmental Law and Policy at University of Victoria, and a co-founder of Greenpeace International.

Technical upgrades and improvements are numerous and ongoing, with a vendor now chosen to install a new university-wide administrative IT system, as well as a significant expansion of technol-

ogy-assisted learning facilities, such as a 25 per cent increase in the number of electronic classrooms.

The university's capital plan, which provides the strategy for matching priorities with available funding, will hopefully come before the Board of Trustees in October for final approval, Mr. Simpson said.

"The map for this is really important and how it fits into the budget is critical as well," he said.

Vice-Principal (Research) Kerry Rowe summarized the year as a period of "outstanding achievement" in research with the university realizing a record high of \$211.6 million in research revenue.

Queen's continues to top all universities in terms of national research awards per full-time faculty, and was also awarded 20 per cent of the total funding available through the Ontario Research Fund – more than twice its nominal share, he said.

Current preparations for Innovation Park and Queen's involvement in a number of centres of excellence are fuelling great momentum in research at Queen's, he said.

Vice-Principal (Human Re-

sources) Rod Morrison told council that Queen's is working toward cracking the list of top 100 employers in Canada.

To that end, the initiatives in his portfolio have encompassed executive development, employee engagement surveys, a hugely popular new website on employee health and wellness (124,000 hits from 4,000 employees in the first several months), and the commencement of staff job evaluations aimed at creating a compensation system that will help Queen's recruit and retain the best people.

Vice-Principal (Advancement) David Mitchell told council that the \$64 million raised this year represented a record high for fundraising.

"It's one of the things that gives me confidence that we're building in the right way," he said.

He called the advancement team "a passionate group of fundraisers, but we do a lot more than that," including promoting alumni's lifelong involvement with Queen's.

The next major campaign begins in 2010, he added.

## Chancellor, principal extol university's spirit

By CELIA RUSSELL

The strong spirit of Queen's community will help the university get through challenging times, the new principal and outgoing chancellor said in their welcoming speeches to University Council.

"Queen's spirit is a tremendous asset at anytime, but it's particularly useful when we are going through a rough patch – and we are going through a rough patch," Chancellor Charles Baillie told councillors at their annual meeting at Kingston Hall May 2.

He thanked Tom Williams, who, "without a beat, accepted the challenge to be principal of Queen's on an interim basis" until a new principal is appointed in 12 to 14 months' time.

Principal Karen Hitchcock announced her decision last month not to seek a second term.

Chancellor Baillie paid tribute to the many accomplishments that Principal Hitchcock made during her time at Queen's. These include new research initiatives, development of campus infrastructure, the new arts campus project, faculty renewal, attention to diversity, definition of the university's strategic objectives and representation of our interests to governments and benefactors.

"I am confident, that if all of us put our shoulder to the wheel, we will emerge from this a stronger

institution," Chancellor Baillie told councillors.

"Queen's is very much a tight-knit family – sometimes loud, often passionate – very much like my own family," said Principal Williams, who received a standing ovation when he approached the podium.

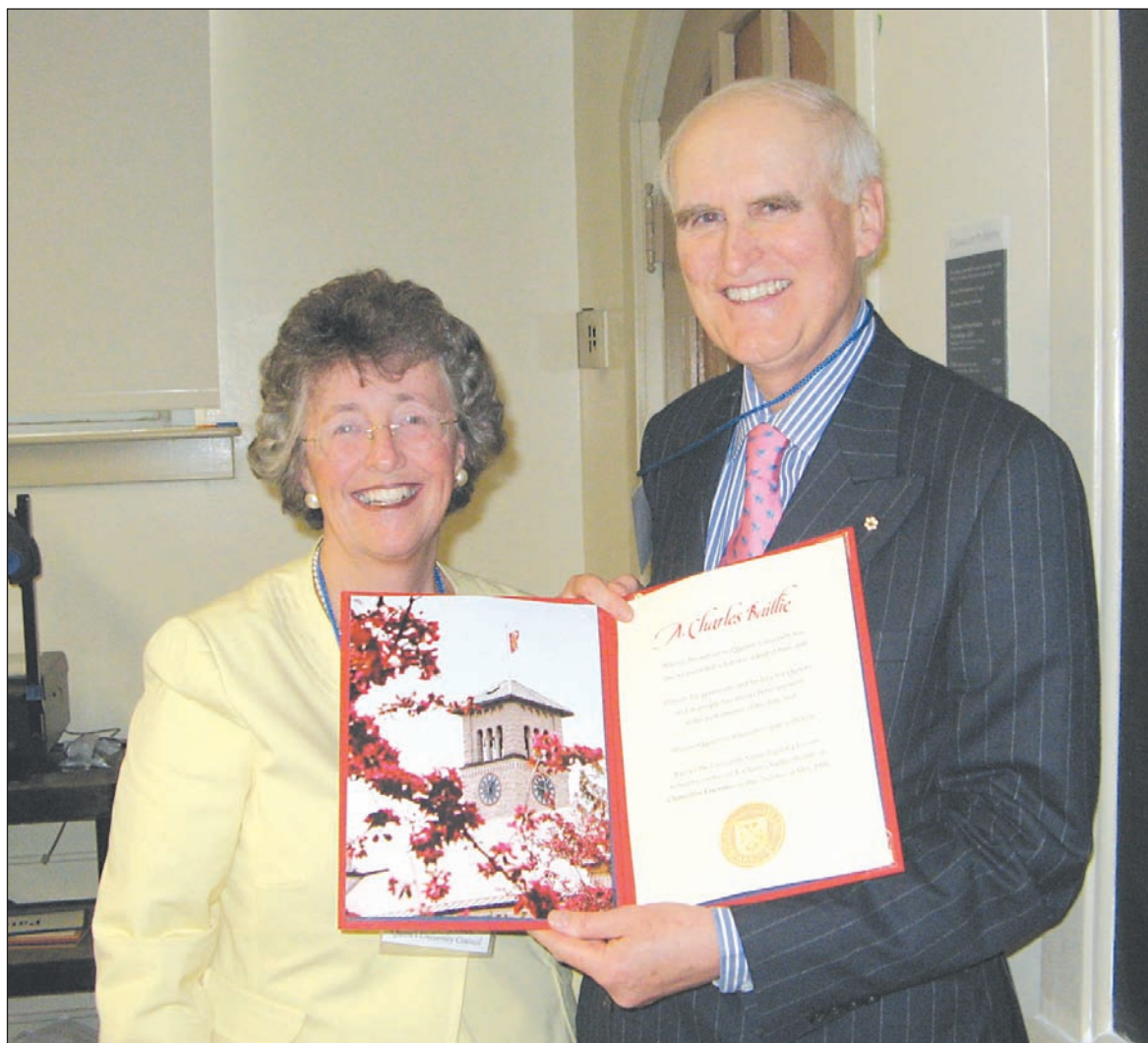
"I have the job to simply steer the ship," said Dr. Williams, who was appointed May 1. "The place is in good hands with the current senior administration."

