



QUEEN'S GAZETTE

Smart shopping for library resources P11

An unusual partnership P16



Homecoming moves to May

SAFETY IS PRIMARY CONCERN

By LORINDA PETERSON and CELIA RUSSELL

Homecoming will move from the fall to the spring for a minimum of two years, Principal Tom Williams

has announced.

Instead, the university will hold a "homecoming-style" Spring Reunion in May in combination with the MiniU weekend, May 22-24, 2009.

The decision comes after broad consultation with students, alumni, faculty, staff and senior

management at Queen's, as well as volunteers, parents, internal and external stakeholders, Principal Williams told a Nov. 18 press conference.

Removing the catalyst of a fall homecoming will allow the university to focus its attention, efforts, and resources to help end the

Aberdeen Street gathering – a large unsanctioned party that has coincided with Homecoming celebrations each fall.

"I've heard in no uncertain terms from the police, fire and rescue and hospital emergency room doctors that the Aberdeen Street party poses a very real and serious

threat to personal safety," said Principal Williams. "I've actually seen those risks first hand on the street during the 2008 event.

"After assessing all of the options, I have decided that the risks to our students, to our alumni, to members of the Kingston community and to the university's

See HOMECOMING: Page 16

THE ART OF SCIENCE



GREG BLACK

Rebekah Massouh and Rachel Tsang are hard at work painting the set of this year's Science Formal in Grant Hall. The theme of this year's formal, which took place Nov. 8, was James Bond. Focal points of the design included a military-style watchtower, a mock casino and an airplane, as well as many James Bond-themed rooms.

Queen's MBA scores hat trick

BusinessWeek magazine has ranked Queen's MBA best in the world outside the United States for the third consecutive time in the influential business publication's biennial business school rankings.

BusinessWeek's methodology involves scoring the results of questionnaires answered by corporate recruiters (45-per-cent weighting) and graduating MBA students (45-per-cent weighting), as well as an analysis of "intellectual capital" that comes from faculty publications in 20 key academic and practitioner journals (10-per-cent weighting).

"Two key audiences – recruiters and graduates – have once again confirmed that Queen's School of Business is world-class," says School of Business Dean David Saunders. "To be ranked first for the third time in a row is a great honour. Our innovative MBA program enables participants to personalize their academic experience at Queen's, and clearly it's an approach that works." BusinessWeek's ranking of Queen's corroborates a 2008 survey by Environments Research Group that revealed that Canadian executives rank Queen's as offering the best overall student experience, the most innovative programs, the highest academic quality and the most sought after graduates.

The complete results of BusinessWeek's 2008 business school rankings are now available online at www.businessweek.com and will be published in the magazine's next issue.

University holds steady in rankings

By LORINDA PETERSON

Queen's continues to hold steady in recently announced national and international rankings.

Queen's ranks second in the Maclean's 18th annual survey of Canadian universities in the prestigious medical/doctoral category. It also received the most A+ grades of any university surveyed in the recent Globe and Mail University Report.

In the 2008 National Survey of Student Engagement (NSSE) Queen's performed better than other Ontario universities in four of five benchmarks of effective educational practice. On the fifth benchmark, the university was equal to its competitors.

This marks the third time that Queen's has placed second in the Maclean's rankings, tied this year with the University of Toronto. McGill University remains in the

number one position.

"Given the budgetary constraints and other pressures facing universities at present, it is gratifying to see that, by measures currently employed at Maclean's, Queen's continues to be at the forefront of higher education in Canada," says Vice-Principal (Academic) Patrick Deane. "We attend to these and all indicators in an effort to strengthen our programs and enrich the educational experience available to our students."

Overall, Queen's achieved the highest Maclean's scores in its class in the following categories:

- the number of research awards per full-time faculty;
- the percentage of operating budget per full-time student;
- the number of library holdings per student;
- student retention between first

and second year (93.4 per cent); and

- the proportion of students who graduate (88.5 per cent).

The university maintained or improved its score on 14 of 16 rankings in the Maclean's survey, most notably moving to fourth from eighth for total research dollars, and to second from fifth for scholarships and bursaries.

In the Globe and Mail University Report, Queen's ranked in the category of a medium university (size 12,000 to 22,000). The university placed at the top in the following areas: Quality of Education, Academic Reputation, Quality of Student Services, Libraries, Most Satisfied Students, and Diversity of Extra-Curricular Activities.

In the NSSE survey, Queen's improved its score on all five indicators of effective education. These

include supportive campus environment; active and collaborative learning; enriching educational experience; level of academic challenge, and student-faculty interaction.

The NSSE survey asks undergraduate students from Canadian and American universities 100 questions to assess how engaged they are in their schools.

In another recent national ranking entitled Canada's Innovation Leaders, prepared by Research Infocource Inc., Queen's jumped to fourth from seventh place in research intensity, and recorded the largest overall increase in funding of the top 16 Canadian institutions measured in the annual ranking of Canada's top 50 research universities.

The survey was published in both the National Post and the Ottawa Citizen.

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

Queen's News Centre

IN BRIEF

Memorial service for student

A memorial service honouring fourth-year Commerce student Baha Bekenov, and celebrating his time at Queen's will take place on Wednesday, Nov. 26, from 5:30 to 6:30 pm in the Goodes Hall Atrium. Everyone is welcome. Mr. Bekenov passed away earlier this month.

A special book containing messages of condolence, stories about Baha and photos of his time here will be presented to his parents, who live outside Canada and are unable to attend the service.

School of Business Dean David Saunders is accepting photos for sharing at the service and for the book at dsaunders@business.queensu.ca

In celebration of F.R.C. Clarke

Sydenham Street United Church presents an Advent concert and celebration Sunday, Nov. 30 at 4 pm to celebrate the 50th anniversary of F.R.C. Clarke's appointment as organist and choir director. The former director of Queen's School of Music held the position for 42 years, retiring in 2000. He continues to serve as organist emeritus. Widely respected as a Canadian composer of choral, vocal and instrumental music, Dr. Clarke has had a long and illustrious career as a Canadian music educator and composer. In addition to directing the School of Music from 1981-1991 he was conductor of the Kingston Choral Society from 1958 to 1977.

The program will feature organ and choral compositions by Dr. Clarke. A reception will follow the concert.

www.visionweaver.net/sydenham/#frc

Shape the future through teaching

The Teaching and Learning Symposium offers a full day of teaching and learning development opportunities Tuesday, Dec. 2.

Sessions include library support, team-based learning, academic integrity, assessment, writing, student engagement and graduate supervision. Details: www.queensu.ca/ctl/programs

Principal appoints acting V-Ps

Vice-Principal (Advancement) David Mitchell and Vice-Principal (Operations and Finance) Andrew Simpson announced their resignations last week. Mr. Simpson's resignation is effective immediately and Mr. Mitchell's is effective Dec. 31, when he leaves to join the Ottawa-based Public Policy Forum as its president.

Principal Tom Williams has appointed Sean Conway as Acting Vice-Principal (Advancement) and Bill Bryck as Acting Vice-Principal (Operations and Finance), while searches for replacements for both positions take place.

Currently Special Advisor to the Principal (External Relations),

Mr. Conway was a cabinet minister in the Ontario government and is a Queen's alumnus.

Mr. Bryck, also a Queen's alumnus, is a chartered accountant with nearly 30 years of business experience and a proven track record as a builder of successful organizations.

In a Nov. 20 email to faculty and staff announcing the resignations, Principal Williams thanked Mr. Simpson and Mr. Mitchell for their many contributions.

Appointed in 2003, Andrew Simpson played a central role in the ongoing development of the Queen's Centre and in a variety of campus renewal projects, including

negotiations to purchase the former Prison for Women and the Tett Centre site, the future home of the new Performing Arts Centre. He was also involved in modifications of the financial and information technology infrastructure of the university.

During his 15 months as Vice-Principal (Advancement) and drawing on his background in communications, external relations, government and industry, David Mitchell made significant improvements to the Fundraising and Communications portfolios, as well as working tirelessly to advance the university's interests among potential donors.

Theological College receives \$250,000

A \$250,000 donation has enabled Queen's Theological College to establish one of the largest student awards in the college's history, says its principal, the Rev. Dr. Jean Stairs.

The Rev. Stephen Weaver established a fund and annual bursary award in memory of his late parents Gerald and Aileen Weaver, lifelong residents of Trenton, Ontario.

The Gerald and Aileen Weaver Memorial Bursary Fund will provide an annual bursary award to a ministry candidate studying at Queen's Theological College in Kingston, Ontario.

The college is gratified to be chosen to administer the award,

says Dr. Stairs.

"The generosity of the Weaver family has enabled the establishment of one of the largest student awards ever established in our college's long history.

"Each year, it will assist a student to build spiritual strength and leadership skills for transformative work in ministry that sparks renewal. It will help empower churches to seek dignity and freedom, peace and harmony, love and compassion – ideals this award recognizes in the lives led by Gerald and Aileen Weaver."

Gerald Ames Weaver and Aileen Elizabeth Weaver (nee Sutcliffe) were active life-long members at

King Street United Church in Trenton and champions of post-secondary education. The memorial Fund and Annual Award honours their loving-kindness, faithfulness, community commitment and magnanimity as outstanding role-models, and as parents of The Rev. Stephen James Weaver, Dr. Gerald Bruce Weaver, and Ms. Martha Jane Weaver, A.O.C.A.

www.queensu.ca/theology

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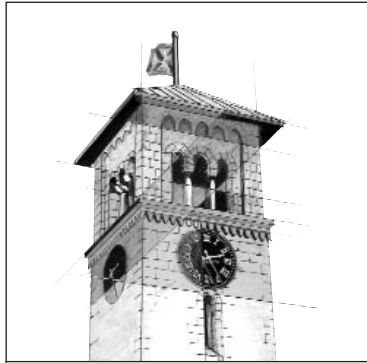
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QUEEN'S GAZETTE

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

Editorial Assistant
Lindsay Alexander
613-533-6000 ext. 79173
lindsay.alexander@queensu.ca

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

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

Advertising Coordinator
613-533-6000 ext. 75464
advert@queensu.ca

Executive Director
Department of Marketing and Communications
Helena Debnam
613-533-6000 ext. 74696
helena.debnam@queensu.ca

Queen's Gazette Online:
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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, Dec. 8
Ad booking deadline: Nov. 21
Ad artwork deadline: Nov. 26
Noon editorial deadline: Dec. 1

Issue date: Monday, Jan. 12
Ad booking deadline: Dec. 19
Ad artwork deadline: Jan. 2
Noon editorial deadline: Jan. 5

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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Pilot to share expertise on staff day

Queen's staff are invited to jump start their motivational skills at an upbeat, fast-paced, presentation by Major Dee Brasseur, who recounts her history-making career journey from the ranks of secretary to fighter pilot.

The presentation is part of a professional development workshop, *The Sky is NOT the Limit*, offered on Staff Appreciation Day, Tuesday, Dec. 2. The workshop runs from 10 am to 11:30 am and will be repeated in the afternoon from 1:30 pm to 3 pm.



Brasseur

The annual Staff Appreciation Day, organized by Queen's administration, officially recognizes the contributions staff make to Queen's reputation of excellence.

Staff members can start their day off with a complimentary large cup of coffee, tea or hot chocolate until 10:45 am by presenting their

staff card at JDUC, Mackintosh-Corry Hall, Botterell Hall, Bio Sciences, Goodes Hall, Stauffer Library, The Lazy Scholar and other West Campus cafeterias.

The Principal's Reception will take place in Grant Hall from 11:30 am to 1:30 pm. Principal Tom Williams will present the Special Recognition for Staff Awards at 12:30 pm.

This year's winners are: Christine Berga (Office of the Principal), Heather Brennan (Residences), Cathy Hitchins (School of Medi-

cine), Richard Hunt (Anatomy and Cell Biology), Anne Richards (School of Medicine), Margaret (Peggy) Watkin (University Secretariat), Maureen Yearsley (Queen's Libraries), John Bond, Joan Knox, Kathy Hoover, Sheila MacDonald, Sharon Mohammed, Mark Publicover (Geography).

To register for the workshop, visit www.hr.queensu.ca (click on Employee Work & Career Support, then Course/Workshop Catalogue).

IN BRIEF

Committee seeks feedback

The Teaching Assessment Committee (TAC) presents a third and final information session Tuesday, Nov. 25 in B201 Mackintosh-Corry from noon to 1 pm.

At the session, committee members will report their findings and receive feedback from faculty, assistants, staff, adjuncts and students. All are encouraged to express their views so that the final recommendations going to the Joint Committee on the Administration of the Agreement (JCAA) are truly representative of an equitable process giving fair recognition to all instructors.

Established in 2005 by the university and the Queen's University Faculty Association (QUFA) the committee's mandate is to review systems for evaluating teaching and to recommend alternatives suitable for a wide range of teaching contexts.

For highlights of the committee's activities and recommendations visit www.queensu.ca/vpac/FacultyRelations/TAC.html

Those unable to attend this session are asked to email comments to TAC at Lynne.Wight@queensu.ca by Nov. 30.

Athletes honoured for academic excellence

More than 160 Queen's student-athletes have achieved academic excellence this season. Eighty-seven earned the Canadian Interuniversity Sport (CIS) Academic All-Canadian honour, while 84 earned Ontario University Athletic (OUA) Academic All-Star status. To earn recognition as a CIS Academic All-Canadian or OUA Academic All-Star, a student-athlete must play in a CIS or OUA sanctioned sport

and attain an average of 80 per cent or higher.

"At Queen's we strive for both academic and athletic excellence and our student-athletes continue to excel in both areas," said Leslie Dal Cin, director of Athletics and Recreation. "This is a tremendous individual honour that illustrates dedication and commitment to success in the classroom and on the field of play. We congratulate our

student-athletes on this achievement and wish them success in the future."

Both associations recognize academic accomplishments with the CIS recognizing student-athletes at the national level and the OUA honouring student-athletes at the provincial level.

CIS Academic All-Canadians by sport: basketball (six), cross-country (three), field hockey (11), foot-

ball (five), hockey (11), women's rugby (11), soccer (16), swimming (six), track and field (11), volleyball (six), wrestling (one).