"In my opinion, Queen's is the premier institution in the country – but we can't keep it there simply through virtue of providence."

He referred to his passionate belief in the strength of the university's undergraduate programs, and entreated councillors to support the university as it moves forward. He highlighted several challenges: continuing to make the campus more diverse, relations with the city and surrounding community, hiring and retaining quality staff and dealing with a massive deferred maintenance bill.

With Ontario's per-capita funding for education the lowest in the country, he entreated councillors with government connections to use their influence.

"Universities are the future of this country – and we need a better deal."



Sarah Jane Dumbrille of University Council presents a citation to Chancellor Charles Baillie, recognizing him as Chancellor Emeritus at the council's annual meeting at Kingston Hall on May 2. Chancellor Baillie retires at the end of June after serving two three-year terms.

CELIA RUSSELL

### Dodge

continued from page 1

Previously, Dr. Dodge was an associate professor of Canadian Studies and International Economics at the School of Advanced International Studies, Johns Hopkins University; Senior Fellow in the Faculty of Commerce at the University of British Columbia; and Visiting Professor in the Department of Economics at Simon Fraser University.

He has also served as Director of the International Economics Program of the Institute for Research on Public Policy.

Dr. Dodge and his wife Christiane (nee Schweiger), an Arts'65 graduate of Queen's, reside in Ottawa.



David Dodge

DAYNE BROWN

### IN BRIEF

#### Skelton-Clark Fellow appointed

Peter Harrison, currently Senior Associate Deputy Minister of Indian Affairs and Northern Development and Executive Director and Deputy Head of the Office of Indian Residential Schools Resolution of Canada, has been appointed as the Skelton-Clark Fellow in the School of Policy Studies, effective June 1.

"I am extremely pleased that Peter will be joining us," says Director Arthur Sweetman.

The position is funded by an endowment created in 1953 by friends of O.D. Skelton and W.C. Clark (former members of the Department of Political and Economic Science, now the departments of Political Studies and Economics). Both had moved on from Queen's to influential careers in Ottawa, where they are credited with helping to found the modern public service.

The money from the endowment is to be used to promote research and publication in the area of public policy. One of its chief uses over the years has been to bring people active or knowledgeable in public affairs to Queen's as Skelton-Clark Fellows, to write, meet with students and faculty, and generally participate in university life.

#### Senate meeting dates

Senate approved meeting dates for 2008-09 at the April 24 meeting. All meetings with the exception of the May meeting begin at 3:30 pm. They are Sept. 25, Oct. 23, Nov. 20, Jan. 29, Feb. 26, March, 26, April 23, May 20 (9:30 am).



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.

## Journey to language teaches important lessons

Many of you may not realize it, but May is hearing month. It is a month of celebration in our household. My daughter, Sophie, was born profoundly deaf; she could hear almost no sound and had no language. At age two, she was fortunate enough to get cochlear implants, which now provide her with the ability to hear. Today, she hears, although with implants it is something she always must work at. She also has normally developing speech for her age.

A very wise family worker we had the privilege of working with once said to me, "Why is it the absence of something that always makes us appreciate the miracle of it." That is how I feel about hearing.

Cochlear implants are small, complex electronic devices that can help to provide a sense of sound to a person who is profoundly deaf or severely hard-of-hearing. The implant consists of an external portion that sits behind the ear and a second portion that is surgically placed under the skin. Because the external piece is visible, others notice.

For Sophie, this raises questions: Why is she deaf? Why does she have to be different? And what should she say when others comment on her external device? These questions come from her exploration of herself, her curiosity and sometimes her sadness about her

hearing. They also remind me of the miracle of this technology, and the role that a parent plays in championing her child.

An implant does not restore normal hearing. Instead, it can give a deaf person a useful representation of sounds in the environment and help him or her to understand speech.

By the end of 2006, more than 112,000 people worldwide had received implants. Use of a cochlear implant requires both a surgical procedure and significant therapy to learn or relearn the sense of hearing. Not everyone qualifies or responds well to cochlear implants. The decision to receive an implant involves tests and consultations with medical specialists, including an experienced cochlear-implant surgeon.

Some individuals may choose not to have a cochlear implant for a variety of personal reasons. Surgical implantations almost always are safe, although complications are a risk factor, just as with any kind of surgery. An additional consideration is learning to interpret the sounds created by an implant. This process takes time and practice. Speech-language pathologists and audiologists are frequently involved in this learning process. Our journey to hearing and listening would not have been possible without the support from many ex-



**WENDY CRAIG**  
Expert Outlook

perts, friends and our family. In other words, we would not be where we are today without our village of champions.

In this journey to speech and language, I have learned many important lessons, some of which have nothing to do with hearing. Children are our most important resource and our future. By supporting their healthy development, we are creating the brightest future possible. All adults play a role in socializing children, through their championing of them, through our moment-to-moment interactions with them, through our own modeling of behaviours, and through creating the social contexts that maximize their potential for healthy relationships.

Adults need to advocate for children and need to be strong cham-

pions, in particular, for the most vulnerable. In advocating for them, we provide them with a sense of self, growing awareness and liking for who he/she is, and a willingness to explore the world. Be their champion. Recognize what your children like to do and do well, celebrate them, and accept and support their highs and lows.

In championing our children, we also may gain access to the resources they most need, whether it is hearing equipment at school or social support to help them interact in a more pro-social way. In advocating for them, we are being a role model that helps them learn that they are worth standing up for, and to stand up for themselves and for others who may need support. We are teaching them self-acceptance, providing them with increased self-awareness, and allowing them to be independent.

In our moment-to-moment interactions with children, we teach them every day about themselves, ourselves and healthy relationships. Within our relationships with children, we are modeling appropriate and inappropriate behaviours, and we are teaching them about how to deal with positive emotions such as love and intimacy, as well as how to deal with anger, sadness, and conflict. Children learn from watching and participating in relationships. We as

adults need to lead by example and provide children with the healthy foundation of trust, intimacy and love that will enable them to accept themselves and engage with the world.

We are also social architects for our children, in finding social contexts and social relationships that will maximize the potential for healthy development and relationships. Through our journey from deafness to sound, we have been able to create the family and community village to support us. Through relationships, my child has a brighter future and a village to ask her important questions about hearing and about many other things. If we as adults can focus on "greening" our relationships by supporting children every day, just as we recycle, we can make a difference in all our children's lives and in our own. And we just might be fortunate to be a part of a wonderful journey, just as we were going from silence to hearing, to verbally talking about and understanding the significance of that journey.

Wendy Craig is a professor in the Department of Psychology and scientific director of PREVNet (Promoting Relationships and Eliminating Violence). This op-ed recently appeared in the Kingston Whig-Standard.

## Experts address polygamy laws, allegations against Conservatives

### QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ April 22 - May 5

#### Globe and Mail

**Nick Bala** (Law) - Canadian polygamy laws.

**Elsbeth Murray** (Business) - Second-guessing by someone who had the role before you at work.

**John Hoey** (Community Health and Epidemiology) - The start-up of Canadian-based web journal, Open Medicine.

**Ned Franks** (Political Studies) - Allegations against the Conservatives suggesting the party overspent by \$1.1 million.

**David Mitchell** (VP Advancement) - Liberal Party challenges.



Axworthy



Siljak

**Ana Siljak's** (History) - Her book entitled *Angel of Vengeance: The "Girl Assassin", the Governor of St. Petersburg, and the Russia's Revolutionary World*; also in the Kingston Whig-Standard.

#### National Post

**Ken Wong** (Business) - Effectiveness of ads by the Canadian National Institute for the Blind; also rumours that Cossette Communication Group Inc. has lost the position of steering English-language creative on the Bell Canada account.

**Helen Driver** (Psychology) - A Statistics Canada survey of Canadian sleep patterns in Canadian Press and CanWest stories picked up by the Ottawa Citizen, Calgary Herald, Winnipeg Free Press, Montreal Gazette, Edmonton Journal, Halifax Chronicle Herald, and in an interview with CBC-Radio Syndicate broadcast in 10 cities across the country, on CBC-Radio's Ontario Morning, CBC-Radio Winnipeg and CJLS-Radio in Nova Scotia.

**Tom Axworthy** (Policy Studies) - An in-depth examination of the workings of Parliament, and in the Vancouver Sun and Kingston Whig-Standard; also an opinion piece on the North American food system in the Toronto Star.

#### Toronto Star

**Tom Courchene** (Policy Studies) - Canada's equalization system; also in the Ottawa Citizen.

**Doug Bland** (Policy Studies) - Canada's next chief of defence.

**Jeanette Holden** (Psychiatry) - A Public Health Agency survey that will track autism disorders.

#### Ottawa Citizen

**Ron Holden** (Psychology) - Suicide rates over the past five decades among Canadians aged 14 to 21.

**David Skillicorn** (Computing) - Development of software tools that analyze text for signs of spin, deception, and negotiation; also in the Winnipeg Free Press, Windsor Star, Regina Leader-Post, and Vancouver Sun.

#### CTV-Canada AM

**Ruth Wilson** (Family Medicine) - Family doctor shortage.

#### CBC

**Phil Burge** (Psychiatry) - Queen's undergraduate medical education training program in intellectual disabilities on CBC-Radio's Ontario Today.

**Mark Walters** (Law) - Legalities

around aboriginal land claims on CBC-Radio's Ontario Morning.

**Bev Baines** (Law) and **Nick Bala** (Law) - Polygamy in the B.C. town of Creston on CBC-Radio's The House.

#### Local

**Art Cockfield** (Law) - Secure transfer of health information.

**Stephen Brown** (Chemistry) - Household products containing Bisphenol-A on CHUM-Radio.

#### Other

**Robin Reesal** (Psychiatry) - Stress leave and the implications for employer, employees, and insurance companies in the Calgary Herald.

**Jonathan Kerr** (Family Medicine) - Keeping a balance between work and home life for family physicians in the Ottawa Sun.

**Rob Hickey** (Policy Studies) - Employment conditions in Niagara's accommodations sector in Niagara This Week.

## Three alumni named to Top 40 Under 40

### PEOPLE

Two business leaders and an entrepreneur with a passion for food are among Canada's 2007 Top 40 Under 40, featured in the May 6 Globe and Mail. **Court Carruthers**, a 2005 MBA, is president of Acklands-Grainger, Inc., Canada's largest distributor of industrial safety supplies; **George Rossolatos**, Com'95, is partner and co-founder of TorQuest Partners, a private equity firm and **Alex Rechichi**, Artsci'96, is president and chief executive officer of Extreme Brandz Inc. The prestigious national award program annually honours 40 Canadians in the private, public and not-for-profit sectors under the age of 40. Honourees were chosen on five key criteria including: vision and leadership; innovation and achievement; impact; community involvement and contribution and strategy for growth.



Carruthers



Mueller

**Alice Aiken** (Rehabilitation Therapy) is president-elect of the Board of Directors of the Canadian Physiotherapy Association, effective June 1. She will have regular contact with national and international groups including the World Confederation of Physical Therapists, for which Canada serves as the secretariat and representative of the North American and Caribbean area.

**Chris Mueller**, (Biochemistry/Pathology) is one of the first recipients of the Canadian Breast Cancer Foundation's Outstanding

Volunteer Awards. Dr. Mueller received his award May 3 at a special ceremony at the Fairmont Royal York in Toronto.

Student-athlete **Brady Olsen** of Enterprise, Ont., has signed a one-year contract with the Rapid City Rush in the AA Pro Central Hockey League. He garnered national attention when he scored a highlight-reel goal in a January game against rival Royal Military College (RMC). It was later aired on TSN's That's Hockey and viewed on YouTube more than 2,500 times.

**Paul Smith** (Career Services) has been nominated for the Moe Kytter Award of Merit, presented by the Canadian Association of Career Educators & Employers (CACEE). The award, which recognizes an exemplary contribution to the association, will be presented at the CACEE National Conference, June 2.

People celebrates the achievements of Queen's community members. Email submissions to [gazette@queensu.ca](mailto:gazette@queensu.ca)



CELIA RUSSELL

Student-athlete Mike Giffin of Kingston (centre) was selected 17th overall by the Hamilton Tiger Cats in the recent Canadian Football League College Draft. Welcoming him to the league are Gaels alumni and fellow Kingstonians Matt Kirk (left) of the BC Lions and Rob Bagg of the Saskatchewan Roughriders.



MARYANN SEVERIN

Several Queen's staff and faculty members put the pedal to the metal outside City Hall late last month in the Big Bike ride to raise funds for the Heart and Stroke Foundation.

## Staff and faculty pedal for Heart and Stroke

Three teams of Queen's faculty and staff have had fun taking turns riding the Big Bike for the Heart and Stroke Foundation of Ontario through the streets of downtown Kingston.

While the goal for each team was a minimum of \$1,500, Shannon Casteel's Healthy U @ Queen's team raised a total of \$2,855 – almost twice the original goal. Michael Boffa's research team (Bio-

chemistry) raised a total of \$2,360. A third team, Diane Davies' CORE team (Queen's Centre for Obesity Research and Education) was scheduled to ride last Friday (at press time).