OUA Academic All-Stars by sport: curling (three), fencing (14), figure skating (nine), golf (one), women's lacrosse (four), Nordic skiing (eight), rowing (10), men's rugby (12), squash (10), water polo (13). For the full list of students, see the news archive at www.gogaelsgo.com

Course on mental health first aid gains popularity among staff

By KAY LANGMUIR

Growing interest and concern in mental-health issues have driven a staff initiative to join an international training program that teaches people how to recognize signs of mental illness and encourage sufferers to seek professional help.

"A lot of us are afraid to intervene because we don't want to say or do the wrong thing," said Dr. Mike Condra, director of Health, Counselling and Disability Services. "But we want people to not back away...there is something you can do."

But in order to feel empowered to help when a situation arises, people must be well-informed and know what steps to take, he said.

Dr. Condra and his colleague Beth Doxsee have recently been certified as instructors in Mental Health First Aid (MHFA), which was founded in Australia by mental-health researchers. They taught their first two-day course to 50 staff members earlier this month. Over the next year, the goal is to try to train all 300 staff, as well as student staffers, within Student Affairs.

The purpose of MHFA is to teach participants how best to assist someone showing signs of a mental health problem or crisis. The program aims to improve mental-health literacy, and give people the skills to help recognize and seek help for developing mental-health problems in themselves or people around them.

Dr. Condra, who has been at Queen's for 16 years, says he's seen a significant increase in the number of students who either come to

Queen's with a mental-health issue, or develop one while they're here.

National statistics suggest one in three people will suffer a mental-health disorder during their lifetime. But the thirst for information about mental-health issues has also increased. Dr. Condra and some other mental-health professionals on campus held an information session on depression one evening last March, and were amazed to see 150 people show up for the 90-minute session.

The MHFA program, which first came to Canada via Alberta, was initially brought to the attention of Student Affairs by Wayne Myles, director of the International Centre.

Roxy Dennison-Stewart, associate dean (Student Affairs), was among 20 staff people who took the course last year, and then decided it was a good fit for Queen's.

The course contains broadly based information about many mental-health issues, and focuses on what people can do, she said.

"In the same way as regular first aid, if you are faced with a situation, do you know what to do and what steps to take?" she asked. "We were very impressed."

Dr. Condra, who has worked with various campus and student groups for years to raise mental-health awareness, concurs wholeheartedly with the course approach.

"There is something you can do. I've been saying this repeatedly... And people are already doing it in frontline offices...all mental health first aid is about, is reaching out and comforting the person and then getting them help."

LOUGHEED RECOGNIZED FOR SERVICE



ANIL MUNGAL

Former Queen's Chancellor Peter Lougheed is this year's recipient of the John Orr Award. The former premier of Alberta received the award, which recognizes his service to Queen's, from the Toronto Branch of the Queen's Alumni Association on Nov. 15.

New approaches to teaching

Why is it so hard to change the way we teach and learn? Education professor Tom Russell will discuss this in a lecture on Monday, Dec. 1. The 2007 Queen's University Chair in Teaching and Learning considers research that helps to explain why changing one's teaching style is more complex than common sense might suggest. The lecture, which is free and open to the public, takes place at 7 pm at the Donald Gordon Centre. A reception will follow. Details: www.queensu.ca/ctl/publiclecture/2008/index.php

Texas heat on a cold Sunday night

Cinema Kingston presents the blockbuster 1956 movie "Giant," starring Elizabeth Taylor, Rock Hudson and James Dean this Sunday, Nov. 30 at 7 pm.

The screening, featuring three of the most iconic screen figures of the 1950s, takes place at Etherington Hall Auditorium, 94 Stuart St. Admission is \$8 at the door.

George Stevens's unifying epic about the Western spirit; oversized dreams, oil, melodrama and justice are all in abundance.

Cinema Kingston is sponsored by the Department of Film and Media Studies and by Queen's University. It is part of the Toronto International Film Festival Group's Film Circuit.

www.film.queensu.ca/cinemakingston



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IN BRIEF

Chinese officials to visit Queen's

Vice-presidents and senior administrators from 20 Chinese universities will visit Queen's on Wednesday, Nov. 26 to learn more about how Canadian universities address trends and devise strategies for the development of academic and research programs.

Senior Queen's administrators will present sessions on several topics, including the university's history, governance and management structure, academic staffing and professional development, maintaining and optimizing a core research team, and an overview of key research initiatives.

Last fall, the university hosted 25 senior administrators from 22 Chinese universities. "These delegation visits help to raise the university's profile in China and hopefully lead to new opportunities for academic and research collaborations," says John Dixon, Associate Vice-Principal (Academic/International). The delegation will also visit other Canadian universities, including McGill and the University of Toronto.

A Christmas reading

Annette Hayward, professor of French Studies and winner of a 2007 Governor General's Literary Award, joins a phenomenal cast in a dramatic reading of Charles Dickens' A Christmas Carol on Saturday, Nov. 29, at 2:30 pm at St. Georges Cathedral.

The event is presented by CBC Radio and Outreach St. George's Kingston as a fundraiser for Lunch by George, a daily hot meals program for those in need. Joining Dr. Hayward in the reading are Dennis Curtis, Sara Meers, David Hurley, and CBC personality Eric Friesen, with music provided by Melodia Monday Chamber Choir and the flute-cello-piano trio Wassermusik. Mulled cider and fruitcake will be served after the reading. Admission is \$15 at the door. Elementary-school children accompanied by an adult are admitted free. Canned donations are welcome. For details, call 613-548-4617 or visit www.stgeorgescathedral.on.ca

Sodexo helps Soul Food

Soul Food, a Queen's student-run initiative working to raise awareness about Canadians living in poverty, has received a \$1,000 cheque from Hospitality Services in Leonard Hall on behalf of the Sodexo Foundation. The funds will assist the group with transportation costs and other financial shortfalls to help them fight hunger in Kingston. Soul Food enables volunteers and corporations to come together and make a difference in people's lives. Volunteers collect excess food portions from the university's dining halls and deliver them to shelters. The program aims to eliminate food waste by promoting responsible food consumption.

A TASTE OF INDIA



GREG BLACK

Chef Hari Nayak discusses some of the dishes on the buffet with Lakshmi Ranganathan of the School of Music at a New Taste of India, a special evening featuring the music, culture and food of India at Leonard Hall on Nov. 20. Chef Nayak also shared recipes from his book, *Modern Indian Cooking* at the event, which was hosted by Queen's Hospitality Services.

Students leave their mark by giving back to Queen's

By ALISSA CLARK

Tag Day, an innovative student-driven donor recognition initiative aimed at raising the visibility and honoring the tradition of giving, kicks off today.

More than 2,200 bright yellow, blue and red tags will adorn equipment, furniture, buildings and even students across campus Monday to celebrate alumni gifts to Queen's. By drawing attention to the many ways in which former students support their alma maters, the University is able to highlight

philanthropic giving and its impact on the every-day life of the campus.

"This year we've taken Tag Day to the next level by inviting students to tag themselves with Tag Day bag tags," says Annual Giving Officer Ruth Wannemacher. "This is a way for them show their appreciation to alumni who have helped fund their education though generous donations."

The tags carry a message reminding current students that alumni donations enhance the ed-

ucation experience for the students who follow. Alumni giving starts with the ThankQ gift presented each year to the university by graduating classes.

Led by ThankQ 2008 co-chairs Shelley Martin (Com'09) and Melissa Pogue (ArtSci '09), tag teams from each faculty at the university will complete the tagging prior to students arriving on campus this morning.

A second initiative next week celebrates students by offering a free brunch and an opportunity to

engage with the faculty, staff and alumni. The second-annual Crunch Brunch, an alcohol-free event, will provide a hot breakfast buffet for students between 9 pm and midnight on Tuesday, Dec. 2, 2008 in Wallace Hall.

Alumni, staff and faculty volunteers will serve up breakfast to support the students' efforts and commitment to Queen's. This year's Crunch Brunch also includes carnival games, tarot card readings, t-shirt giveaways and hand massages.

SECOND THOUGHTS?



GREG BLACK

Annie Liu grimaces as she gets a flu shot from Public Health Nurse Sherri Schmidt-Stutzman at a clinic last Wednesday in Wallace Hall. The annual day-long clinic was presented by Environmental Health and Safety and conducted by Kingston Frontenac Lennox and Addington Public Health.



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.

Jean Pfleiderer strives to make university a positive space

By LINDSAY ALEXANDER

With a desire to see more interaction between various communities on campus, Jean Pfleiderer steps into her new role as Human Rights

Advisor/Sexual and Gender Diversity Coordinator with a positive outlook on the social climate at the university.

"Queen's is committed to trying



LINDSAY ALEXANDER

In addition to her focus on the topic of sexual and gender diversity, Jean Pfleiderer is interested in issues of social economic inclusion as well as faith issues, and would like to see crossover between the two.

to do well to create a positive space for everyone," says Dr. Pfleiderer. "The Human Rights Office is just one way to make a difference."

Dr. Pfleiderer's primary initiatives are to help promote diversity on campus and to raise awareness about issues related to acceptance and support of sexual and gender diversity. She joined the Human Rights Office in August and has since been busy with programs such as Positive Space, a project developed by her predecessor, Julie Darke.

The program aims to create a positive environment on campus for all people regardless of sexual orientation or gender identity and expression. The group offers two-hour sessions scheduled throughout the year, in which participants gain an understanding of the issues related to heterosexism and transphobia, an awareness of queer culture, and knowledge of relevant resources at Queen's and in Kingston. Topics include the use of language and terms surrounding lesbian, gay, bisexual, transgender and queer (LGBTQ) individuals and how to promote a safe and supportive environment for the LGBTQ community.

Participants are given Positive Space stickers after completing the session, which are used to identify LGBTQ-positive areas around campus.

"There are more than 600 Positive Space stickers floating around out there," says Dr. Pfleiderer. "That means over 600 people have

participated in the sessions. The Queen's community has been extremely encouraging. I haven't seen any resistance to the campaign."

The program approaches its 10-year anniversary in 2009 and the Positive Space Committee is planning to organize a celebration of its success thus far.

In addition to her focus on the topic of sexual and gender diversity, Dr. Pfleiderer is interested in issues of social economic inclusion as well as faith issues, and would like to see crossover between the two. She extends her expertise and comprehensive background to the community as a whole. She was involved in evaluating a Social and Economic Inclusion Initiative project conducted by Kingston's Social Planning Council, has helped to coordinate the annual Pride Interfaith Gathering held before the Kingston Pride Parade, and serves as President of the Canadian Unitarian Council, a prominent supporter of equal marriage.

Dr. Pfleiderer hopes to help continue to make Queen's a truly welcoming place for all types of individuals. She wants to remind the community that "difference is not something to be afraid of; it is something to be celebrated."

For more information on the Positive Space program or the Human Rights Office, visit www.queensu.ca/positivespace/index.htm

www.queensu.ca/humanrights

IN BRIEF

Queen's affirms equity commitment

Queen's administrators have approved a public statement of commitment to employment equity.

Proposed by Vice-Principal (Academic) Patrick Deane, and approved by the Principal-Vice-Principal group, the public statement is partly in response to one of the requirements of the Federal Contractors Program: communicating to employees about the organization's commitment to employment equity.

The statement reads: "Queen's University seeks to nurture and enhance an institutional culture that is consistently respectful of the dignity and worth of all who work here. Striving at all times to eliminate direct, indirect and systemic discrimination, the University will develop policies and programs, foster practices, and encourage traditions which facilitate free, safe and full participation by all members of its community."



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Nov 24th TAG DAY

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VIEWPOINT

CHRISTINE OVERALL



Staff and unionization

The opinions expressed are those of the writer and do not represent those of the university administration or the publisher of the Gazette.

Support staff constitute the largest employee group at Queen's. But these employees do more than merely support. Our support staff are both the heart and the backbone of this university.

They are its heart, because it's often the staff who listen, empathize, and help when students are struggling with their studies, when faculty members are feeling exhausted, and when administrators are frustrated by their own bureaucracy. The support staff are the university's backbone, because they provide the ongoing structure, skills, continuity, and institutional history that enable Queen's to function while students, faculty, and administrators come and go.

Yet staff are not always highly valued and well-treated. In my opinion, inappropriate treatments of staff include sudden and unforeseen job terminations, inadequate raises, a mystifying evaluation process (both of positions and of individual performances), and a lack of input into their own conditions of work. I've been told that staff should be grateful to work at Queen's. Maybe so: working at Queen's is a privilege. But it is a privilege that staff members have earned or they would not be here. And the privilege does not justify unfair treatment. Instead, Queen's should be grateful for the professionalism and expertise of its staff.

Apart from teaching assistants and teaching fellows, the support staff is the last remaining group of campus employees who do not belong to a union. As a result, they are extraordinarily vulnerable. It is no secret that, in a time of approaching recession, the university will once again have to make serious budget reductions. But there is no longer much that can be cut away. At Queen's, the terms and conditions of work of most permanent employees are protected, because the employees either belong to one of the bargaining units on campus or are part of the administration.

That leaves the support staff as the potential major target for the "radical changes" recently promised by Principal Tom Williams in his Sept. 25 message to the university community. As a result, there is little wonder that the staff are engaged in a unionization drive. But, judging by what can be seen and heard on our campus, you might never know about it.

The drive has not been reported in the Queen's Gazette. Worse still, staff members have been explicitly forbidden to distribute information pamphlets on university property, and there are stringent limitations on where signs can be posted on campus. Staff are not allowed to send union materials through campus mail. They cannot use Queen's email to discuss unionization – even on their own time. Administrative edicts also prevent staff from meeting on campus to discuss unionization, even during non-working times such as lunch periods and coffee breaks. (The one permissible free-speech zone is the John Deutsch University Centre – not exactly a hub of activity for most staff.)

Now, I understand that the default position for any employer is opposition to the unionization of its employees (though it is not always clear whether the default position is rational). And I understand that the university, as an employer, may be within its rights when it places certain limitations on the efforts to unionize.