For more information on the Heart and Stroke Foundation of Ontario or the Big Bike event, visit [www.heartandstroke.on.ca](http://www.heartandstroke.on.ca) and click on Events and Big Bike.

## IN BRIEF

### Quarterly kudos

The Queen's Quarterly continues to garner national notice. The Globe and Mail's On the Stand on May 3 recognized it as one of the "best magazine reads on the racks."

The magazine also received three nominations at this year's National Magazine Awards: Essay – George Jonas, Meditations on Israel, Vol. 114 No. 1 (Spring 2007); Poetry – David Helwig, Exercise in December, Vol. 114 No. 4 (Winter 2007) and Editorial Package – The Capitalist Society, Vol. 114 No. 3 (Fall 2007).

The Queen's Quarterly won gold in 2005 for columns by Robert Fulford – Dream Merchants: Jews, Photography and André Kertész; The Spirit of the South; Migration and Modernity: A Leap in Time and Space.

The awards will be presented at a ceremony in Toronto on June 5.

### Nominate an educator

Canada Mortgage and Housing Corporation's Excellence in Education Award honours secondary and post-secondary educators who have encouraged students in the development of sustainable communities by integrating sustainable concepts in housing and community development into their curriculum. Steve Harrison of the Department of Mechanical and Materials Engineering is a recent winner.

To nominate an outstanding educator, go to [www.cmhc.ca](http://www.cmhc.ca) (keywords: Excellence in Education). The nomination deadline is May 31. CMHC will send a small gift to those who submit a nomination.

# Notice - Senate Review of The Monieson Centre at Queen's School of Business



## Invitation to Comment

In accordance with Queen's University Policy on "Procedures Governing the Establishment, Reporting and Review of Research Centres, Institutes and Other Entities," The Monieson Centre at Queen's School of Business, previously known as The Queen's Centre for Knowledge-Based Enterprises, will be subject to a five-year review by the Senate in November of 2008.

A Review Committee was recently appointed by the Dean of the School of Business to review the goals and objectives of the Centre, to make recommendations on the Centre's future, and to communicate its recommendations in a final report to the Senate.

The Review Committee is seeking feedback from the stakeholder community – faculty, students, staff, public and private sector organizations – regarding the Monieson Centre's programming, accomplishments and contributions.

Kindly submit written comments to Dr. John Gordon, Chair of the Monieson Centre Review Committee at [mboisvert@business.queensu.ca](mailto:mboisvert@business.queensu.ca) by Friday, June 27th, 2008.

If you require further information on The Monieson Centre, please consult the website at

<http://business.queensu.ca/knowledge>

Thank you  
**John Gordon**  
 Chair, Monieson Centre  
 Review Committee

### Committee Members:

- J. Denford**, PhD Candidate, School of Business
- B. Donald**, Faculty, Dept. of Geography
- S. Marlin**, Associate Vice-Principal, Research
- N. McEvoy**, Chairman, Advisory Board, Monieson Centre – Ex officio
- B. Pazderka**, Faculty, School of Business
- L. Ross**, Dean's Office, School of Business

## For the Record

### Submission information

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

### Appointments

#### Academic Appointments

Marc Dignam has been appointed Acting Head of the Department of Physics, Engineering Physics and Astronomy for the period July 1, 2008 to June 30, 2009, while David Hanes is on leave. A detailed announcement may be found at [www.queensu.ca/artsci/appt/head.html](http://www.queensu.ca/artsci/appt/head.html)

#### Staff Appointments

(Posted April 25 and May 2 at [www.hr.queensu.ca](http://www.hr.queensu.ca))

Clinic Manager 2008-016  
Health, Counselling and Disability Services  
**Fatima Couto**

Office Assistant 2008-058  
School of Graduate Studies and Research  
**Pamela LeBlanc** (Faculty of Arts and Science)

Welder/Fabricator Technician 2008-053  
Department of Mechanical and Materials Engineering  
**Derek Hodgson**

Clerk/Receptionist 2008-074  
School of Graduate Studies and Research  
**Nancy Hicks** (Stauffer Library)

Sustainability Manager 2007-180  
Department: Physical Plant Services  
**Gail Wood** (eQUIP Task Force)

### Awards and Grants

#### Chancellor Richardson Memorial Fund – call for applications

The Advisory Committee of the Chancellor Richardson Memorial Fund (CRMF) invites departments and other Queen's agencies involved

in the study of Canada, to submit proposals in support of the purchase of Canadiana teaching and research materials. For details on these acquisitions and the Opportunity Fund contact Brian Osborne, chair of the advisory committee, [osborneb@queensu.ca](mailto:osborneb@queensu.ca). Visit [adv.queensu.ca/richardson/guidelines.php](http://adv.queensu.ca/richardson/guidelines.php) for more information on submitting an application. Funding proposals may be submitted to Kathy O'Brien, Secretary of the CRMF Fund, Office of the Vice-Principal (Academic), Room 120 Dunning Hall or via email to [kathy.obrien@queensu.ca](mailto:kathy.obrien@queensu.ca) by Monday, June 2.

### Internal Academic Reviews

Patrick Deane, Vice-Principal (Academic), announces the commencement of the 2008-09 internal academic reviews for the following units and programs:

#### Faculty of Applied Science

Department of Chemical Engineering and Engineering Chemistry  
Department of Mining Engineering

#### Faculty of Arts and Science

Department of Art  
Department of Chemistry  
Department of Economics  
Department of Mathematics and Statistics, Mathematics and Engineering, and the Collaborative Graduate Specialization in Computational Science and Engineering  
School of Music

#### Faculty of Health Sciences

School of Nursing

Consistent with the Senate Internal Academic Review policy document, members of the university community are invited to recommend individuals to serve on the review teams, which will be established by the Internal Academic Review Committee. Each review team will be made up of four faculty members (two of whom will be from the same faculty, if departmentalized), two students (one of whom will be a graduate student, if the unit offers a graduate program), and one staff member. All

## ART FOR COMMUNITY



KAREN RICHARDSON

Above is a detail of Alfred Pellán's *Végétaux marins*, 1964, on display at the Agnes Etherington Art Centre until Aug. 10. The work is part of the exhibition *Art for Community: The Art Collection Society of Kingston*, which highlights key works from the history of the collection and Canadian historical painting.

members will be external to the unit being reviewed. Recommendations should be submitted to the Dean of the Faculty of Applied Science, the Dean of the Faculty of Arts and Science or the Dean of Health Sciences by **Friday, May 30**. Further information about internal academic reviews and the responsibilities of review team members may be obtained from the Office of the Vice-Principal (Academic), ext. 32020, or by referring to the Senate policy document at: [www.queensu.ca/secretariat/senate/policies/iarrev/index.html](http://www.queensu.ca/secretariat/senate/policies/iarrev/index.html).

### Convocation

Faculty invitation to spring convocation ceremonies 2008 in Grant Hall.

#### Monday, May 26

9:30 am  
Faculty of Applied Science (Chemical Engineering, Electrical and Computer Engineering)  
Guest Speaker: Thomas Harris

2:30 pm  
Faculty of Applied Science (Geological Engineering, Mechanical and Materials Engineering, Design and Manufacturing, Mining Engineering)  
Honorary Graduand: Bert Wasmund, DSC

#### Tuesday, May 27

9:30 am  
Faculty of Education  
Guest Speaker: Sean Conway

2:30 pm  
Faculty of Education  
Honorary Graduand: Marilyn McHarg, LLD

#### Wednesday, May 28

2:30 pm  
Faculty of Health Sciences  
Honorary Graduand: Phil Nuytten, DSc

#### Thursday, May 29

9:30 am  
School of Graduate Studies and Research  
Faculty of Applied Science (Civil Engineering, Physics, Engineering Physics and Astronomy, Mathematics and Engineering)  
Guest Speaker: Anthony Hodge

2:30 pm  
School of Business (BCom)  
Honorary Graduands: Galen Weston, LLD and Hilary Weston, LLD

#### Friday, May 30

9:30 am  
School of Business (MBA)  
Guest Speaker: Jerry del Missier

2:30 pm  
Industrial Relations, Policy Studies, Urban & Regional Planning, Business (PhD, MSc, MIR, MPA, MPL, MBA)  
Guest Speaker: James Leech

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**Monday, June 2**

9:30 am  
Faculty of Arts & Science (Art, Drama, Drama/Film, Film and Media, Music)  
Honorary Graduand:  
Albert Schultz, LLD

2:30 pm

Faculty of Arts & Science (English Language & Literature, English Language & Literature/History, English/History/Classics/Philosophy, History)  
Guest Speaker: Donald Akenson

**Tuesday, June 3**

9:30 am  
Faculty of Arts & Science (Classics, Computing, Computing/Psychology, French Studies, German, Jewish Studies, Linguistics,  
Continued on page 14

## Queen's Pension Plan

### Quarterly Investment Report – March 31, 2008

**CAPITAL MARKETS**

Returns on investments in the various markets can be measured against a series of well-established indices. Index returns (in C\$) for the 3-month and 12-month periods ending March, 2008 are as follows:

	3 months	12 months
S&P/TSX Composite (Canadian Stocks)	-2.8%	4.0%
MSCI World (Global Stocks ex Canada)	-5.5%	-14.2%
DEX Bonds (Canadian Bonds)	3.0%	5.8%
91 day T-Bills (Treasury Bills)	1.2%	4.6%

**QUEEN'S ASSET MIX**

The investment managers have mandates established through a Statement of Investment Policies developed by the Pension Committee of the Board of Trustees. The policy asset mix is a long-term strategy mix which is used as a "benchmark" when measuring performance of managers.

The current market value of the Queen's Pension Plan (QPP) of approximately \$1.4 billion can be broken down as follows:

Asset Class		Policy Mix	Current Mix
Stocks	Canadian	29%	29%
	Global (ex. Canada)	31%	32%
Regular Bonds		38%	36%
Private Debt		2%	3%

**QUEEN'S PERFORMANCE**

**1. Compared With Other Pension Plans**

The fund lost 3.7% in the first quarter. This put the QPP in the fourth quartile of RBC Global's universe of pension funds. The one-year return of -2.2% was 3rd quartile, the four-year return of 8.7% was 1st quartile, and the ten-year return of 7.2% was 2nd quartile. The quartile breaks for RBC Global's universe are as follows:

	3 months	1 yr	4 yrs	10 yrs
1st quartile	-0.8%	0.0%	8.3%	7.6%
Median	-1.3%	-1.4%	7.4%	6.9%
3rd quartile	-1.9%	-2.5%	6.9%	6.3%

**2. Relative to the Benchmark**

	3 months	1 yr	4 yrs	10 yrs
Fund return	-3.7%	-2.2%	8.7%	7.2%
Benchmark return	-2.1%	-0.5%	7.8%	6.5%
Fund performance relative to benchmark	-1.6%	-1.7%	0.9%	0.7%

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

**3. General Comments**

- Risk aversion in the first quarter of 2008 led to significant turbulence in global equities as investors continued their flight to quality in the fixed income markets. Commodity prices also soared as investors sought a safe haven in commodities and gold.
- Most global equity markets reported losses for the quarter, many of which were double-digit in size. The Canadian market declined almost 5% with all sectors declining except for energy, gold and materials stocks.
- The yield curves in Canada and the U.S. steepened significantly, with the U.S. Federal Reserve and the Bank of Canada reducing their Fed Funds and overnight rate by a total of 200 bps and 75 bps, respectively, over the quarter.
- Beutel Goodman (Canadian fixed income), was the best performing manager for the quarter, exceeding their benchmark by 92 basis points. PIMCO (Canadian fixed income) was also slightly above benchmark.
- We currently hedge approximately 30% of our USD exposure back to Canadian dollars.
- The Canadian dollar closed at 97.42 cents U.S. at March 31, down about 3.4% from 100.88 cents U.S. on December 31st.



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-  **nightly slow roasted Alberta prime rib dinner**
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	<p><b>CLOUD</b></p> <ul style="list-style-type: none"> <li>wool filled</li> </ul>	 <b>Natura</b>
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Philosophy, Religious Studies, Spanish and Italian, Women's Studies)  
Guest Speaker: Alistair Macleod

2:30 pm  
Faculty of Arts & Science (Canadian Studies, Economics, Political Studies)  
Honorary Graduand:  
Tom Kent, LLD

**Wednesday, June 4**

9:30 am  
Faculty of Arts & Science (Global Development Studies, Psychology, Sociology)  
Guest Speaker: Vincent Sacco

2:30 pm  
Faculty of Arts & Science (Biology, Environmental Studies)  
Guest Speaker: John Smol

**Thursday, June 5**

9:30 am  
Faculty of Arts & Science (Chemistry, Geography, Geological Sciences, Mathematics and Statistics, Physics)  
Guest Speaker: Brian Osborne

2:30 pm  
Faculty of Arts & Science (Anatomy and Cell Biology, Community Health & Epidemiology, Life Sciences, Microbiology and Immunology, Neuroscience, Pathology and Molecular Medicine, Pharmacology and Toxicology, Physiology)  
Honorary Graduand:  
Alexander McCall Smith, LLD

**Friday, June 6**

9:30 am  
Faculty of Arts & Science (Biochemistry, Kinesiology and Health Studies)  
Honorary Graduand:  
Jean Béliveau, LLD

2:30 pm  
Faculty of Law  
Honorary Graduand:  
Daniel Soberman, LLD

**Assembly:** The academic procession will assemble in the Red Room in Kingston Hall (located on the second level) 30 minutes before convocation times. If you will be joining the academic procession, please complete the online form prior to May 20 at [www.queensu.ca/secretariat/convocation/RSVPform.html](http://www.queensu.ca/secretariat/convocation/RSVPform.html) so that sufficient seats may be reserved. Contact Janet Cowperthwaite at [cowperth@queensu.ca](mailto:cowperth@queensu.ca), ext. 77927. Those needing a hood or gown should make arrangements with the Alma Mater Society 30 minutes before each ceremony. Please present your faculty card for identification. Receptions: All receptions are the responsibility of the faculty or school concerned. You are encouraged to attend these functions and meet with the graduands and their families.