Nonetheless, I have two concerns about the university's response to the staff's unionization efforts, concerns that I think should be shared by everyone who cares about the integrity and goals of this institution.

First, when the faculty members and librarians sought to unionize, well over a decade ago, the university did not place comparable limitations on what faculty members and librarians could do during the union drive. Members of those groups were not prevented from communicating with each other on campus about the process; they were not prevented from meeting in various places on campus; and they were not prevented from posting signs and distributing literature in a variety of locations. So the university's inconsistency in its treatment of the two employee groups' unionization efforts is noteworthy, troubling, and, as far as I can tell, inequitable.

Second, Queen's Human Resources has put up a webpage providing its (that is, the university as employer's) viewpoint on the staff unionization drive, including a somewhat condescending page of "faqs" that begins with "What is a union?" The existence of this unilateral information source is odd.

A university is supposed to be a place – sometimes it is almost the *only* place – where different issues can be debated and discussed. That opportunity is a crucial part of the academy's mission. But there is little possibility for open, honest, and comprehensive discussion about an issue when the expression and defence of one side is systematically suppressed. With respect to the potential unionization of support staff, the main source of public information comes, ironically, from the strongest entity that opposes unionization: the administration.

If Queen's genuinely values its support staff, the heart and backbone of the university, then this situation is morally problematic. Suppression of debate is unconscionable. The support staff should have the same opportunities for communication and discussion about unionization that academic employees have enjoyed.

Christine Overall is a professor in the Department of Philosophy and Queen's University Research Chair.

... AND THE ANSWER IS KINGSTON HALL



COURTESY OF QUEEN'S ALUMNI REVIEW

Thanks to the many students, staff and alumni who emailed their answers to the Gazette's very first guess-the-building-in-the-photo contest. The contest was a resounding success, with most people guessing the Queen's Band members were standing in front of Kingston Hall in this 1966 photo. Other guesses included the John Deutsch University Centre (Wallace Hall entrance) and Theological Hall. We ran a hint on page 4 of the Nov. 10 issue – a photo of graduands emerging from the very same entrance of Kingston Hall on their way to convocation. Congratulations to Glenn Best, who was the first to email the Gazette with the right answer. He wins a copy of *The Impossible Takes Longer: The 1,000 Wisest Things Ever Said by Nobel Prize Laureates*, edited by Professor Emeritus David Pratt (Education). Stay tuned for future quizzes.

Letters

Zero tolerance for racists

In the last few months, numerous racist attacks have targeted Muslims at Queen's. Among them were graffiti calling for the death of all Muslims, and break-ins to the Queen's Muslim Student Association (QUMSA), resulting – as Principal Tom Williams noted in a letter to our community – in the loss of a sense of safety for Muslims on campus. Principal Williams urged a respectful exchange of ideas over difference. Dean Alistair MacLean similarly discussed the responsibility of dominant groups to be sensitive to the vulnerabilities of minority groups. Both letters appealed for adherence to Canadian values of inclusiveness and diversity, but neither Principal Williams nor Dean MacLean committed the university to a zero tolerance policy towards the perpetrators of such incidents.

These incidents are not new to Queen's and have been studied by the comprehensive Report on Race Relations of the Principal's Advisory Committee (1991), and by the independent Henry Report (2006), which offered a thorough overview as well as practical suggestions to combat racism and the Culture of Whiteness at Queen's. Only few of the recommendations of the Henry Report were adopted, and little has changed.

In this last wave of incidents, no other dean thought it necessary to

publish statements of reflection or guidance. Nor did Campus Security issue warnings to the entire community (although they readily do so whenever a potential for sexual assault is identified). And last, but not least, many students did not understand the seriously racist implications of an action of an elected student representative (Arts and Science Undergraduate Society president Jacob Mantle), who equated all Hijab-wearing women with a declared terrorist organization, thus compromising further the safety of Muslim women on campus, and making his leadership hypocritical at best.

And so while many of us are disgusted by repeated racist incidents, few seem to accept that this is a deep-rooted problem.

At the end of the day, Principal Williams' and Dean MacLean's statements are inadequate to address the lack of action. The silence from other members of the administration and faculty, and Jacob Mantle's decision not to resign, are all signs that the Culture of Whiteness is well entrenched at Queen's. And so while many of us are

disgusted by repeated racist incidents, few seem to accept that this is a deep-rooted problem, requiring substantial restructuring at all levels from frosh week, through our curriculum, staffing, research, and campus life decisions.

First, and most urgently, the administration needs to commit itself and publicly announce measures to ensure the safety of Muslims (and other racial minorities) on campus. Then, and assuming most of us would like to fully eradicate racism in all its guises from the Queen's community, we have to work on the deep changes, which require all of us to stop witnessing in silence and to actively shape a truly inclusive and vibrant community. The burden is on us.

Dorit Naaman
Film and Media Studies

on behalf of the Queen's Coalition of Anti Racist Faculty (QCARF) members:

Magda Lewis, Dia Da Costa, Leda Raptis, Ishita Pande, Susan Lord, Cynthia Levine-Rasky, Margaret Little, Jennifer Ruth Hosek, Sylvat Aziz, Karen Dubinsky, Laura Cameron, Glenn Willmott, Jackie Davies, Frank Burke, Annette Burfoot, Asha Varadharajan, Roberta Lamb, Susanne Soederberg, Samantha King, Marcus Taylor, Lynda Jessup, Dana Olwan, Beverley Mullings, Gillian Barlow, Elizabeth Hanson.

Viewpoint Policy

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

Letters Policy

The Queen's Gazette welcomes letters to the editor from members of the university community and other readers about matters related to content in the Gazette, the university or higher education in general. Letters must be original and addressed to the editor. Opinions expressed are those of the writer. The Gazette does not publish anonymous letters. Please include your name, affiliation and phone number. Email is preferable. Letters should be submitted to gazette@queensu.ca by noon on the Monday before publication. Letters are normally about 300 words maximum. The Gazette reserves the right to edit letters to address style, length and legal considerations.

Count yourself in

Earlier this month, I attended a highly motivating talk given by Noëlle Richardson, the recently appointed Chief Diversity Officer for the Government of Ontario. Ms. Richardson is mandated within the Ontario Public Service to ensure that fair and inclusive policies are in place for fostering a workplace environment of mutual understanding, respect and inclusion; key principles that lie at the heart of embracing diversity.

It was obvious that Ms. Richardson is passionate about her work; she is committed to putting policy into practice. Policies on their own are not sufficient, she said. They must be operationalized so that they become part of our institutional DNA and of everything we do.

She challenged us to look inwards and recognize that we are all "diverse," that we all belong to one or more social identity groups. Acknowledging this truism and "counting ourselves in" forces us to realize that discrimination is something of which we are all capable. We subconsciously and continuously make assumptions in an attempt to speed up our decision-making as we hurry from one task to the next. She suggested that discrimination is part of our "human frailty," making it a problem for those who discriminate as well as those who experience discrimination. In order to remedy this problem, we must focus on who we are within the "Titanic" of our organizational culture. We must be willing to acknowledge our own human frailty and strive towards a level of comfort with ambiguity. To quote Ms. Richardson, "inclusion begins with the letter 'I' – and



HEIDI PENNING

Diversity

truly comes into being when all individuals work toward confronting their misperceptions, prejudices and biases. Then, and only then, will we be able to respect the "otherness of other".

"Inclusion begins with the letter 'I' – and truly comes into being when all individuals work toward confronting their misperceptions..."

Noëlle Richardson

Ms. Richardson pointed out that instilling inclusive organizational practices need not be viewed as "employment equity" or "positive affirmative recruitment" by another name. Rather, valuing diversity is about institutional cultural change, service improvement, and equality of opportunity. It benefits

everyone not just designated groups. It moves us from equality to equity, from stereotypes to knowledge.

Ms. Richardson believes we need to get back to the basics in promoting workplace diversity. Social inclusion evolves from a place of respect. In her talk, Ms. Richardson remarked that this process starts with the Golden Rule: treat people as you would have them treat you. However, she stressed that advancing diversity and human rights is less about assessing intent and more about understanding impact. Therefore, achieving diversity requires that we follow the Platinum Rule: treat people how they would like to be treated. We do this by realizing that our respective world views are not universal. By considering our words, actions and thoughts and appreciating the world views of other people, we take responsibility for the impact we have on others.

The only way we can eradicate racism and other forms of discrimination, Ms. Richardson says, is through honest self-examination and a genuine commitment to getting rid of stereotypes and prejudices. This process, she says, will help us become better at recognizing and embracing the value, skills, competencies and qualities "that show up in packages that are different from our own." In this way, achieving diversity is everyone's responsibility – so count yourself in!

Heidi Penning is research contracts coordinator in the Office of Research Services and a Professional Masters in Public Administration (PMPA) candidate in the School of Policy Studies.

POP goes the research

Ontario's Ministry of Research and Innovation awarded PARTEQ Innovations \$900,000 last year to set up a Proof of Principle fund for promising discoveries with commercial potential.

This in-house fund fills a chronic gap in the research-to-innovation process. Often, even discoveries with great potential cannot start their long march to realizing their commercial potential because the researcher cannot afford the time, or the cost, or doesn't have certain expertise required to do crucial development-oriented work. This is often seen in life sciences where operating grants typically support only the "discovery" work and not the necessary development work needed to pique the interest of a commercial party.

The PARTEQ POP fund fills this gap by giving researchers the wherewithal to conduct more market-oriented activities, without taking resources (such as money or the researcher's time) away from their basic research program.

The PARTEQ POP fund has helped a number of researchers at Queen's across all areas of the sciences. In the physical sciences, for example, a POP grant has enabled Philip Jessop to pay for market research into potential uses and potential receptors for his exciting green technologies: switchable solvents and switchable surfactants.

Dr. Jessop's technologies show enormous potential for applications across just about every sector of the resource extraction and manufacturing sectors. However, an effective strategy for getting them to market depends on knowing exactly where the biggest markets are, and what is needed to get the tech-



ANNE VIVIAN-SCOTT

'TEQ Talk

nology there. POP funding gives the researcher the flexibility to do that, says Rui Resendes, Director of Commercial Development in Chemistry and Materials at PARTEQ.

"It unties our hands," says Dr. Resendes. "Usually this kind of work is outside the researcher's mandate, so this fund allows us to take steps beyond the discovery stage, into a truly commercial direction."

POP has also benefited life sciences research at Queen's. Recent research by Lois Mulligan identified an anti-cancer compound with the potential to shrink tumours. However, completing in vitro and in vivo testing can be expensive, and external funding programs to do this kind of early stage work are scarce. Working with Michael Wells of PARTEQ, Dr. Mulligan received three successive rounds of PARTEQ POP funding. The funding enabled the completion of in vitro studies to strengthen the application for external commercialization grants such as CIHR's POP grant or OICR's commercialization grant to undertake additional work.

"A funding program such as this

gives us the ability to submit data, to show that the compound actually reduces tumors," Dr. Wells says. "The POP program really lays the groundwork for further development, and it speeds up the commercialization process." Now that Dr. Mulligan's discovery is supported by further data, external funding is much more likely to be forthcoming, he says.

The results of these injections of funding are starting to bear fruit. Earlier this fall, a surgical guide developed by John Rudan was licensed to a major orthopedics company, thanks in part to POP-funded development of associated surgical planning software.

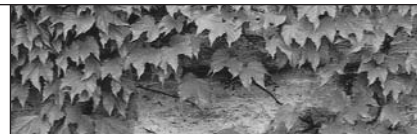
Similarly, POP funding enabled Stan Brown and Alex Neverov to submit their technology for deactivating chemical warfare agents for live-agent testing. The outstanding results of those independent, third-party tests have stimulated continuing discussions with a potential licensor of the technology.

PARTEQ's POP fund offers another benefit: leverage. Thanks to PARTEQ's strategic alliance with the Ontario Centres of Excellence, at least two Queen's researchers who qualified for the PARTEQ fund were able to leverage that grant with additional funding from the Ontario Centres of Excellence.

Overall, POP funding has assisted 10 researchers in launching their work along the path towards commercialization. If you're interested in learning more about our POP fund, you can find details on our website: www.parteqinnovations.com/randi-POP.htm

Anne Vivian-Scott is vice-president of Commercial Development, PARTEQ Innovations.

UNIVERSITY ROUNDUP



Universities face "painful" cuts

Canadian universities could be forced to cut student aid, scholarships and funding for various programs as early as next spring because of multimillion-dollar losses in their investment holdings. The recent freefall of financial markets, coupled with a wait-and-see attitude of donors, has campus leaders across the country preparing for the worst and hoping for a quick recovery. Stock markets around the world are down more than 30 per cent this year and dropped roughly 17 per cent last month alone, costing universities hundreds of millions of dollars, because on average more than half of their endowment and pension funds are invested in financial markets. Many universities managed to build buffers in their endowments because stock-market returns had been strong prior to 2007, but in most cases those buffers have largely been wiped out.

Globe and Mail, Nov. 2

Just the facts

The quality and quantity of information that university applicants receive is a hot topic. A recent report by the National Student Forum (NSF), a new body representing UK students, expressed dissatisfaction at the data universities provide to potential applicants, calling it "inadequate" and "incoherent". Maev Sherlock, the NSF's chair, says that potential students feel confused by the different information made available by universities. "Lots of students complain about lack of contact hours, or a course not offering what they expected – that's because the information that different universities provide is radically different, and some are really sketchy," she says. "The use of new media in university recruitment is a step in the right direction. What students want to know is what it is like to study a particular subject at a particular place, what the course will be like and how it's assessed. The more voices they hear, the better."

Independent.co.uk, Nov. 6

An "A" for effort

A recent study shows that most university students believe that if they're trying hard, a professor should reconsider their grade. One-third say that if they attend most of the classes for a course, they deserve at least a B, while almost one-quarter "think poorly" of professors who don't reply to e-mails the same day they're sent. Those are among the revelations in a newly published study examining students' sense of academic entitlement, or the mentality that enrolling in post-secondary education is akin to shopping in a store where the customer is always right.

CanWest News Service, Nov. 10

Boys will be boys

In his new book, *Guyland: The Perilous World Where Boys Become Men*, sociologist and State University of New York professor Michael Kimmel traces the emergence of a new stage in the life of the North American male: the wasteland between ages 16 and 26. Young men are postponing responsibility as long as possible, argues Dr. Kimmel. During interviews with university students and young adults, and with families across the United States, Dr. Kimmel found that at an age when young men were once prepping for a life of serious work and grown-up relationships, they now bide their time in "Guyland" with the most extreme of distractions: binge drinking, fleeting sexual relationships and hazing their peers on campus.

Globe and Mail, Oct. 21

Students to avoid "hot spots"

"Telling political science and international development studies students that they can't travel to conflict-affected countries is a bit like telling medical students that they can't work with sick patients."

So says Rex Brynen, a McGill University political science professor, about a new travel directive issued by the university. The memo, which prohibits student travel to areas that have a level 3 (avoid non-essential travel) or level 4 (avoid all travel) advisory from the Department of Foreign Affairs and International Trade, was recently circulated to McGill deans. Several regions in the Middle East, Africa and Asia fall into these categories. A more nuanced statement of practice about student travel is in the works. Concerned faculty members hope that the upcoming guidelines will loosen travel restrictions.

University Affairs, Nov. 3

Western halts new construction

The severe downturn in financial markets has cut millions of dollars from university revenues, forcing campus leaders to look for trims in next year's operating budgets and to reconsider the timing of construction projects. The University of Western Ontario is responding to the loss of revenue by deferring money from future capital projects. The university will not make a planned \$12.2 million contribution from the operating budget to capital projects, leading to potential project delays. "With the current loss of ability to provide revenues from the non-endowed investments towards the costs of capital projects, there will be a need to put some capital projects not yet under way on pause," says Provost and Vice-President (Academic) Fred Longstaffe. The university is also asking departments, schools and faculties to carefully monitor new base budget and one-time expenditure commitments and to focus on their very highest priorities.

Western News, Nov. 6

Compiled by Lindsay Alexander

IN BRIEF

Cordy named
ACM
Distinguished
Scientist

Computing professor James Cordy has been selected as a 2008 Distinguished Scientist by the Association of Computing Machinery (ACM), the world's largest and oldest computing association.

The award recognizes those ACM members with at least 15 years of professional experience and five years of continuous professional membership who have achieved significant accomplishments or have made a significant impact on the computing field.

Dr. Cordy is recognized for his pioneering work in computer programming languages and software engineering, which has had a significant impact on education, industry and academia for more than three decades and continues to break new ground today.

"I'm particularly honoured to be acknowledged in this way by my fellow computer scientists," says Dr. Cordy. "These are the colleagues and peers in the best position to understand the challenges and long-term significance of advances in computing technology."

Earlier this year, Dr. Cordy was awarded an IBM International Faculty Award in recognition of the continuing industrial impact of his research. In October he received the Queen's Award of Excellence in Graduate Supervision.

Biologist
honoured

Biology professor John Casselman, a fish ecologist and environmental physiologist, is a 2008 recipient of the American Fisheries Society's Award of Excellence.

The award, the highest honour bestowed by the society, is presented to a member who demonstrates original and outstanding contributions to fisheries science and aquatic biology.

A retired research scientist with the Ontario Ministry of Natural Resources, Dr. Casselman is an adjunct professor at Queen's and holds appointments at several other universities. He is being recognized by the society for his unwavering commitment to fisheries research and to training the next generation of fisheries scientists.

The American Fisheries Society is the world's largest and oldest society for fisheries scientists and managers, with a membership of about 10,000.

Academic
Matters launches
web site

Academic Matters: The Journal of Higher Education has launched a web site that allows readers to interact directly with the magazine's editors and bloggers, creating a new academic "space" for those interested in higher education.

This version of the magazine has many web-exclusive features, including articles, review essays and blogs written by academics on a wide range of topics. Women's Studies professor Karen Dubinsky is a blogger on the new website, at www.academicmatters.ca It also features faculty position openings with links that can take job seekers directly to the relevant university as well as useful resources for job seekers.

Discovery may lead to better heart
and stroke treatments

By NANCY DORRANCE

Findings from a team led by Biochemistry professor Peter Davies shed new light on the way one of our cell enzymes, implicated in causing tissue damage after heart attacks and strokes, is normally kept under control.

The discovery will be useful in developing new drug treatments that can aid recovery in stroke and heart disease, as well as lessen the effects of Alzheimer's and other neurologically degenerative diseases.

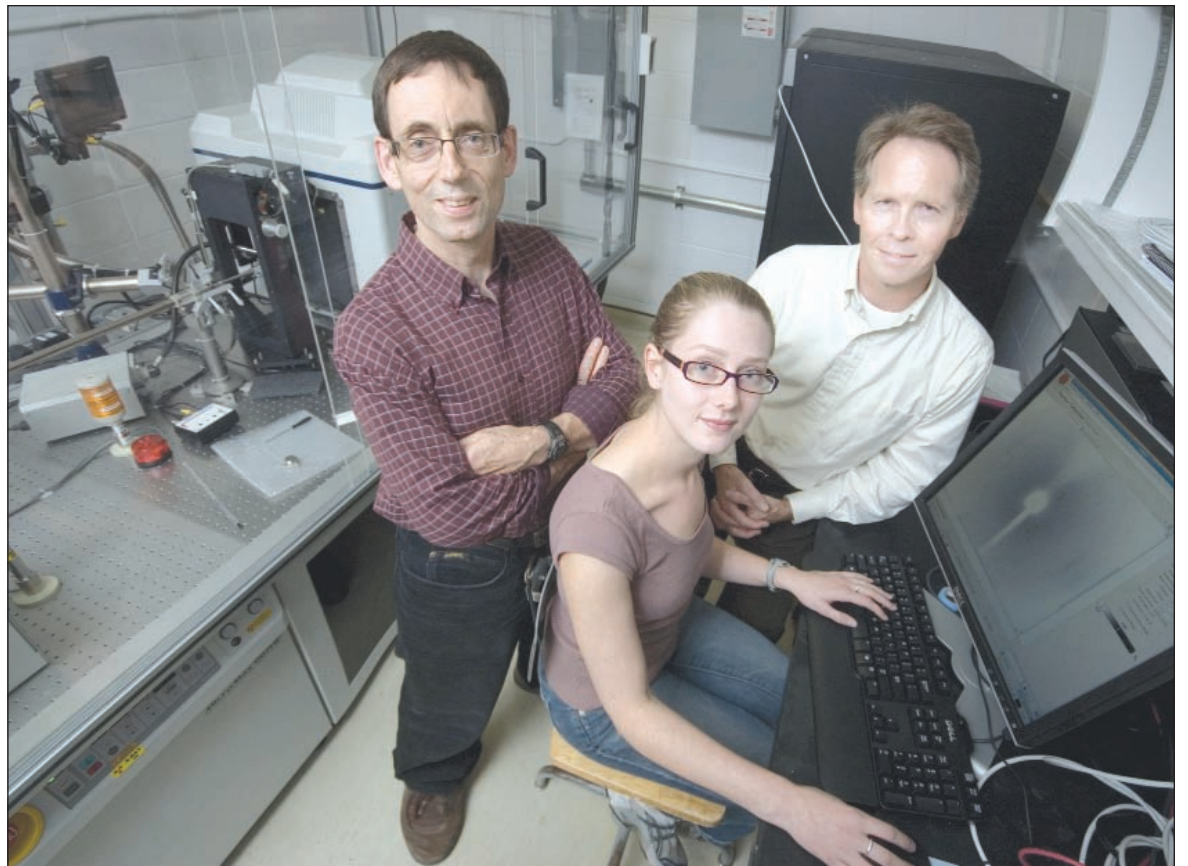
"This is particularly exciting because the enzyme structure we were seeking and the way its inhibitor blocks activity without itself being damaged have proved so elusive until now," says Dr. Davies, Canada Research Chair in Protein Engineering.

**"We knew we
had the structure
solved... We did it!"**

Rachel Hanna

In remodeling proteins needed for cell growth and movement, our cells use the enzyme calpain to break off pieces from other proteins. Calpain is activated when the cell releases short bursts of calcium.

During heart attacks or strokes, however, blood supply to cells is interrupted. When the blockage is reopened, the influx of blood causes calcium levels in the cell to become dangerously high, and the calpain activity to increase. The result is significant damage to tissues. "While you want the enzyme to switch on and off, you don't want it to go out of control," says Biochemistry research associate Rob



STEPHEN WILD

Biochemistry PhD student Rachel Hanna checks data from one of the university's diffractometers (on the left) while professors Peter Davies and Rob Campbell look on.

Campbell, a member of the Queen's team.

The study shows how another protein, calpastatin, binds and blocks calpain once it has been activated by calcium. Dr. Campbell, an x-ray crystallographer, and PhD student Rachel Hanna were able to determine the structure of the calcium-bound calpain and discover how calpastatin can inhibit calpain without being cut and destroyed in the process. That information will

be useful in designing drugs to protect against the damage caused by over-activation of calpain.

Because the crystals grown in the lab at Queen's were too small to be used for X-ray diffraction data collection on the university's diffractometer, Dr. Campbell and Ms. Hanna booked time on the National Synchrotron Light Source at Brookhaven Long Island (operated by the U.S. Department of Energy).

Working in shifts around the

clock, they collected the required data during the first nine of their 48 allotted hours. After another hour, "We knew we had the structure solved," Ms. Hanna recalls. "It was really exciting. We immediately sent an email to Peter to say: 'We did it!'"

The study was funded in part by the Canadian Institutes for Health Research. Ms. Hanna is the recipient of an E.G. Bauman Fellowship and an R.J. Wilson Fellowship.

RESEARCH EXCELLENCE WINNERS TO DELIVER LECTURES



GREG BLACK

The campus and Kingston community is invited to hear public lectures by 2008 Queen's Prizes for Excellence in Research recipients Guy Narbonne (Geological Sciences and Geological Engineering) and Elia Zureik (Sociology) on Wednesday, Nov. 26 at 7 pm in Stirling Hall, Auditorium B. Dr. Narbonne's topic is When life got big: Glaciation, oxygenation and the origin of animal. Dr. Zureik will speak on What do citizens think of government and corporate surveillance: An international comparison. "These awards recognize the hard work and dedication of our faculty, and the wide impact of their research, ranging from the study of the social aspects of communications and information technology and the sociology of the Middle-East, to the origin and evolution of the first complex animals," says Vice-Principal (Research) Kerry Rowe. "We congratulate Drs. Zureik and Narbonne on their accomplishments."

Queen's Reads

Welcome to our fall edition of Queen's Reads – the new name of the Gazette Books Section, which premiered earlier this year in our May 26 issue.

Congratulations to Carol Edwards whose entry "Queen's Reads" was chosen as the name in a contest to name the new section. Ms. Edwards received an autographed copy of Ana Siljak's new book, *Angel of Vengeance*, featured earlier this year in the Gazette.

This section highlights publications written or edited by faculty and staff that would be of interest

to the wider university and academic communities.

Designed to capture areas of scholarly activity that do not always receive the same high public profile as medicine or science, Queen's Reads intends to reflect the full range of publishing that takes place at the university. We've also included some more light-hearted fare – see below for more on George Lovell's *The Waiter Brought a Tray*.

Thanks go to Sue Bedell in the Faculty of Arts and Science for her contributions to this edition.
- Celia Russell, Gazette editor

HUMANITIES

Medieval Genoa, Anthony V. Geramita (Mathematics & Statistics) and Renato Fenoglio, Tormentina, Genova, Italia, 2005. For sale at The Campus Bookstore)

This book, the first in a series, takes the reader on a walk through the medieval section of the city of Genoa, that part which had its heyday during the period of the First Crusades.

Why did you write this book?

Since I began living and working in Genoa, I had discovered, by hard work, much of the beauty and the history of the city. This beauty and history is hidden inside a lively and modern city and I was lucky to have friends who told me about some of the marvels sitting on the other side of rather odd looking walls and interesting doors. I enjoyed discovering these things so much, I wanted to tell other people about the history and the architecture of this new "adopted" city of mine.

Mummy Wheat, R. Drew Griffith (Classics), University of Press of America, 2008

Homer presents a world-view in which death represents the end of consciousness and total annihilation of personhood. Yet in *Odyssey*, Book Four, he contradicts this by saying that one man at least will die, but will be transported to Elysium, where he will have a blessed existence forever. Dr. Griffith argues that this shocking violation of Homer's normal world-view comes from Egypt, where more than anywhere else in the ancient world people firmly believed in life after death.

Why did you want to write this book?

Like a few hundred thousand other people in Southern Ontario, I went to the 1979 World of Tutankhamun exhibit at the Art Gallery of Ontario, and was very impressed by what I saw. In the years that followed, I often wondered what influence Egypt may have had on Greece, especially on the Greek idea of the Elysian Fields. In 1992, I gave a paper at the Learned in Charlottetown in which I first publicly broached this subject. That is the seed from which *Mummy Wheat* has grown. Oxford's Martin West said a decade ago in a book that lavishes more than 600 pages on foreign influence on Greece that the contribution of Egypt was blinkingly small. Despite such powerful warnings, I continued to dig deeper into the question, especially as concerns their views of the afterlife. In August 1995, my wife, Gloria D'Ambrosio-Griffith of Queen's Department of Spanish and Italian, was diagnosed with breast cancer, and began the roller-coaster ride of treatments, remissions, and relapses that ended with her death in 2003. From that point on, my research and home life began to mirror and echo one another in disconcerting ways. I have more psychological investment in this book than I otherwise would –

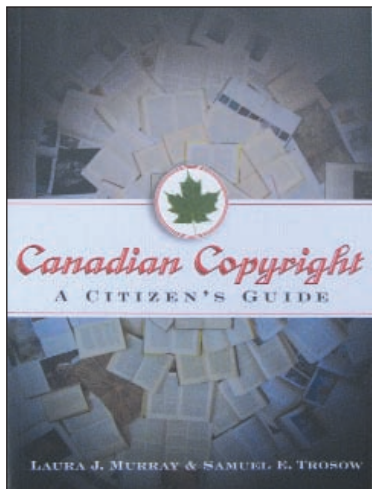
perhaps more than I ought to have – because I was dealing with the issue of death and the afterlife on two fronts at the same time. My next project will be something decidedly more light-hearted: I'm thinking about puppets in Ancient Greece.