**Human Resources**

**Milestones**

If you have a milestone of 5, 10, 15, 20, 25, 30, 35, 40 years or more of continuous service coming up and you do NOT wish your name to be included in the listing, please contact Faye in Human Resources at ext. 77791. Congratulations to those who reached the following milestones:  
**March, 2008**  
**40 years:** Barbara Higgins, Mechanical and Materials Engineering; David Wright, Apartment and Housing.  
**30 years:** Faye Baudoux, Human Resources; Bonnie Cuddon, William R Lederman Law Library; Mary Senior, School of Business.

**20 years:** Luis Cardoso, PPS; Sandra Murray, Centre for Teaching and Learning; John Odell, Physics, Engineering Physics and Astronomy; Patrick Tobin, PPS; Susan Wilson, Legal Aid.

**15 years:** Matthew King, SPEG.  
**10 years:** Susan Sproule, ITS; Janice Tough, International Programs Office.

**Five years:** Tracy Boyd, NCIC; Cheryl Devries, Animal Care Service; Sandy Fox, The Principal's Office; Suzanna Keller, Cancer Research Institute; Bobbi Kerlin, ITS; John Plummer, PPS; Ryan Stoness, School of Business.

**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](http://www.queensu.ca/eap).

**Staff job postings**

For staff job postings, visit [www.hr.queensu.ca](http://www.hr.queensu.ca). The site is updated weekly on Fridays.

**Nominations**

**Honorary degree nominations, 2009**

The Senate Committee on Honorary Degrees invites nominations for the award of honorary degree at the 2009 Convocations. The deadline is Friday, Aug. 8. Information and nomination forms are available at [www.queensu.ca/secretariat/HonDegre.html](http://www.queensu.ca/secretariat/HonDegre.html).

**PhD Examinations**

Regular university staff may attend PhD oral thesis examinations.

**Tuesday, May 6**

**Huayong Chen**, Department of Geological Sciences & Geological Engineering. The Marcona-Mina Justa District, South Central Peru: Implications for the Genesis and Definition of the Iron Oxide-Copper (-Gold) Deposit Clan. Supervisors: A.H. Clark, T.K. Kyser. M100A Miller Hall, 2 pm.

**Tuesday, May 20**

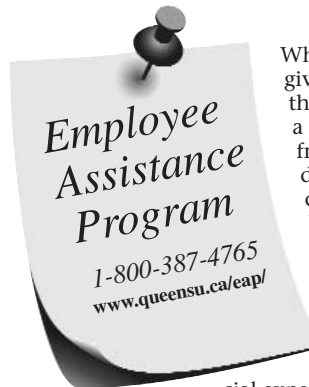
**Enda Oscar Brophy**, Department of Sociology. The Organizations of Immaterial Labour: Knowledge Worker Resistance in Post-Fordism. Supervisor: V. Mosco, D528 Mackintosh-Corry Hall, 2 pm.

**Thursday, May 22**

**François Sébastien Guimont**, Department of Biology. Cortisol Selection of Djungarian Hamster (Phodopus Campbellii):

Continued on page 15

## A Footnote on Health



While a small amount of anxiety is useful – giving you the strength to escape a life-threatening situation or the energy to meet a tight deadline – for people who suffer from anxiety attacks, the effects can be devastating. As with any psychological condition, anxiety attacks can be caused by several different factors.

**What causes an anxiety attack?**

**Social anxiety:** For some, the pressure of feeling as if they are being watched by others can trigger an anxiety attack.

Often, these people had a negative social experience when they were young, likely at school, and have never felt comfortable surrounded by other people. Parties, events and being in public places like shopping centres and grocery stores can trigger attacks.

**General anxiety:** Among the most common of all psychiatric illnesses, sufferers of general anxiety often feel like things are going wrong, or a catastrophe is just waiting to happen. In some cases, seemingly small problems, such as getting stuck in a traffic jam, can set off a severe attack.

**Post-traumatic stress:** Victims involved in or witness to a traumatic event – such a robbery, or a natural disaster – can be plagued by flashbacks, which trigger sudden anxiety attacks.

- Do you tend to turn every small problem into a major catastrophe?
- Does worrying interfere with your sleep?
- Do you often have a sudden and intense fear for no explainable reason?
- Did you experience a traumatic event, which you still constantly think about?
- Have you changed your lifestyle or daily routine because of fear or worrying?

If you answered "yes" to any of the above questions, you may suffer or be prone to suffering from anxiety attacks.

**What should I do when I feel an attack coming on?**


**Breathe slowly.** During an anxiety attack, most sufferers take short, shallow breaths, often to the point of hyperventilation. This type of breathing only makes the anxiety worse, because it prevents oxygen from getting to the brain, causing light-headedness and nausea. Taking long, slow, deep breaths is often enough to slow or prevent a full-blown attack.


**Find a calm place:** Look for a quiet area with as few distractions as possible, and stay there until the attack subsides.

**Talk to yourself.** What you say to yourself strongly affects how you feel. For anxiety sufferers, thoughts such as, "I've completely lost control of myself," or, "There's no way to escape," can trigger or worsen an attack. But the opposite is also true: positive words can boost your mood and offset feelings of panic. Examples of a 'positive self-pep talk' include: "This has happened to me before, and I always got through it." "There's nothing wrong with me – I'm just feeling stressed" "These attacks always pass after a few minutes."

Caring EAP professionals are available to help you identify the possible sources of your anxiety and address issues that may contribute towards your feelings of anxiety in the present. Your EAP can provide support to make anxiety a thing of the past.