Thirteenth-Century Wall Painting at Salisbury Cathedral: Art, Liturgy and Reform, Matthew M. Reeve (Art), Oxbow Books, 2008

This book provides a revisionist account of a celebrated work of British architecture, the 13th-century cathedral church of Salisbury, a building which now holds the position of a "national treasure" in the United Kingdom. The focus of the book is a series of paintings which adorned the vaults of the entirety of the liturgical heart in the eastern arm. Now lost, these paintings were one of the greatest examples of thirteenth century European painting, and are now known primarily from 18th-century drawings.

Why did you write this book?

This book needed to be written not only to bring these paintings again to light, but also to integrate them into considerations of the building as a whole. In doing so, I have been able to show how these paintings were integral to the original design of the building and that they reflected devotional practice within as outlined in the new *Use of Sarum*. The paintings thus provide a key to interpreting a paradigmatic work of architecture.

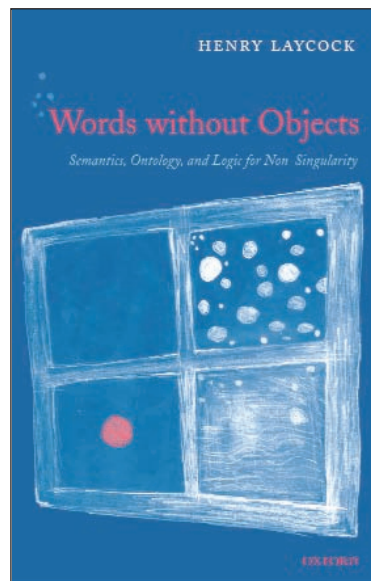


Canadian Copyright: A Citizen's Guide, Laura J. Murray (English) and Samuel E. Trosow, Between the Lines, 2007

In the age of easily downloadable culture, messages about copyright are ubiquitous. If you are an artist, consumer, or teacher, copyright is likely a part of your everyday life. Yet no resource exists to explain Canadian copyright law to ordinary Canadians. In accessible language, using examples and case studies, this book parses the Copyright Act and explains issues pertinent to a range of particular groups of Canadians; it also makes a case for grassroots engagement in balanced legal reform.

Why did you want to write this book?

When I started working on copyright in 2003, I was struck that there was so little information available on Canadian copyright law outside law libraries. Often the "knowledge" people had was simply wrong: even though in the CCH v. LSUC case the Canadian Supreme Court articulated the principle of "users' rights," Hollywood and the recording industry had a louder voice, convincing many that ordinary uses of copyrighted material were piracy. In order to pass on the information I was gathering, I started a website, www.fair-copyright.ca. That website generated a lot of mail; teachers, artists, TV producers, genealogists, and so on, wrote in explaining what they wanted to do, and asking whether it was within or outside the law. I approached Sam Trosow, a professor of Law & Information Studies at the University of Western Ontario, to coauthor a book explaining the principles and practice of Canadian copyright to non-lawyers. We bring to the book our knowledge of political theory, literary history, and law, but we also tried to use lots of concrete examples from case law and interviews with artists, to help people start to analyze the copyright implications of their actions.



Words Without Objects, Henry Laycock (Philosophy), Oxford University Press, 2006

A picture of the world as chiefly one of discrete objects, distributed in space and time, had sometimes seemed compelling. It is however one of two main targets of this book, for it is seriously incomplete. The picture leaves no space for stuff such as air and water.

Why did you write this book?

Ontology, the study of the very general framework we use to think about concrete existence, seemed to have lost touch with a really fundamental feature of our world – the reality of amorphous, undifferentiated stuff or matter, such stuff as water, sugar, iron, hydrogen, and so forth. Matter is a very puzzling reality, one with which I have been preoccupied since an earlier and prolonged study of physics and chemistry. Turning to philosophy came as something of a shock. However, I discovered that ontology has become totally preoccupied with individual things or objects – planets, snowflakes, organisms, molecules and so forth – and forgotten this quite basic underlying category. In part this is because of the growth and lasting dominance of scientific atomism, in part because of the massive influence of an individualistic form of logical symbolism. Nevertheless, it is my belief that a consideration of the character of modern logic reveals a very serious weakness or inadequacy in addressing the nature of the non-discrete.

The logic and ontology of stuff are fundamentally distinct from the logic and ontology of objects.

LANGUAGES



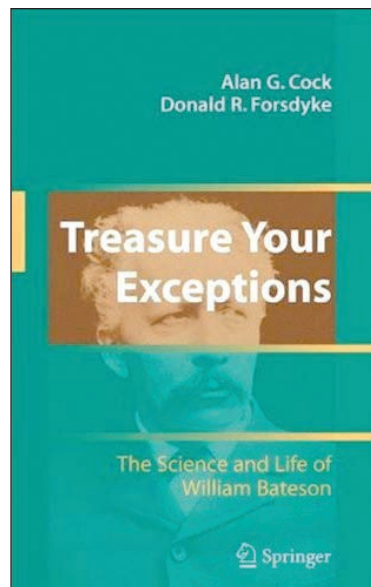
Paradoxes de l'écrivain. Entretien avec Hervé Bouchard, Stéphane Inkel (French Studies), Saguenay, La Peuplade, 2008

At the origin of the text, there is nothing; only a simple blank where we may inscribe everything. Or so Hervé Bouchard defines the paradox of the writer's role, that of an actor like any other. A voice tells. Images appear. They belong to everyone, and therein lies the paradox. The writer believes that he participates in a game of his own creation, when in fact he wanders endlessly in a space beyond himself, called memory, full of unrealized books, hopes, expectations, and unfinished mourning.

Why did you write this book?

This book includes an interview with a very important young writer from Québec and a long introduction to his work. The project very motivating because it will be the first devoted entirely to Hervé Bouchard, doubtless the most interesting writer who has published since 2000. It also gave me the chance to do a synthesis of the contemporary Québec literature, especially the novel. Thus, I tried to read specific questions that H. Bouchard shares with his fellow contemporary writers, like the questions of memory and filiation (or broken filiation).

SCIENCES



"Treasure Your Exceptions": The Science and Life of William Bateson, by Alan G. Cock (deceased) and Donald R. Forsdyke (Biochemistry), Springer, New York, 2008

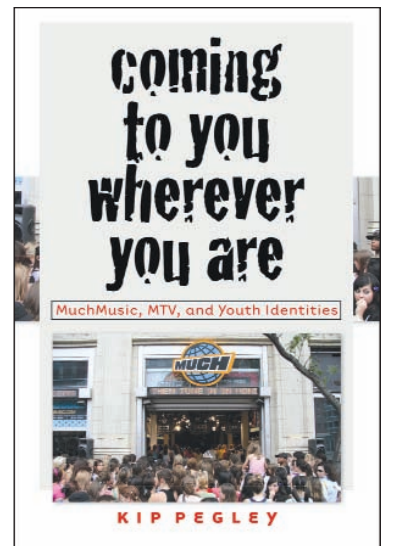
William Bateson brought the work of Mendel to the attention of the English-speaking world. After stormy battles with the "Biometricians," Mendelism emerged triumphant in 1906 and Bateson named the new science "Genetics."

Why did you write this book?

Arising from my bioinformatic analyses of genomes, I was led to a relatively simple view of evolution, and wondered if perchance any of those smart people around Darwin had developed a similar view. My

"search for a Victorian" led to George Romanes who, much to my surprise, I found to have been born in Kingston in 1848 – the son of a Queen's Senator and Professor of Classics. Romanes died in 1894, but Bateson continued his work. Initially, the William Bateson's papers were in the USA in the possession of his son Gregory Bateson, who was married to Margaret Mead. With the help of their daughter, Mary Catherine Bateson, geneticist Alan Cock "repatriated" the papers to the UK in 1975, but the heavy burden of cataloguing and indexing combined with failing health meant that his intended book was not completed. So that I might do this, in 2004 Alan's copy of the Bateson papers recrossed the Atlantic where they now rest in our Archives – a major coup for Queen's! Independent copies remain in the UK (Cambridge University and the John Innes Institute), but Queen's has by far the most extensively curated version. Thus, Queen's role as a centre of biohistorical scholarship has received a major boost.

FINE & PERFORMING ARTS



Coming to Wherever You Are, Kip Pegley (Music), Wesleyan University Press, 2008

Dr. Pegley gives convincing evidence that MuchMusic's audience feels more connected to their station than their MTV-watching counterparts. She analyzed video play lists, looking at the gender, nationality, and race of the performers, non-music related programming, and audience interaction – both through live audience participation and number of videos played upon viewers' request. The book is a readable analysis of two different media outlets that are very similar on the surface; yet quite different when one looks more closely.

Why did you write this book?

I wrote the book because MTV had for a long time been the default source of music videos, especially in the 1980s and early 1990s. When scholars – and especially American scholars – talked about music television, the assumption was that they meant MTV. But after watching endless hours of MTV and MuchMusic, I realized that they were quite different and I wanted to explore how MuchMusic was unique. As long as a Canadian station already serves Canadians, a similar American station can't enter the market. Did MuchMusic serve Canadians better than MTV could? Why shouldn't MTV be allowed to enter the Canadian market? How can we determine if MuchMusic is better suited for Canadians? These were the questions that prompted me to do this research.

SOCIAL SCIENCES

Politique internationale et défense au Canada et au Québec, Kim Nossal (Politics), Stéphane Roussel and Stéphane Paquin, Presses de

Continued from page 9

l'Université de Montréal, 2007

The book analyzes the interplay between global politics, domestic politics and governmental politics in Canadian foreign and defence policy, and the ways in which those who make Canada's international policies are constrained and impelled by their environments. It looks at the role and impact of the political executive, the legislature, the bureaucracy and civil society on the making of policy. It also includes an extended discussion of the role of the provincial governments in international politics, focusing in particular on the para-diplomacy of Québec.

Why did you write this book?

Some years ago, a colleague at the University of Québec and a colleague at the University of Sherbrooke approached me with the idea of adapting my textbook on Canadian foreign policy, *The Politics of Canadian Foreign Policy*, first published in 1985 and in its third edition in 1997, for a Québec audience. We are in the process of translating this book back into English, which will be published by Pearson Education in 2009.

Handbook of Eyewitness Psychology: Memory for Events, Rod Lindsay (Psychology), M. Toglia, J.D. Read, and D.F. Ross, Lawrence Erlbaum and Associates, 2007; **Handbook of Eyewitness Psychology: Memory for People**, Rod Lindsay (Psychology), D.F. Ross, J.D. Read, & M. Toglia (Eds). Lawrence Erlbaum and Associates, 2007

The first volume, subtitled *Memory for Events*, includes extensive discussions of memory for discourse and interviewing techniques; memory for events and factors that can generate errors in such memories (e.g., misinformation); the creation of false and repressed memories; and the tendency for children and the elderly to be less accurate than young adults. The second volume, subtitled *Memory for People*, includes discussions of memory for faces in general; methods of finding suspects (descriptions, mug shots, and composite pictures); identification techniques (lineups and showups); the first theory explicitly of lineup identification (as opposed to applying memory theories to the issue); the credibility of eyewitness evidence (in relation to confidence and the ability to judge accuracy based on testimony); and the impact of expert testimony.

Why did you write these books?

Research on issues of eyewitness memory has a history going back more than a century in psychology. Data, theory, and policy discussion in the area accelerated in the last third of the 20th century to the point that it was difficult to keep up with developments in the area. The advent of DNA testing boosted interest further when exoneration cases revealed that the single greatest cause of wrongful convictions was eyewitness identification error (present in from 75 per cent to 90 per cent of cases in which convicted people were later proven to be innocent). Police, lawyers, and judges as well as researchers were interested in the cumulating knowledge but there was no single source available that provided an overview of the literature. In 2003, I suggested to three colleagues that a comprehensive Handbook of Eyewitness Psychology would be a useful addition to the literature and could function both as a text for the burgeoning courses on psychology and law as well as a reference work for researchers and legal professionals.

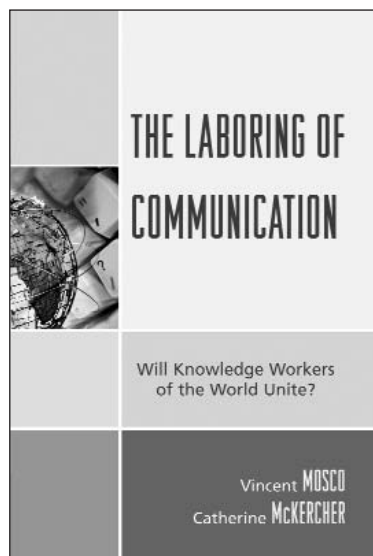
British and Irish Home Arts and Industries, 1880-1914: Marketing Craft, Making Fashion, Janice Heland (Art History /Women's Studies), Irish Academic Press, 2007

This is the first book to study the revival of cottage crafts that ac-

companied the growing interest in an arts and crafts movement in Britain and Ireland.

Why did you publish this book?

My long-time interest in the late-19th-century British arts and crafts movement led me to wonder about its less well-known affiliates that were generally referred to as home arts and industries and relegated to the fringes of the movement. I discovered that the organizations that promoted the exhibiting and selling of hand-crafted objects produced by artisans who lived in the more remote areas of Britain and Ireland had almost disappeared from the historical narrative of the arts and crafts movement. I resolved to try to discover more about these groups and my work resulted in a book about "marketing craft and making fashion" or how organizations turned locally produced objects into highly desirable and fashionable consumer goods.



The Laboring of Communication: Will Knowledge Workers of the World Unite? Vincent Mosco (Sociology) and Catherine McKercher, Lexington Books, 2008

Technological change, corporate consolidation, and neoliberal governments pose significant challenges for labour, especially for workers in the communication and information industries. The book focuses on how traditional trade unions and new worker associations, many growing out of social movements, are coming together to address today's crisis of organized labour.

Why did you write this book?

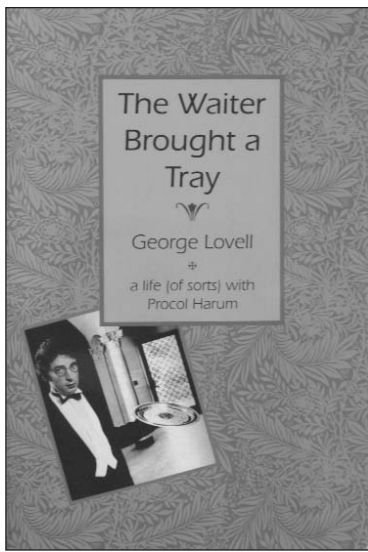
Much of what is written about workers today addresses what the new world economy is doing to them. We thought a book was needed that examines what workers themselves are doing about it. Knowledge workers who span the cultural and information technology industries are taking up a larger share of the global work force and are increasingly central to operating a global economy. We wanted to learn something about the extent to which they are coming together to defend their interests in North America and around the world.

The Waiter Brought a Tray: a life (of sorts) with Procol Harum, George Lovell (Geography), Artful Codger Press, 2007

The rock group Procol Harum is best known for the hit single, *A Whiter Shade of Pale*, which shot the band to global recognition in 1967. Four decades on, the band continues to make music in a distinctive idiom that still draws fans to their concerts.

Why did you decide to write this book?

My passion for Latin America goes all the way back to Procol Harum. Like most of us, I too was trying to figure out, back in 1967, what the lyrics of "A Whiter Shade of Pale" were all about, the lyrics of "Conquistador" also intrigued me. I have been an unabashed groupie



ever since, having heard the band play on 27 occasions over the past 40 years. The book weaves together going to hear them play live across Europe and North America with the work I do on Latin America. Strange, but true!

Comparing Federal Systems, Third Edition, Ronald L. Watts (Institute of Intergovernmental Relations), McGill-Queen's University Press, 2008

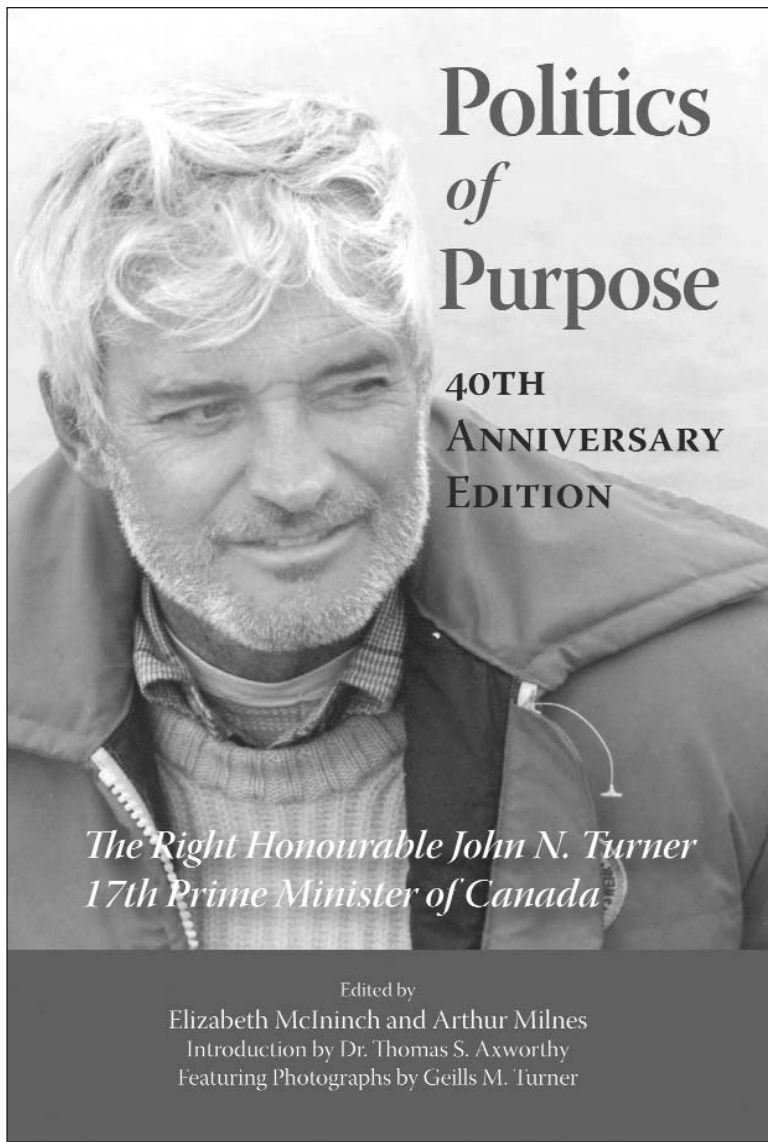
In this updated third edition, Dr. Watts provides a clear analysis of the design and operation of a wide range of federations.

Why did you write this book?

During the past two decades there has been increasing interest throughout the world in the adoption of federal political systems. There are now more than two dozen countries encompassing 40 per cent of the world's population that exhibit the fundamental characteristics of a federal system. The first (1996) and second (1999) editions therefore set out to compare 12 of the major examples. The second edition published in 1999 has been in such demand in Canada and elsewhere that it has had to be reprinted five times. Since nine years had elapsed since its publication, rather than yet another reprinting, it seemed appropriate to bring it right up to date in a new third edition. This also enabled extensive revision to include in the study all 25 existing functioning federations instead of just the 12 which the second edition concentrated on.

Politics of Purpose 40th Anniversary Edition: The Right Honourable John Napier Turner 17th Prime Minister of Canada, Elizabeth McIninch and Arthur Milnes (Centre for the Study of Democracy). Introduction: Thomas Axworthy (CSD), McGill-Queen's University Press, 2008

The Library of Political Leadership series, first volume, features the speeches of Canada's 17th prime minister, the Right Honourable John Napier Turner. Geills M. Turner, a professional



*The Right Honourable John N. Turner
17th Prime Minister of Canada*

Edited by

Elizabeth McIninch and Arthur Milnes

Introduction by Dr. Thomas S. Axworthy

Featuring Photographs by Geills M. Turner

photographer, now retired, has contributed a selection of her personal family photographs to illustrate this volume.

Why did you write this book?

To understand a public figure like John Turner it is necessary to start with what he said and what he wrote. This volume is an updated edition of Turner's 1968 book of speeches, *Politics of Purpose*, published as part of his efforts campaigning for leadership of the Liberal Party of Canada upon the retirement of Prime Minister Lester B. Pearson. This revised edition

contains many of the original entries but also brings the public record up-to-date with his post-1968 reflections on Parliament, government, the Liberal Party, law, environment, and most importantly, documents the fight of his life against the Free Trade Agreement with the United States that culminated in the 1988 federal election.

For more books from the School of Policy Studies, visit www.queensu.ca/sps/publications/press/index.php

Authors and editors: Tell us about your books

Submissions to Queen's Reads should include:

- A brief description of the book, normally published within the last 12 months
- A few lines explaining why you decided to write or edit the book;
- If available, a high-resolution jpg (200 dpi) or pdf file of the book cover to run with the description.

Submissions should be about 250 words maximum, and may be edited to address space considerations. The frequency of the Queen's Reads will be determined by level of response. Email submissions to gazette@queensu.ca

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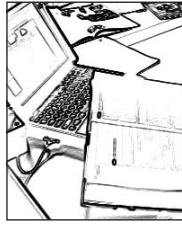
**PACKAGE DEALS
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THEY NEED**

The Library often receives suggestions and requests for purchases. We are always interested in hearing about resources that faculty and students might find useful, and we do our best to accommodate new resource requests. All year long, librarians carefully consider new items for purchase in their subject areas, and we work to purchase the best combination of resources possible within the budget provided. It can be a tricky balancing act, because we want to provide the information you need while also getting the most bang for the buck.

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Next we have package deals. One of the packages we buy is called Proquest Nursing and Allied Health Source, which includes more than 650 journal titles! Just like when you buy cable, you get a package based on your interests, and we try and buy packages that



AMANDA ROSS-WHITE

Library Now

are appropriate to research and teaching at Queen's. Packages offer great savings and provide a large amount of content, but they're not always a perfect match. Just as you sometimes end up with The Golf Channel or Home Shopping because they're included in the package, we sometimes get journals that might be of lower interest (such as Alabama Nurse). Highly specialized

or emerging areas of research and practice also tend to be left out of the big packages.

Our final category: à la carte. New England Journal of Medicine is purchased in this way. Such titles are either the big guns (like NEJM) or specialty journals. But just like HBO and The Movie Network, these can be relatively expensive. We need to know these are going to be used a lot before we buy. Like everyone, we need to keep costs down, so we closely monitor which journals are a good fit for Queen's and we work to negotiate the best price.

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over ILL/document delivery? Can we get this in a package?

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Amanda Ross-White, MLIS, is a Clinical Outreach Services and Nursing Librarian in Bracken Health Sciences Library.

Experts address pre-eclampsia risks, infection control

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Nov. 4 – 17

Globe and Mail

Graeme Smith (Obstetrics and Gynaecology) – Pre-eclampsia and risk of heart disease, also on CBC-Radio's Ontario Morning and on the United Press International website.

Dick Zoutman (Medicine) – Canadian hospital infection-control programs, also in the National Post, Ottawa Citizen, Vancouver Sun, Montreal Gazette, Edmonton Journal, Victoria Times-Colonist, Kingston Whig-Standard and on CKWS-TV Kingston.

Louis Gagnon (Business) – Risk facing global markets, also in the Calgary Herald, Saskatoon StarPhoenix, and on CBC-TV's The National, TVO's The Agenda with Steve Paikin, CBC-Radio Canada's Y'a pas deux matins pareils, and CKNW-Radio Vancouver; G20 meeting on CBC-Radio Canada.

Peggy Cunningham (Business) – Measuring corporate social responsibility.



Barling



Brock



Cunningham



Dubinsky



Milnes



Pardy



Smith



Zoutman

David Skillicorn (Computing) – Barack Obama's style of speech, also in the Toronto Star and on CKWS-TV Kingston.

Allan English (History) – Remembrance Day and Canadian culture.

Tom Courchene (Policy Studies) – Ontario's equalization payments, also in the National Post, Toronto Star, and Ottawa Citizen.

Toronto Star

Tom Axworthy (Policy Studies) – Opinion piece about Conservative Stephen Harper's and Democrat Barack Obama's ideologies; former prime minister John Turner in the Hill Times and Kingston Whig-Standard; lowering the voting age in the Halifax Chronicle-Herald.

Bruce Pardy (Law) – Climate change pact with U.S. President-elect Barack Obama, also on CKNW-Radio Vancouver.

Justin Lee (Computing) – Changing the World conference.

Rob Hickey (Policy Studies) – Government employee bargaining in times of economic uncertainty.

Art Cockfield (Law) – Tax issues for Canadians investing in U.S. companies.

Ottawa Citizen

Mary Lou Finlay (Policy Studies) – Opinion piece on the qualities Barack Obama brings to presidency; also her career with CBC-Radio's As it Happens in the St. John's Telegram.

Ned Franks (Political Studies) – Parliamentary process on CBC-Radio (Toronto).

CBC

Gerald Evans (Medicine) – Food safety and the risk of listeria on CBC-Radio (Toronto).

Karen Yeates (Nephrology) – Kidney disease treatment for aboriginal Canadians on CBC-TV News (Nova Scotia) and CBC.ca.

Doug Bland (Policy Studies) – Re-

covering from the war in Afghanistan on CBC-TV's The National; also Canadian defence budget in the St. Catharines Standard, Waterloo Record, and Kingston Whig-Standard.

Kingston Whig-Standard

Kathy Brock (Policy Studies) – Canadian interest in U.S. election; also Conservative minority government in the Toronto Sun, Ottawa Sun, Calgary Sun, Winnipeg Sun, and Edmonton Sun.

John Casselman (Biology) – American Fisheries Society's Award of Excellence.

Arthur Milnes (Policy Studies) – Presidential politics.

Mark Berber (Psychiatry) – Statistics published by Mothers Against Drunk Driving.

Geoff Smith (History) – Opinion piece on Barack Obama becoming America's 44th president.

Alison Bradshaw (Kinesiology and

Health Studies) – Ways to decrease your risk of developing type 2 diabetes.

Other

Karen Dubinsky (History) – International adoption debate in the Calgary Herald.

David Mitchell (Advancement) – Economic priorities and Parliament in the Hill Times.

Julian Barling (Business) – Workplace bullying in the Hamilton Spectator.



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.

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For the Record

Submission information

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

Appointments

New faculty appointments

Wade Hall's name was incorrectly listed in this announcement in the printed edition of the Nov. 10 Gazette. The revised announcement follows.

Advancement

Wade Hall has been appointed Executive Director (Development), effective Nov. 1, as announced by Vice-Principal (Advancement) David Mitchell. This role includes overall responsibility for the Development function at Queen's including the forthcoming campaign, Major Gifts, Annual Giving, Planned Giving and Stewardship. Mr. Hall will also be responsible for Queen's regional offices in Toronto and Calgary.