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



	<p><b>Toronto Zoo</b> June 22, July 21, Aug 17 <b>\$69 / \$59</b></p>	<p><b>Everybody Loves Marineland</b> July 14, 20, 28 Aug 11, 18, 24 <b>\$85</b></p>
<p><b>Canada's Wonderland</b></p>		
<p>REGULAR SEASON - \$79 July 3, 5, 7, 9, 11, 13, 15, 17, 19, 21, 23, 25, 27, 29, 31 PRESEASON - \$69 August 1, 3, 5, 7, 9, 11, 13, 15, 17, 19, 21, 25, 27, 29, 31</p>		

<p><b>DAY TOURS</b></p> <p><b>CHINESE LANTERN FESTIVAL</b> JULY 31st \$99 Incl. admission and dinner at the Mandarin Buffet</p> <p><b>Cirque Du Soleil "SALTIMBANCO"</b> August 17 &amp; 24 \$149/\$139</p> <p><b>Cirque Du Soleil "CORTEO"</b> September 28 \$159</p> <p><b>NEW YORK STATE FAIR</b> Incl. park admission &amp; concert ticket August 23 \$129 Journey, Heart, Cheap Trick August 25 \$129 Brooks &amp; Dunn</p>	<p><b>OVERNIGHT TOURS</b></p> <p><b>OLD FASHIONED VACATION TO CAPE COD</b> August 25-29 \$849 Incl. Seal Watch, Whale Watching or Dune Ride; 4 breakfasts, 4 dinners, guided tours &amp; much more Family Rate \$2,800 (2 Adults, 2 Children)</p> <p><b>STRATFORD FESTIVAL</b> July 4-5 \$439 Incl. The Music Man - Romeo &amp; Juliet 2 dinners, breakfast and costume warehouse tours</p> <p><b>ST. JACOBS OVERNIGHT GETAWAY</b> August 22-23 \$229 Fabulous shopping, breathtaking scenery, heartwarming attractions and gracious hospitality!</p>
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Consequences on Emotional Reaction and Impact in Understanding Domestication. Supervisor: K.E. Wynne-Edwards, 3110 BioSciences Complex, 10 am.

## Calendar

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

## Lectures and Events

### Monday, May 12

**Monieson Centre**  
David Vuong, Queen's and Ryerson. Knowledge Sharing in Charities. Goodes 403, noon. Details: [www.business.queensu.ca/knowledge](http://www.business.queensu.ca/knowledge). Lunch will be served.

### Sunday, May 18

**International Museum Day**  
Free admission to the Agnes Etherington Art Centre.

### Wednesday, May 21

**Reception for outgoing Principal Hitchcock**

Celebrate the achievements of outgoing Principal Karen Hitchcock. Chancellor A. Charles Baillie invites all members of the Queen's family (faculty, staff, students, and alumni). Ban Righ Hall, Elspeth Baugh Fire-side Room, 11:30 am to 1:30 pm. Refreshments provided. For information, contact Peggy Watkin at [watkinm@queensu.ca](mailto:watkinm@queensu.ca), tel 613-533-6093.

### Wednesday, May 21 – Friday, May 23

Rural Vitality: From Surviving to Thriving – An Eastern Ontario

MAY						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

JUNE						
S	M	T	W	T	F	S
1	2	3	4	5	6	7

## Submission Information

The deadline for the May 26 issue is at noon on Friday, May 16. Note that the June Gazette will publish one week sooner, on Monday, June 9 (submission deadline – June 2 at noon) Email submissions to [gazette@queensu.ca](mailto:gazette@queensu.ca) in the following format:  
*Date, department, speaker's name, affiliation, title, location, time.* Please spell out acronyms.  
**For news and information between issues, visit [www.queensu.ca/newscentre](http://www.queensu.ca/newscentre).**

Perspective. Hosted by the Monieson Centre and the Prince Edward/Lennox and Addington Community Futures Development Corporation. Details and registration at [www.pelaird.ca](http://www.pelaird.ca).

**Friday, May 23 to Saturday, May 24**  
Eighth-Annual National Forum on Public Policy and the Third Sector. Empowering the Voice and Engagement of Citizens: Is the Voluntary Sector Still a Relevant Player? Keynote speaker Rinaldo Walcott, University of Toronto. 202 Policy

## 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 (next tour May 15): 45 minutes, 12:15 pm and 7:15 pm.

### Exhibitions

The Art Collection Society of Kingston: Historical Feature Gallery. To Aug. 10.

Propitious Moments: Selections from the Heritage Quilt Collection. Fraser Elliott Gallery. To Aug. 10.  
Carole Condé and Karl Beveridge: Working Culture. The Davies Foundation, Contemporary Feature, and Frances K. Smith Galleries. To June 8.

Dramatic Turns: Narratives of Change in European Painting. Bader Gallery. To Dec. 29.  
Ere Ibeji: Twin Figures of the Yoruba. African Gallery. To Sept. 21.  
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](http://www.aeac.ca)

### Union Gallery

Stauffer Library, first floor.

**Main Gallery:** Reinventing Temporal Exposures: An Exhibition of photo-inspired Work. Alex Contini, Victoria Fenninger, Justin Wu. To May 24.

**Project Room:** Post-Monitor: An Exhibition of Documentation and Images of Monitor offsite projects. Lisa Figge, Jacqueline Collumb, Klaudio Shita. Reception to meet artists on Saturday, May 24, 6-8 pm.  
**Mural Project:** on display along the fence on Earl Street between Division Street and University Avenue. See website for details. [uniongallery.queensu.ca](http://uniongallery.queensu.ca)

Studies, 8 am to 1 pm. Seating limited; early registration by May 2. For information or to register, visit [www.queensu.ca/sps/conferences\\_events/annual\\_conferences/third\\_sector/third\\_sector\\_2008.php](http://www.queensu.ca/sps/conferences_events/annual_conferences/third_sector/third_sector_2008.php) or contact Rachel Laforest at [laforest@queensu.ca](mailto:laforest@queensu.ca), 613-533-6000, ext. 77264.

### Thursday, June 5

#### Retirement reception

Executive Director of Housing David J. Wright retires after 40 years of service (Apartment and Housing

Service). The University Club (168 Stuart Street), 4-6 pm. All welcome. Hosted by Associate Vice-Principal and Dean of Student Affairs Jason Laker.