Staff Appointments

Posted at www.hr.queensu.ca

Nov. 14

Program Assistant (Aboriginal Teacher Education Program) Education, 2008-182
Joyce Keesickquayash Kukhta

Office Assistant

Health Sciences Education, 2008-205
Carolyn Scott Lee (Faculty of Law)

Customer Service Representatives Apartment and Housing Service (Community Housing), 2008-184A, 2008-184B
Lyndsey Darling, Joan Fitzpatrick

Billing Administrator

Family Medicine, 2008-214
Julia Stathopoulos (Family Medicine)

Systems Analyst

Information Technology Services, 2008-212 Jason Reynolds

Manager, Grants and Contracts Administration
Financial Analysis and Budget, 2008-152 Nadine Consigny

Outreach Counsellor (Residence System)
Health, Counselling and Disability Services, 2008-213 Fiona Gordon

Awards and Grants

2009 Herman Voaden National Playwriting Competition

Deadline: Nov. 28. Winners announced April 1, 2009. Sharon Pollock and R. H. Thomson will be judging the final round. Submission information: www.queensu.ca/drama

Queen's University Chairs in Teaching and Learning

Nominations are invited for the Queen's University Chairs in Teaching and Learning to be awarded in October 2009. The award recognizes individuals with records as excellent teachers and as scholars of teaching and learning, who have demonstrated educational leadership at Queen's and elsewhere and who have a program of activities that would allow them to make their expertise widely available to the university community. Chairs receive a three-year appointment and \$20,000 annual discretionary funds to be spent in support of their program. One chair is selected annually. The chairs work collaboratively with the Centre for Teaching and Learning and during their term give a public lecture. All full-time faculty members and continuing adjuncts are eligible to apply. Deadline: Dec. 1.

Details: www.queensu.ca/ctl/scholarship/chairs

Community Service Learning Engagement Grants

Second-round funding awarded to: Spencer Moore (Kinesiology and Health Studies) for HLTH 415: Developing Community-Health Promotion Partnerships in Kingston. James Reynolds (Pharmacology and Toxicology and Centre for Neuroscience Studies), Stephanie Kenny (Life Sciences), Angela Coderre

(Centre for Neuroscience Studies) for Mind Matters: How Your Brain Works.

Anne Godlewska (Geography), Kay Wakeman (Geography) for Explore summer program.

Karla Gouthro (Community Outreach), Sylvat Aziz (Art), Kathleen Sellars (Art), Melanie Lourenco (Chameleon Nation) for Community Mural Initiative.

Deadline for the third round of funding: Monday, Jan. 12. For details, visit www.queensu.ca/ctl/scholarship/awards/csigrants.php or contact Matthew Ascah, matthew.ascah@queensu.ca

Chancellor Richardson Memorial Fund

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 for the purchase of Canadian teaching and research materials. For details on these acquisitions and the opportunity fund, contact advisory committee chair Brian Osborne at osborneb@queensu.ca. For more information on submitting an application, visit www.queensu.ca/vpac/Funding/RichardsonFund.html. Submit proposals to Kathy O'Brien, Secretary of CRMF, Office of the Vice-Principal (Academic), Room 331, Richardson Hall or email to kathy.obrien@queensu.ca by Jan. 16, 2009.

Chancellor A. Charles Baillie Teaching Award

Nominations are invited for the Chancellor A. Charles Baillie Teaching Award to be awarded in October 2009. The award recognizes undergraduate or graduate teaching that has had an outstanding influence on the quality of student learning at Queen's. Nominations should provide evidence of an improvement in student learning and/or a demonstrated impact on the quality of the student learning experience, especially through the promotion of active learning. All full- and part-time faculty are eligible to be nominated by a peer (a colleague at Queen's) for this award. For full details, visit www.queensu.ca/ctl/scholarship/awards/award.php?description=baillie. Send the original and two copies of the nomination package addressing the selection criteria to: The Selection Committee, The Chancellor A. Charles Baillie Teaching Award c/o The Centre for Teaching and Learning, Faculty and Staff Learning Facilities, B176 Mackintosh-Corry Hall.

Deadline: March 2, 2009.

QUEEN'S AT CALGARY



KELLY MULNER

Chancellor David Dodge delivers a talk entitled The Global Economy: An Extended Period of Adjustment at a Queen's-at-Calgary event Nov. 10. The dinner brought together Chancellor Dodge, who is a leading authority on global and domestic economies and corporate leaders who share a common interest in understanding the impact of the current global economic crisis.

Committees

Headship search, Sociology

Rob Beamish steps down as head of the Department of Sociology as of June 30, 2009. Principal Tom Williams has appointed a selection committee to advise him on the appointment of the next head. Members are: Elected faculty: Steve Baron, Annette Burfoot, Stephen Gyimah, Myra Hird, Catherine Krull. Appointed members: Madison Bettle, Undergraduate Student; Rod Lindsay, Psychology department faculty member; Sandra Robinson, Graduate Student; Wendy Schuler, staff member. Non-voting members: Alistair MacLean, Dean, Faculty of Arts and Science; David Rappaport, Associate Dean, School of Graduate Studies and Research. Chair: Laurene Ratcliffe, Associate Dean, Faculty of Arts and Science. Recording Secretary: Diane Reid, Faculty of Arts and Science. University community members are invited to comment on the present state and future prospects of the department and to submit names of possible candidates for the headship by Monday, Nov. 24 to the Chair, Laurene Ratcliffe, at ratcliff@queensu.ca. All letters will be reviewed by the

selection committee and will become part of the record of decision-making.

Headship search, Urban and Regional Planning

Hok-Lin Leung will retire as director, School of Urban and Regional Planning, on June 30, 2009. In accordance with the terms of the Collective Agreement between Queen's University and the Queen's University Faculty Association, a committee has been established to provide advice to Principal Tom Williams on the present state and future prospects of the school and to assist him in the selection of Dr. Leung's successor. Members, School of Urban and Regional Planning: A. Skaburskis, J. Meligrana, G. Whitelaw, J. Andrew. Appointed members: A. Balesdent, staff member; A. Slaunwhite, student representative; B. Osborne, Department of Geography. Chair: J. Deakin, Associate Vice-Principal and Dean, School of Graduate Studies and Research. Queen's community members are invited to submit their comments on the present state and future prospects of Urban and Regional Planning and the names of possible candidates to Chair Janice Deakin, deansgsr@queensu.ca by Monday, Nov. 24. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

Headship selection committee, Civil Engineering

Kevin Hall will resign from his position as Professor and Head of the Department of Civil Engineering effective Dec. 31, 2008. In accordance with the terms of Article 41 of the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, a selection committee will be formed to consider the present state and future prospects of Civil Engineering, and to assist the principal in the selection of a new head. Members of the bargaining unit will elect six members. Faculty, staff and students are also invited to nominate staff and students from Civil Engineering, and faculty from cognate disciplines, for membership on the

10th Annual SINCLAIR LECTURE

Sister Elizabeth M. Davis
Chair, Canadian Health Services Research Foundation
will speak on:
**"New Journey, New Vision, New Promise:
Interdisciplinary Health Care in a New Time"**

Wednesday, November 26 at 5:30 pm
Biosciences Lecture Theatre 1101
Queen's University

All are welcome

Join us for coffee beginning at 4:00 pm before the lecture for a poster session highlighting health policy and health research initiatives.

Sponsored by the Centre for Health Services and Policy Research; the Faculty of Health Sciences; and the School of Policy Studies.

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selection committee. Nominations should be sent to Dean Woodhouse (Chair), c/o Donna Horner, hornerd@queensu.ca by Dec. 5.

Headship search, Geological Sciences and Geological Engineering

Herwart Helmstaedt's term as Acting Head of the Department of Geological Sciences and Geological Engineering ends June 30, 2009. Principal Tom Williams has appointed a selection committee to advise him on the appointment of the next head. Members are:

Elected faculty: Mark Diederichs, Noel James, Guy Narbonne, Ron Peterson and Vicki Remendan.

Appointed members: Mark Badham, staff member; Anna Crockford, undergraduate student; Zen Keizars, graduate student, and Scott Lamoureux, Geography department faculty member.

Non-voting members: Brenda Brouwer, Associate Dean, School of Graduate Studies and Research, Alistair MacLean, Dean, Faculty of Arts and Science; and Brian Surgenor, Associate Dean (Research, Graduate Studies and External Affairs), Faculty of Applied Science.

Chair: Cynthia Fekken, Associate Dean, Faculty of Arts and Science. Recording Secretary: Diane Reid. University community members are invited to comment on the present state and future prospects of the Department of Geological Sciences and Geological Engineering and to submit names of possible candidates for the headship by Monday, Dec. 1 to Chair Cynthia Fekken, at fekkenc@queensu.ca. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

Headship search, Surgery

Dale Mercer's term as Head of the Department of Surgery ends June 30, 2009. Dr. Mercer does not wish to be considered for reappointment. Principal Tom Williams and the Chief Executive Officers of Hotel Dieu Hospital, Kingston General Hospital and Providence Care have established a joint search committee to provide advice on the headship and the present state and future

prospects of the department. Members are:

Caroline Burke, Raja Chakraverty, John Drover and Deiderick Jalink, Surgery; Marnie Dahl and David Pichora, Hotel Dieu Hospital; Tracy Kent-Hillis, Eleanor Rivoire and David Zelt, Kingston General Hospital; TBA, Providence Care; Frances Crawford, Emergency Medicine; John McCans, Medicine; Joel Parlow, Anesthesiology; Dmitry Tsvetkov, Undergraduate Medical Student, John Jeffrey (Chair) and Gail Knutson (secretary), Health Sciences. University and hospital community members are invited to submit their opinions in writing on the present state and future prospects of the department to Dr. Jeffrey in c/o Gail Knutson, Macklem House, 18 Barrie St., or email gail.knutson@queensu.ca. Respondents should state whether their letters may be shown, in confidence, to the members of the search committee.

Governance

Senate promotion procedures

Faculty who are not covered by the provisions of a collective agreement or the Statement on Promotion Policy for Geographically Full-Time and Adjunct-1 (non-Bargaining Unit) Appointees of the Faculty of Health Sciences (September 2004) may be eligible to apply for promotion according to the Senate Statement on Promotion Policy (revised June 1994). This document requires that applications be made prior to Nov. 30. Visit www.queensu.ca/secretariat/senate/policies or contact the University Secretariat, B400 Mackintosh-Corry, 613-533-6095.

Human Resources

Milestones

Compiled by Faye Baudoux
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.

Correction to June 2008 Milestones
Danny Dwyer, Alan Herrington,

Donna Ivimey, Patty Jordan, Ken Montroy, Michael Palmer, Rozan Roberts, James Simpson, John Travers, Cathy Wagar, and Harold Yntema were incorrectly listed for 25 years of service. They should have been listed for 20 years of service in June 2008. Debrah Allen, Kevin Guthrie, Wade Hall, and Peggy Hauschildt should not have been included in the June 2008 milestones.

Congratulations to those who reached the following milestones in October 2008:

40 years: Wendy Lloyd, Human Resources.

35 years: Jo-Ann Black, School of Medicine; Randy Smith, PPS.

30 years: Darlene Lake, Bracken Health Sciences Library; Donna McTaggart, ITS; Bernard Poels, ITS.

25 years: Brian Hogan, PPS; Brian McLaughlin, Pharmacology and Toxicology; Linda Seymour, Residences; Monica St Pierre, VP (Research); Shui-Pang Tam, Pathology and Molecular Medicine.

20 years: Stephen Bowden, ITS; Cliff Ewart, PPS; Gail Ferland, ITS; Leo Frid, PPS; Sally Gauthier, PPS; Lisa Graham, Faculty of Law; Richard Smith, PPS.

15 years: Evelyn Bowering, Family Health Team; David Smith, ITS.

10 years: John Corrigan, ITS; Michelle Knapp-Hermer, Global Development Studies; Jennifer McNeely, School of Business; Suzann Paquin, Graduate Studies; Joanne Rose, VP (Research); Waheed Sangrar, Cancer Research Labs; Shakeel Virk, Pathology and Molecular Medicine; Corey Willman, NCIC.

Five years: Anne Brule, Art; Jill Christie, Equity Office; Katherine Cook, Community Health and Epidemiology; Thomas Fisher, Medicine; Matthew Gordon, Cancer Research Labs; Charlotte Hutchings, Microbiology and Immunology; Lisa Marion, EH&S; John Meekel, Mechanical and Materials Engineering; Jason Palmer, Cancer Research Labs; Nancy Shield, School of Business; Herbert Steacy, Athletics and Recreation; Hilda Thompson, Bracken Health Sciences Library.

December holiday closing

Normal university operations for
Continued on page 14

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2008 Excellence in Research Public Lectures

Dr. Guy Narbonne

Department of Geological Sciences and Geological Engineering

When Life Got Big: Glaciation, Oxygenation, and the Origin of Animals

Dr. Elia Zureik

Department of Sociology

What do Citizens Think of Government and Corporate Surveillance: An International Comparison

Monday, November 26, 2008 at 7:00 pm
Stirling Hall, Auditorium B, Bader Lane

These lectures are associated with the awards of the 2008 Queen's University Prizes for Excellence in Research.

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think Queen's*



most (but not all) departments, will close at noon, Wednesday, Dec. 24, 2008. Regular university operations resume on Monday, Jan. 05, 2009.

December dates to remember

- Dec. 1**
Deadline for changes to the December monthly payroll. This includes salary requisitions for monthly paid employees.
- Dec. 11**
Salary advice statements for monthly paid employees will be mailed.
- Dec. 18**
Deadline for emergency salary advances. Contact Lisa Cruise (ext. 79011) or Lynne Gaudet (ext. 36460). Please note, any advances issued will not show on the 2008 T4 slip.
- Dec. 24**
Final 2008 pay-date for casual and bi-weekly paid employees.
- Dec. 31**
Pay-date for monthly paid employees.

Employee Assistance Program

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

Staff job postings

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

Notices

Attention instructors

The Campus Bookstore has received 54 per cent of the expected textbook

adoptions for the winter term. Visit www.campusbookstore.com and click the Faculty & Staff link to submit book adoptions for the winter term. Questions: call ext. 74999, 613-533-2955 or email frontdesk@campusbookstore.com

PhD Examinations

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

Monday, Nov. 24

Dawei Wang, Department of Physics, Engineering Physics and Astronomy. An Excitonic Approach to the Ultrafast Optical Response of Semiconductor Nano-Structures. Supervisor: M.M. Dignam, 201 Stirling, 10 am.

Thursday, Dec. 4

Adrian Thurston, School of Computing. A Computer Language Transformation System Capable of Generalized Context-Dependent Parsing. Supervisor: J.R. Cordy, 524 Goodwin, 10 am.

Volunteers Needed

Campus Community Appeal 2009

The Campus Community Appeal is recruiting volunteers! The appeal seeks to create awareness of the outstanding work of Queen's, its impact on our local and global community, and the added opportunities we can create by supporting the areas of Queen's about which we are most passionate. It takes place annually in February and March run by a committee of volunteers to encourage faculty, staff members, and retirees to



TIM FORBES

Galleries

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. **Exhibition tour** 45-minute tours covering highlights of our current exhibitions. Tours are free for all every Thursday, 12:15 pm. www.aeac.ca

Union Gallery

Stauffer Library, first floor. Main Space: Parallel Spaces, an

exhibition by fine arts students Jan Fougere and Jennifer Prevost, Nov. 25 to Jan. 6. Artist's reception Saturday, Nov. 29, 6-8 pm. Project Room: ANTECHAMBER, a series of bindings and book/objects referencing Surrealist painter and writer Leonora Carrington by Montreal-based artist Alisha Piercy. Art Happens 8. Memory works by Emily Cohn, Genna Kusch, Vanessa Noller, Mary Macdonald, Patricia Mader, Jennifer Prevost, Min Shin, Tim Simpson, Keith Skelton, Paisley Smith, Julia Stephens, Morgan Wedderspoon. Wednesday, Nov. 26, 7:30 pm. uniongallery.queensu.ca

join forces to show their support of the great work of the university. This community support is integral to inspiring corporations and alumni to give generously to Queen's, ensuring the sustainability of our tradition of excellence. Last year, a team of more than 30 faculty, staff and student volunteers helped make the Did you know? appeal fun and a great suc-

cess! This dedication and enthusiasm inspired more than 600 faculty, staff and retirees to donate more than half a million dollars to the areas of Queen's that they feel passionate about. Interested? Contact Glenn Best, glenn.best@queensu.ca, ext. 75137. Visit www.queensu.ca/communityappeal to see photos from last year's appeal.

Emergency translator program

Queen's Study/Work/Travel Abroad Emergency Protocol aims to ensure that all out-of-country emergencies involving a student or group of students on a Queen's study/work/travel abroad program are dealt with in an efficient and effective manner and with the interests of the students and their families as a top priority. Students who participate in study/work/travel abroad programs attend a pre-departure orientation program, given an emergency contact card and instructed to call Campus Security in emergency situations. If the student is unable to call, someone from their host country may do so on their behalf. These callers may not speak English. Queen's University International Centre (QUIC) seeks staff and faculty members to act as translators for emergency calls. Students, faculty and staff are in more than 40 countries. Those fluent in any foreign language and who would like to participate, contact Cathy Lemmon, ext. 74650, cathy.lemmon@queensu.ca or Sandra Jeffers, ext. 78434, sandra.jeffers@queensu.ca

Calendar

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

Submission information

The deadline for the Monday, Dec. 8 issue is at noon on Monday, Dec. 1. Email submissions to gazette@queensu.ca in the following format: **Date, department, speaker's name, affiliation, title, location, time.** Contact for special needs. Please spell out acronyms. **Those with information about accessibility needs for disabled persons are encouraged to include details when they submit an event for publication.** For news and information between issues, visit www.queensu.ca/newscentre.

Lectures and Events

Monday, Nov. 24

Music
Traditional and contemporary big band music and Brazilian Samba performed by Queen's Jazz Ensemble, directed by Greg Runions and Samba Ensemble, directed by Daniel Shipp. Admission: \$10 adults; \$5 students and seniors. Available at the door, Grant Hall, 7:30 pm.


Wednesday, Nov. 26

Policy Studies
Sister Elizabeth Davis, Chair, Canadian Health Services Research Foundation. 2008 Sinclair Lecture – New Journey, New Vision, New Promise: Interdisciplinary Health Care in a New Time. All welcome. 1101 Biosciences, 5:30 pm. Coffee and poster session prior to lecture, starting at 4 pm.

Music
Queen's Wind Ensemble, directed by Gordon Craig, Grant Hall, 7:30 pm. Admission: \$10 adults; \$5 students and seniors. Available at the door. 613-533-2066 music@queensu.ca.

Thursday, Nov. 27

Policy Studies
Allison Dubarry, Linda Wilding and Kristine Pearson, USW Local 1998.



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NOVEMBER						
S	M	T	W	T	F	S
23	24	25	26	27	28	29
30						
DECEMBER						
	1	2	3	4	5	6
7	8	9	10	11	12	13

Collective Bargaining in Higher Education: Recent experiences among administrative and contract staff at the University of Toronto. 202 Policy Studies, noon.

Italian Club
Every Thursday, 307 Kingston, 5-6:30 pm. All levels of Italian welcome. All welcome. Details: Cristiana Zaccagnino, zaccagn@queensu.ca; Maria Laura Mosco, moscoml@queensu.ca.

Friday, Nov. 28
Policy Studies
John Curtis, Distinguished Fellow, Centre for International Governance Innovation. The International Trade and Financial System: What's next? 202 Policy Studies, noon.

Music
Student Chamber Ensembles present a recital. 120 Harrison-LeCaine,

12:30 pm. Free admission. 613-533-2066, music@queensu.ca.

Messiah Sing-a-Long
An informal gathering of voice and orchestra pays tribute to the glorious music of Handel. All are welcome. Foyer, Harrison-LeCaine, 2:30 pm. 613-533-2066, music@queensu.ca.

Queen's Symphony Orchestra
Directed by Gordon Craig, featuring the 2008 Concerto/Aria Queen's Symphony prize winner Virginia Lew (piano). Admission: \$10 adults; \$5 students and seniors. Available at the door. Grant Hall 7:30 pm. 613-533-2066, music@queensu.ca.

Saturday, Nov. 29
Dramatic reading
Annette Hayward, Queen's.
A Christmas Carol by Charles Dickens. Mulled cider and fruitcake will be served. Admission is \$15 at the door. School children accompanied with an adult are admitted free of charge. Canned donations are welcome. St. George's Cathedral, 2:30 pm. Details: 613-548-4617, www.stgeorgescathedral.on.ca.

Sunday, Nov. 30
Advent concert and celebration
50th-anniversary celebration concert honouring former School of Music

director F.R.C Clarke, organist emeritus, Sydenham Street United Church. The program will feature organ and choral compositions by Dr. Clarke. A reception will follow. Sydenham Street United Church, 4 pm. Details: 613-542-9616, ext. 21, www.vision-weaver.net/sydenham/#frc

Film and Media Studies
Cinema Kingston
GIANT, 1956, starring Elizabeth Taylor, Rock Hudson, James Dean. Admission: \$8. Etherington Hall Auditorium, 7 pm. Details: cinemak@post.queensu.ca, www.film.queensu.ca/cinemakingston

Tuesday, Dec. 2
Staff Appreciation Day
Principal's Holiday Reception
Grant Hall, 11:30 am – 1:30 pm. Presentations of Special Recognition for

Staff Awards at 12:30 pm. For details on Staff Appreciation Day activities, see story on page 3.

Thursday, Dec. 4
Advent concert
Lena Ma and Clare Mak, Queen's, perform solos and duets by Mozart, Puccini, Kreisler, Handel and Bachelet, with Adrienne Shannon on piano. Admission by donation. St. Georges Cathedral, 12:15 pm. Details: 613-548-4617, www.stgeorgescathedral.on.ca

Friday, Dec. 5
Pension plan AGM
Annual meeting of the Queen's Pension Plan. All plan members, including retirees, are invited to attend. Dunning Hall Auditorium, 1:30 pm. Details: Pensions and Benefits Unit ext. 36414.

HELP LINES

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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
Jean Pfliederer, Coordinator
613-533-6886

Eleanor MacDonald, Politics
613-533-6631

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Coordinator of Dispute Resolution
Mechanisms, at 613-533-6495 for
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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
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University Dispute Resolution
Advisors – Students
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Coordinator of Dispute Resolution
Mechanisms, at 613-533-6495 for
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University Staff Advisors
Janet Cowperthwaite
University Secretariat
ext. 77927

Bob Burge – Faculty of Education
ext. 77235

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

Accommodation and Wellness
Shannon Casteels, Workplace Advisor
ext. 77818

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Dec 1 & 8 Upper Canada Village ALIGHT AT NIGHT **\$85**
Dec 2 It's a Wonderful Life **\$129**
Dec 4 TRANS-SIBERIAN ORCHESTRA **\$109**
Dec 7, Jan 28 The Sound of Music **\$189/\$149**
Dec 6, Feb 14 DIRTY DANCING **\$189**
Dec 27 Chitty Chitty Bang Bang **\$159**
Dec 27 & 28 MAMMA MIA!! **\$169**
Jan 3 CINDERELLA in Toronto at the Elgin Theatre **\$99/\$129**

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Exceptional exhibition inspires unusual partnership

By KAY LANGMUIR

The Industrial Relations Centre (IRC) has found a provocative and unique way to promote its work by sponsoring an inter-provincial tour of an exhibition from the university's Agnes Etherington Art Centre.

"I was just delighted by the initiative that the IRC took to just out-of-the-blue, cold call us," says Janet M. Brooke, art centre director.

"These are not two organizations at Queen's that you would think of partnering up," she says. "It shows a lot of out-of-the-box thinking on the part of the IRC to have seen the link between these artists and the work of the IRC."

By sponsoring the show's tour to Halifax, Windsor and Oshawa, the IRC has an opportunity to connect with alumni and clients in those cities in a new and different way.

The artists in question are the collaborative team of Carole Condé and Karl Beveridge, socially engaged artists who have been taking their cameras into workplaces for 30 years. Mainly through the medium of photography and collage, the exhibition, entitled *Working Culture*, presents an overview of their "left-perspective discourses" into social aesthetics, workplace and human-rights issues and more recently, the effects of globalizing economies.

"The show was right up our alley in a provocative kind of way," says Paul Juniper, director of the IRC, which has been teaching labour relations and human-resource management since 1937.



LOUIS RODRIGUES and JILL BABCOCK, HOSPITAL DIETARY WORKERS, KINGSTON

IMAGE COURTESY OF THE ARTISTS

Ill Wind 2001, by Carole Condé and Karl Beveridge, part of the recent exhibition *Working Culture* at the Agnes Etherington Art Centre. The Industrial Relations Centre has sponsored the exhibition's tour to Halifax, Windsor and Oshawa.

After viewing the show at the art centre last spring, Mr. Juniper called the centre to inquire about sponsorship – just as staff were preparing to offer it on tour. The timing was "serendipitous," says Ms. Brooke.

By sponsoring the show's tour to Halifax, Windsor and Oshawa, the IRC has an opportunity to connect with alumni and clients in those cities in a new and different way, Mr. Juniper says. The opening of the show at the Dalhousie Art

Gallery, for example, was also a networking event for local alumni.

But sponsoring the show is also a chance to give back to the university and to support other departments, he says. Staff at the Dalhousie Art Gallery were also very pleased to have the IRC involved with the show.

"They were very supportive of us connecting with art in this way," Mr. Juniper says.

The IRC, which will celebrate its 75th anniversary in 2012, would

also be interested in trying partnerships with other areas of the university, he added.

Curated by Jan Allen, the exhibition also includes a short documentary film on the artists' working methods by filmmakers Roz Owen and Jim Miller, which gallery staff helped produce. The film has just won this year's Best Video award from the Ontario Association of Art Galleries.

It wasn't coincidence that cities with traditionally large manufac-

turing labour forces were interested in hosting the show, says Ms. Brooke. But the itinerary proved doubly useful to the IRC, since it had alumni and new and developing client bases in the four cities.

Not only did the IRC's involvement enrich the event and create new opportunities for outreach, its sponsorship allowed the gallery to offset significant tour-related expenses, she says.

"This is good for them and it's good for us," says Mr. Juniper.

Homecoming

continued from page 1

reputation that are associated with the Aberdeen event have reached a critical point," he said, adding that it was one of the toughest decisions he's had to make in 30-plus years at Queen's.

While Fall Homecoming is not in itself the problem – Homecoming does not cause the Aberdeen Street gathering – moving it is an essential part of the solution, he said.

The loss of Fall Homecoming Weekend is significant to Queen's alumni and the local business community. Over the next few months, the university will develop plans for alternative venues and times for reunions, class groups, and the Tri-Colour Guard dinner to come together during the MiniU weekend.

Principal Williams also announced that the university will contribute \$175,000 to the City of Kingston for costs associated with ensuring the relative safety and security of the community during the 2008 Aberdeen Street party.

"In the months and years to come, in consultation with members of the Queen's community and our community partners, we will evaluate the impact of our decision to move Homecoming. And we will determine when, or if, we reintroduce the fall Homecoming in the future," he said.

Mayor Harvey Rosen said a spring reunion will be good for both alumni and the city. It will take place at a time when students are headed to summer jobs, and

there would be less temptation to congregate on Aberdeen Street.

Queen's contribution to the cost of policing Aberdeen Street last Sept. 27, is much appreciated, he said.

"This is not a university event," he said. "We all want it to go away. It just happens to be organized around a university weekend by unauthorized individuals. For the university to take some financial responsibility is a very gracious and generous gesture."

Mayor Harvey Rosen said a spring reunion will be good for both alumni and the city.

"While the Queen's University Alumni Association (QUAA) Board is disappointed that the persistence of the unsanctioned Aberdeen Street party has overshadowed Homecoming and continues to put the safety of students and Kingston residents at risk, we respect Principal Williams' decision to move official Homecoming activities to a Spring Reunion Weekend for 2009 and 2010," President Sarah Renaud said in a letter to alumni.

"Queen's alumni value excellence as well as tradition, and the QUAA Board will work with the university to ensure a positive



CELIA RUSSELL

Principal Tom Williams announces his decision to move Homecoming from the fall to the spring for a period of two years at a Nov. 18 press conference in Ban Righ Hall.

Queen's experience when alumni return for the Spring Reunion Weekend."

Queen's supports peer-to-peer communications for influencing the behaviour of students, and we will

continue to work with students and the student government on issues of student conduct during the fall.

Information about the new Spring Reunion Weekend will be posted on a new website, which

will be updated as the program develops.

www.queensu.ca/alumni/programs/events/spring_reunions.html