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

## HELP LINES

Campus Security  
Emergency Report Centre

**613-533-6111**

### Human Rights Office

613-533-6886  
Irène Bujara, Director

### Sexual Harassment Complainant Advisors

Margot Coulter, Coordinator  
613-533-6629

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

### Anti-Racism Complainant Advisors

Stephanie Simpson, Coordinator  
613-533-6886

Audrey Kobayashi – Geography,  
613-533-3035

### Anti-Heterosexism/Transphobia Complainant Advisors

Julie Darke, Coordinator  
613-533-6886

Eleanor MacDonald, Politics  
613-533-6631

### Coordinator of Dispute Resolution Mechanisms

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

### Sexual Harassment Respondent Advisors

Paul Banfield – Archives  
ext. 74460

Greg Wanless – Drama  
ext. 74330

### Anti-Racism Respondent Advisor

Ellie Deir – Education  
ext. 77673

### Internal Dispute Resolution

SGPS Student Advisor Program  
613-533-3169

### University Dispute Resolution Advisors – Students

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

### University Grievance Advisors – Staff

Janet Cowperthwaite  
University Secretariat  
ext. 77927

Bob Burge – JDUC  
ext. 78775

Gary Racine – Telecommunications  
613-533-3037

### Freedom of Information and Protection of Privacy

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

### Accommodation and Wellness

Shannon Casteels, Workplace Advisor  
ext. 77818

### Employee Assistance Program

1-800-387-4765

### University Chaplain

Brian Yealland  
613-533-2186

### Rector

Johsa Manzanilla  
613-533-2733

### Health, Counselling and Disability Services

613-533-2506

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



## LIMESTONE | FINANCIAL

**Stephanie Milligan**  
BA CLU CFP

For many women, striving to find balance in today's relentlessly hectic life is increasingly elusive. Juggling demands at home and deadlines at work can result in fatigue, burnout, phenomenal stress, and unfortunately, serious illness.

## The statistics are staggering:

Women are 6 times more likely to suffer from cardiovascular disease than breast cancer. Lung cancer kills more women than breast cancer. 80% of major illnesses can be linked to stress. Relying on a spouse isn't always an option either - women head over one million single parent households in Canada.

(Statistics from Canadian Heart and Stroke Foundation, The Canadian Cancer Society, and Stats Canada).

*Considering all this, it's time to make sure your bases are covered and to safeguard your financial future.*

## CRITICAL ILLNESS COVERAGE

*relieves the financial burden a serious illness can create.*

To discuss Critical Illness Coverage, or any of your financial needs please contact Stephanie at Limestone Financial

**1-888-679-1112 or**  
**info@limestonefinancial.ca**

## Bruce Parks

(613) 530-0435

[www.bruceparks.ca](http://www.bruceparks.ca)

Master Platinum Award Winner  
Top 1% in Canada



**5 Beagle Court** – Ridgewood Estates  
– 2-bedroom with 2 full baths  
– offered @ \$249,900



**1122 Lancaster** – 3 plus 1, backs onto park, west end – offered @ \$349,900



**955 Newhall Drive** – 4-bedroom, west end – offered @ \$349,900



**946 Jasper Court** – 4-bedroom, in-ground pool, west end – \$389,900



**408 Mud Lake Road**  
– Beautiful country lot, 4-bedroom bungalow – offered @ \$389,900



**2318 Highway 15**  
– waterfront on the Rideau  
BRAND NEW – offered @ \$599,900



**926 Rowantree**  
– lovely 3-bedroom, west end  
– offered @ \$274,900



**732 Cedarwood Dr**  
– 3-bedroom, west end  
– offered @ \$224,900



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613-384-5500

## First tenant moves into Innovation Park

The Innovation Park at Queen's University has signed its first new industrial tenant, only days after the research and technology park opened its doors for business.

ACUMENTRICS Canada Ltd., a developer of solid oxide fuel cell systems (SOFCs), will now be working side-by-side with Canada's premier fuel cell research organization, the Fuel Cell Research Centre (FCRC), an initiative led by Queen's and the Royal Military College (RMC).

"We are extremely pleased to welcome Acumentrics Canada Ltd. to Innovation Park," says Queen's Principal Tom Williams.

"Working in partnership with academic researchers, the federal government and the provincial government, Acumentrics is a perfect first industrial client to the park. We are confident that the interactions that result from co-location will accelerate the advancement and commercialization of fuel cell technology. This is a first important step in pursuing the university's vision for the park and I am delighted to see the concept originally championed by my predecessor, Principal Karen Hitchcock, moving forward so well. All of us at Queen's look forward to the development of Innovation Park as a major link between the university, industry, city and region."

Acumentrics Canada was attracted to the technology park because by the potential to strengthen its interaction and collaborations with leading-edge researchers," says Gary Allen, Acumentrics' Director of Sales.

"The site offers us the benefits of co-location with some of Canada's

top fuel cell researchers and access to a variety of shared resources including infrastructure critical to fulfilling our research, development and commercialization objectives. We are delighted to join Innovation Park and look forward to building our business here."

The fuel cell expertise of Innovation Park's anchor academic tenant, FCRC, was a significant factor in the decision by Acumentrics Canada to make the park its future home, says Vice-Principal (Research) Kerry Rowe.

"We anticipate establishing several distinct areas of research expertise at Innovation Park which will create compelling reasons for a variety of industry and government partners to co-locate with us," says Dr. Rowe.

Acumentrics Canada was recently selected by the Ontario Centres of Excellence to demonstrate a 50kW SOFC as part of a \$6-million project, which includes research collaborations with several Ontario universities, including FCRC.

The planned installation at the University of Toronto at Mississauga's Hazel McCallion Academic Learning Centre will demonstrate an SOFC cogeneration system that will provide low-cost, efficient, environmentally-friendly power and heating all in one package.

Fuel cells, which require minimal ongoing maintenance and emit negligible levels of pollutants, are playing an important role in transforming Ontario's energy sector and helping to position the province as a world leader in clean energy.

### PARKING PROJECT PROGRESSES



KAREN RICHARDSON

Work continues on the Tindall Field parking project, formerly the Mackintosh-Corry parking lot. Scheduled for completion this fall, the complex will include an artificial field surface surrounded by a running track. It will also be fitted with lights for night use.

# Queen's MiniU

## Last chance to register for MiniU!

Over 30 faculty speakers, including:

Dr. Steve Waldman (*Mechanical and Materials Engineering*) on **'What is Tissue Engineering?'**

Dr. Brant Peppley (Queen's-RMC Fuel Cell Research Centre) on **'Fuel Cells: Current Successes, Challenges and Prospects.'**

Dr. Clara Marvin (*Music*) on **'Introduction to Beethoven.'**

Plus: the Great Debate **'The Right Healthcare Model for Canada: Public or Private?'**

with the Honourable Dr. Carolyn Bennett, MP, and Dr. Tom Courchene, Queen's School of Policy Studies.

## May 23-25, 2008

For full program details, go to [alumni.queensu.ca/miniU](http://alumni.queensu.ca/miniU)

Interested in volunteering at MiniU?

E-mail us at [miniU@queensu.ca](mailto:miniU@queensu.ca)

or call 613.533.2060

**\$129 per person**, includes all sessions and meals. Accommodation and concert extra. See website for details.

**You don't have to be Queen's alumni to attend!**